

No. 137

**ANNUAL REPORT**  
of the  
**ASSOCIATION OF ONTARIO LAND SURVEYORS**

Organized 1886

Incorporated 1892



PROCEEDINGS OF THE ONE-HUNDRED AND THIRTIETH  
MEETING SINCE INCORPORATION  
ONLINE

MARCH 2, 2022 – MARCH 4, 2022



## **Preface**

To the members of the Association of Ontario Land Surveyors:

The minutes of the Association at its One-Hundred and Thirtieth Annual Meeting are herewith presented.

Brian Maloney  
Executive Director  
March 2022

Association of Ontario Land Surveyors  
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This edition, 100 copies.

Copies of the annual report for some of the past years can be obtained by applying to the Association offices.

Views and opinions in Addresses, Presentations, and Reports are not official expressions of the Association's policies unless so stated.

## RECIPIENTS OF AOLS AWARDS

### PROFESSIONAL RECOGNITION AWARD

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JOHN EDWIN JACKSON	1968
WILLIAM FREDERICK WEAVER	1971
EDWIN PERCY ARGALL PHILLIPS	1972
FREDERICK JOHN SIDNEY PEARCE	1973
JOHN GOURLAY PIERCE	1976
HERBERT HARVEY TODGHAM	1980
JOHN DONALD BARBER	1984
HAROLD STEWART HOWDEN	1991
NANCY LORRAINE PETZOLD	1992
MOIR NEIL SIMPSON	2000
JACK KEITH YOUNG	2004
WAYNE BRUBACHER	2005
DAVID WHITFIELD LAMBDEN	2006
MICHAEL J. O'SULLIVAN	2007
BRIAN MALONEY	2011
PAUL CHURCH	2015
IZAAK DE RIJCKE	2016

### FELLOWSHIP AWARD

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HARRY DOUGLAS GIBSON CURRIE	1979
MAURICE HEWITT	1979
JOHN DUNCAN BARNES	1982
RALPH ANGUS SMITH	1992
ANDREW GIBSON	1993
DARSHAN CHANDER KAPOOR	1993
ROBERT ALFRED FOWLER	1999
BOB HALLIDAY	2014
CRYSTAL CRANCH	2014
MICHAEL MARLATT	2017
BRUCE BAKER	2019
MICHAEL POWER	2019
BLAIN MARTIN	2020
MICHAEL CHAPMAN	2020

**CENTENARY AWARD**

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DANIEL ALPHONSE CYBULSKI	1992
BRYAN THOMAS DAVIES	1992
RONALD JAMES EMO	1992
SYDNEY GRENVILLE HANCOCK	1992
DAVID WHITFIELD LAMBDEN	1992
KENNETH HARVEY McCONNELL	1992
THOMAS EDWARD MERRIMAN	1992
WILLIAM CHARLES YATES	1992
JAMES NEIL GARDINER	1993
JAMES L. HILL	2009
JOHN GOLTZ	2010
ROBERT GUNN	2010
RON BERG	2011
JAMES FERGUSON	2013
DESMOND R. RASCH	2018
ANTHONY F. ROBERTS	2018
HENRIETTE J. VERHOEFF (posthumous)	2018

**PRESIDENT'S AWARD**

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BOB AARON	2014
CHARLES WILKINS	2017
WILLIAM D. BUCK	2019

**LIFE MEMBER AWARD**

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ERIC ANSELL	2019
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**HONORARY MEMBER AWARD**

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DR. BRIAN BALLANTYNE	2021
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## ASSOCIATION OF ONTARIO LAND SURVEYORS

Organized February 23, 1886

Incorporated 1892

### PAST PRESIDENTS

1886	G.B. Kirkpatrick	1931	J. van Nostrand
1887	G.B. Kirkpatrick	1932	J.W. Pierce
1888	A. Niven	1933	J.M. Empey
1889	A. Niven	1934	R.M. Anderson
1890	V. Sankey	1935	E.G. MacKay
1891	V. Sankey	1936	H.M. Anderson
1892	E. Stewart	1937	E. Cavell
1893	E. Stewart	1938	R.S. Kirkup
1894	M.J. Butler	1939	F.W. Beatty
1895	M. Gaviller	1940	G.L. Berkeley
1896	W. Chipman	1941	N.A. Burwash
1897	T.H. Jones	1942	E.L. Moore
1898	P.S. Gibson	1943	N.D. Wilson
1899	H.J. Bowman	1944	W.J. Fulton
1900	G. Ross	1945	C.H. Fullerton
1901	J. Dickson	1946	E.W. Neelands
1902	W.R. Aylsworth	1947	J.K. Benner
1903	W.R. Aylsworth	1948	H.G. Rose
1904	C.A. Jones	1949	W.F. Weaver
1905	J.W. Tyrrell	1950	S.W. Archibald
1906	O.J. Klotz	1951	C.G.R. Armstrong
1907	T. Fawcett	1952	A.L.S. Nash
1908	A.J. van Nostrand	1953	A. Gillies
1909	L. Bolton	1954	W.G. Ure
1910	H.W. Selby	1955	J.E. Jackson
1911	J.F. Whitson	1956	W.J. Baird
1912	T.B. Speight	1957	W.H. Williams
1913	J.S. Dobie	1958	R.B. Erwin
1914	J.W. Fitzgerald	1959	R.F. Mucklestone
1915	E.T. Wilkie	1960	H.D.G. Currie
1916	C.J. Murphy	1961	M. Hewett
1917	J.J. MacKay	1962	J.G. Pierce
1918	H.J. Beatty	1963	E.C. Brisco
1919	C.F. Aylsworth	1964	M.J. McAlpine
1920	T.D. leMay	1965	R.W. Brotherhood
1921	G.A. McCubbin	1966	W.J.G. Wadsworth
1922	G. Hogarth	1967	R.R. Smith
1923	H.T. Routly	1968	F.J.S. Pearce
1924	W.G. McGeorge	1969	M.N. Simpson
1925	L.V. Rorke	1970	D.T. Humphries
1926	N.B. MacRostie	1971	J.C. Kirkup
1927	H.W. Sutcliffe	1972	S.G. Hancock
1928	J.J. Newman	1973	E.W. Petzold
1929	A.T. Ward	1974	J.D. Dearden
1930	R.M. Lee	1975	G.T. Rogers

## ASSOCIATION OF ONTARIO LAND SURVEYORS

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### PAST PRESIDENTS

1976	J.D. Barber	1999	D.S. Urso
1977	M.J.M. Maughan	2000	C.M. Fraser
1978	D.W. Endleman	2001	M.P. Allen
1979	T.E. Lyons	2002	R.C. Dixon
1980	G.J. Zubek	2003	D.D. Blais
1981	D.F. Yates	2004	T.A. Bunker
1982	H.M. Graham	2005	P.L. Church
1983	B.T. Davies	2006	D.E. Culham
1984	W.D. Brubacher	2007	J.G. Boyd
1985	R.J. Meisner	2008	K.H. Campbell
1986	H.R. Whale	2009	A.J. Worobec
1987	L.U. Maughan	2010	W. Kowalenko
1988	J.K. Young	2011	D.M. Brubacher
1989	M.J. O'Sullivan	2012	P.J. Benedict
1990	T.E. Rody	2013	E.L. Ansell
1991	J.W. Nicholson	2014	D. Page
1992	S.J. Statham	2015	T. Hartwick
1993	P.C. Wyman	2016	T. M. Purcell
1994	D.A. Simmonds	2017	J. R. Hogan
1995	J.D. Annable	2018	D. Dzaldov
1996	B. Maloney	2019	A. Jeraj
1997	P.J. Stringer	2020	A. Mantha
1998	J.H. O'Donnell	2021	G. Lawrence

## ASSOCIATION OF ONTARIO LAND SURVEYORS

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### PAST SECRETARY-TREASURERS

Col. Arthur J. van Nostrand	1891 – 1900
Villiers Sankey	1900 – 1902
Capt. Killaly Gamble	1902 – 1912
Louis Valentine Rorke	1912 – 1923
Tracy Deavin leMay	1924 – 1936
Louis Valentine Rorke	1936 – 1943
Ralph Mackenzie Anderson	1943 – 1947
Charles Herbert Fullerton	1948 – 1954
Albert Victor Chase	1954 – 1955
Vernon Russell Davies	1955 – 1956
Russell Reeves Grant	1956 – 1957
Herbert McEwen Anderson	1957 – 1958
Wilmot Johnston Baird	1958 – 1963
Dr. Alexander Campbell McEwen	1963 – 1965
John Norris Emberson Bradbury	1965 – 1969
Albert Francis Allman	1969 – 1972

### PAST SECRETARIES

A. Francis Allman	1972 – 1976
N. Lorraine Setterington	1976 – 1981

### PAST EXECUTIVE DIRECTOR – TREASURER

N. Lorraine Setterington	1981 – 1982
N. Lorraine Petzold	1982 – 1988

### PAST SECRETARY – REGISTRAR

John Boyd	1987 – 1988
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### PAST EXECUTIVE DIRECTOR – TREASURER – SECRETARY

N. Lorraine Petzold	1988 – 1989
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### PAST EXECUTIVE DIRECTOR – TREASURER

N. L. Petzold	1989 – 1992
E. Peter Jacobs	1992 – 1993
Carl J. Rooth	1993 – Apr. 2000
Murray J. Legris	Apr. 2000 – 2006
S. James Statham	2006 – 2009
Blain W. Martin	2009 – 2019
Brian Maloney	2019 – present



## Officers of the Association: 2021–2022

### HONORARY MEMBERS

John D. BOGART, Q.C.	Toronto
Dr. Gordon GRACIE	Mississauga
N. Lorraine PETZOLD	Toronto
George WORTMAN	Richmond Hill
Eric J. BUNDGARD	Toronto
Dr. Brian BALLANTYNE	Edmonton

### PRESIDENT AND CHAIRMAN OF COUNCIL

Gavin LAWRENCE	Newmarket
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### VICE-PRESIDENT

Andrew SHELP	Nepean
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### EXECUTIVE DIRECTOR / TREASURER

Brian J. MALONEY	North Kawartha
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### REGISTRAR

Kevin WAHBA	Woodbridge
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### DEPUTY REGISTRAR

Maureen V. MOUNTJOY	Brampton
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### MEMBERS OF COUNCIL

Andrew MANTHA Past President	Windsor
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### Term Ending

T. MCNEIL	2022
D. KOVACS	2022
S. KASPRZAK	2023
A. LOAI	2023
S. KRCMAR	2024
R. BERG	2024

S. F. MACGREGOR, Surveyor General	Peterborough
A. DOWIE, Lay Councillor	Tecumseh
J. GENERAL, Lay Councillor	London
M. GEORGE, Lay Councillor	Cambridge
J. HUNT, Lay Councillor	Port Hope
P. MEERVELD, Lay Councillor	Guelph

## Officers of the Association: 2022–2023

### HONORARY MEMBERS

John D. BOGART, Q.C.	Toronto
Dr. Gordon GRACIE	Mississauga
N. Lorraine PETZOLD	Toronto
George WORTMAN	Richmond Hill
Eric J. BUNDGARD	Toronto
Dr. Brian BALLANTYNE	Edmonton

### PRESIDENT AND CHAIRMAN OF COUNCIL

Andrew SHELP	Nepean
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### VICE-PRESIDENT

David KOVACS	Thunder Bay
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### EXECUTIVE DIRECTOR / TREASURER

Brian J. MALONEY	North Kawartha
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### REGISTRAR

Kevin WAHBA	Woodbridge
Penny CONNORS	Vaughan

### DEPUTY REGISTRAR

Maureen V. MOUNTJOY	Brampton
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### MEMBERS OF COUNCIL

Gavin LAWRENCE Past President	Newmarket
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	<b><u>Term Ending</u></b>
S. KASPRZAK	2023
A. LOAI	2023
S. KRCMAR	2024
R. BERG	2024
S. CÔTÉ	2025
N. VIBERT	2025

W. B. CLARK, Surveyor General	Peterborough
M. GEORGE, Lay Councillor	Cambridge
J. HUNT, Lay Councillor	Port Hope
P. MEERVELD, Lay Councillor	Guelph

## ACADEMIC AND EXPERIENCE REQUIREMENTS COMMITTEE

2022–2023

Al Buckle, Presiding Officer

	<u>Term Ending</u>
B. CAMPBELL	2022
S. HODGSON	2022
M. TRUCHON	2022
A. BUCKLE	2023
J. WILBAND	2023
K. R. D. SMITH	2023
D. KOVACS	2025
S. SEDAGHAT	2025
Y. ZHANG	2025
M. GEORGE	<i>Lay Councillor</i>
M. A. CHAPMAN	<i>Toronto Metropolitan Liaison</i>
S. BISNATH	<i>York Liaison</i>
M. V. MOUNTJOY	<i>Deputy Registrar</i>
K. WAHBA	<i>Registrar</i>
P. CONNORS	<i>Registrar</i>

### ASSISTANTS TO THE AERC

R. E. BERG, St. Catharines	R. M. MCDERMOTT, Port Sydney
P. W. CHITTY, Gananoque	P. A. MILLER, Belleville
J. A. COLE, Sudbury	R. NICULAE, Thornhill
S. DALZIEL, Toronto	G. W. PHILLIPS, Toronto
T. W. DEL BOSCO, Sudbury	D. QUINLAN, Brighton
R. L. FLEGUEL, Lakefield	R. J. REID, Stirling
N. J. GROZELLE, Havelock	A. P. SANI, Scarborough
E. H. HERWEYER, Gloucester	A. D. SANKEY, Mississauga
P. HOFMANN, Thornhill	R. A. SIMONE, Windsor
H. HYDE, Welland	S. SINNIS, Newmarket
L. KINGSTON, Toronto	D. B. STRINGER, St. Catharines
P. B. LAMB, St. Catharines	P.S. SWIFT, Toronto
D. A. LAMONT, Dundas	M. TAVALLAEE, Toronto
N. A. LEGROW, Newmarket	G. B. VANDERVEEN, Whitby
A. S. MANTHA, Windsor	M. D. VERDUN, Keswick

**REGIONAL GROUP CHAIRS  
2021–2022**

**SOUTH WESTERN**

Paul Crocker  
Roy Simone

**EASTERN**

Simon Kasprzak

**GEORGIAN BAY**

Rodney Geyer

**HAMILTON & DISTRICT**

Brent R. Larocque

**KAWARTHA–HALIBURTON**

Morgan Goadsby

**NORTH EASTERN**

Chris Bunker

**NORTH WESTERN**

Marvin McNabb

**SOUTH CENTRAL**

Vicky Kumar

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## **AGM 2022 Sponsors**

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### **EVENT SPONSOR**

Gallagher Canada Limited

### **SUSTAINING SPONSORS**

ABTECH

Cansel

Bob Morrow – The Connectors Insurance Group

Horizon Measurement Solutions

Logan Wealth Management

Protect Your Boundaries / Krcmar Surveyors Ltd.

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## **AGM 2022 Exhibitors**

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ABTECH  
BeSpatial / URISA Ontario  
Cansel  
Cyanic Automation  
Horizon Measurement Solutions  
iLOOKABOUT  
Leica Geosystems  
Logan Wealth Management  
SolidCAD  
Tulloch Engineering



## **PROGRAMME: 2022 ANNUAL MEETING**

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**TUESDAY, MARCH 1, 2022**

*Exhibitor presentations throughout the AGM*

“Discover the advisor that can help you achieve your financial goals,” presented by Logan Wealth Management

“Labour scarcity and work overload. Maximize your field-to-office performance with Can-Flow!” presented by Cansel

“Reality Capture – Talent and Technology,” presented by Leica Geosystems

“Common business problems for land surveyors and how to solve them,” presented by Cyanic Automation

**WEDNESDAY, MARCH 2, 2022**

Opening Ceremonies and Plenary Session

The North Star: Protecting Society's Wellbeing (Keynote Address), presented by Marisa Sterling

Modernizing the *Surveyors Act* / External Review Findings, presented by Richard Steinecke

Insurance Claims Findings

Open Forum Part 1

**THURSDAY, MARCH 3, 2022**

Boundary Surveying with LiDAR, What to Expect, and What Not to Expect,  
presented by Paul Francis

Lifestyle Medicine, presented by Jennifer Purdy

Geomorphology at the Waterfront: The Law Struggles to Keep Up,  
presented by Izaak De Rijcke and Dr. Colin Rennie

NAD83 (CSRS): From Static to Dynamic and Beyond,  
presented by Dr. Michael Craymer

Convocation Ceremony

AGM 2022 Social Night with Nimkii Osawamick, comedians Patrick Haye and  
Bobby Knauff

**FRIDAY, MARCH 4, 2022**

AOLS Business Session

Open Forum Part 2 | Closing Ceremony





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**President Gavin and Belinda Lawrence**



**The following proceedings, transcribed by Minutes Solutions, have been edited for publication.**

*(A full transcript of the proceedings of the annual meeting can be obtained through the AOLS office.)*

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## **Wednesday, March 2, 2022 – Virtual Meeting**

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### **OPENING CEREMONIES AND PLENARY SESSION**

Toronto, ONTARIO

—Upon commencing on Wednesday, March 2, 2022, at 9:00 a.m.

—The proceedings opened as follows:

With no objections noted, Gavin Lawrence, President, presided as Chair of the meeting. All present were welcomed to the 130<sup>th</sup> annual general meeting of the Association of Ontario Land Surveyors.

— (The Canadian national anthem was sung.)

Gavin Lawrence advised that the annual general meeting was being held on the ancestral lands and waters of all Indigenous people who have left their mark. He stated that: “AOLS respectfully acknowledges those that came before us, those that are here, and those who are yet to come. May we all continue to serve as stewards of the earth.”

### **ANNOUNCEMENT OF QUORUM AND CALL TO ORDER**

Gavin Lawrence reported notice of this meeting was provided to all members in accordance with the *Surveyors Act*, RSO 1990. He confirmed that the minimum requirement of 15 members to constitute a quorum under AOLS Bylaw 2004-01 for the transaction of business was met. The meeting was duly called to order.

Gavin Lawrence stated this was the Association’s second virtual annual general meeting and was being held in accordance with Bylaw 2020-03.

### **PRESIDENT’S OPENING REMARKS**

GAVIN LAWRENCE: Welcome fellow surveyors and guests. My name is Gavin Lawrence, President of the Association and Chair of this year’s annual general meeting.

I am wearing the Presidential Chain of Office, which is the official symbol of the authority of the President. This new chain was donated by the AOLS Senate and

first worn by Past President Murray Purcell at the 125th annual general meeting in Ottawa. It replaces the older chains that are kept in the archives of the Association.

The first Chain of Office was presented on February 14, 1967 by Bill Pocklington to the Association of Ontario Land Surveyors to be worn by the Presidents. In the memory of his father, Bill assembled every piece of this chain. It includes his father's compass, magnifying glass, and plumb bob. Our second, more elaborate Chain of Office was first worn by Past President Harry Whale in 1986. It was used until 2015 and was last worn by Past President Travis Hartwick.

Symbolic of our annual general meetings is the original solid brass standard measure used to control the accuracy of surveys in Upper Canada. This standard measure was deposited in 1851 with the Board of Examiners in Toronto. Engraved on the plaque on which the standard measure is kept, is the following creed: "May the presence of this ancient standard be a continuous measure of our deliberations and achievements and a perpetual symbol of truth, honesty, and accuracy."

It is a treasured artifact of our Association and traditionally signals the commencement of our general meetings. The standard measure will be set out at the call to order at each session of our meeting. Unfortunately, with our virtual camera set-ups, it will not be visible.

## **PRESENTATION OF THE SERGEANT-AT-ARMS**

Gavin Lawrence advised that the Sergeant-at-Arms at this meeting was Saeid Sedaghat. He stated that it is the responsibility of the Sergeant-at-Arms to maintain the schedule and decorum of the meeting. Gavin Lawrence noted that the Sergeant-at-Arms has the authority to use whatever means may be necessary to achieve this purpose.

Gavin Lawrence added that the Sergeant-at-Arms must also present and guard the Standard Measure. He asked the Sergeant-at-Arms if he had the Standard Measure to present to the meeting. The Sergeant-at-Arms replied that he did. Gavin Lawrence explained that during the presentation, Saeid Sedaghat would be taking on the persona of Uğur Şahin, who was partially responsible for one of the COVID-19 vaccines.

—(The Sergeant-at-Arms presented the Standard Measure.)

SAEID SEDAGHAT: Good morning everyone. I am Saeid Sedaghat. I expect that you all know me from the first role that I played in a short movie clip directed by Chris Fox entitled "I am an Ontario Land Surveyor." If you have not seen it, I recommend that you do. You can find it on the AOLS website.

When Brian first asked me to be the Sergeant-at-Arms this year, I was not sure if I would do it. For some reason, in the back of my mind, I thought that the Sergeant-at-Arms should be a person with at least 30 years of surveying experience to be



qualified. Therefore, as a surveyor, before accepting the project, I did some research on the AOLS website and in the *Ontario Professional Surveyor* magazines since 2007. My research proved that I was wrong. That is why research is so important in our profession. You never stop learning.

The next challenge was choosing the proper character. The COVID-19 pandemic brought unprecedented turmoil across the globe. Mankind has suffered so much loss and our daily lives have been impacted so greatly. To honour and thank all the doctors, nurses, immunologists, and healthcare workers who have dedicated their lives to protecting the public's health, I chose to portray Dr. Uğur Şahin, the Chief Executive Officer and scientist at BioNTech.

Dr. Uğur Şahin was born in September 1965 in Turkey. A few years later, his family moved to Germany. He and his wife, Dr. Özlem Türeci are the scientists behind one of the coronavirus vaccine breakthroughs. The vaccine research was funded by Pfizer, the American pharmaceutical giant. The revolutionary technology behind the project is BioNTech, the German company founded by Dr. Şahin and Dr. Türeci.

Public protection is the common thread. Land surveyors are professionals who protect the public interest in terms of boundary location like immunologists protect public health by doing research and developing vaccines.

## **RULES OF ORDER AND AGENDA**

Gavin Lawrence advised that the meeting would be conducted in accordance with the *Sturgis Standard Code of Parliamentary Procedure*. He added that Past President Russ Hogan would be the parliamentarian and his interpretation of the code would be abided by should the need arise.

**GAVIN LAWRENCE:** The theme of this year's meeting is "Ubuntu." The Oxford Learner's Dictionary defines it as the idea that people are not only individuals but live in a community and must share things and care for each other. With everything that we have been through in the recent past, it is more fitting now than ever that we celebrate our community of professionals and our importance to the communities in which we live and work.

As we continue to evolve as a profession, we must ensure that we are focussed on the ongoing inclusion and diversity of our membership. We cannot individually exist as a member of this great Association without the existence of the rest of the membership. I believe our speakers and sessions this year exemplify the importance of inclusion and diversity, as well as the value of the membership working as a professional community now and into the future.

Gavin Lawrence reviewed the meeting agenda and protocols.

## **INTRODUCTION OF THE AOLS COUNCIL**

Gavin Lawrence introduced the 2021 Council of the Association of Ontario Land Surveyors as follows:

Gavin Lawrence — President  
Andy Shelp — Vice-President  
Andrew Mantha — Past President  
David Kovacs — Senior Councillor  
Trevor McNeil — Senior Councillor  
Amar Loai — Intermediate Councillor  
Simon Kasprzak — Intermediate Councillor  
Saša Krcmar — Junior Councillor  
Ron Berg — Junior Councillor  
Bruce Clark — Surveyor General  
James Hunt — Lay Councillor  
Peter Meerveld — Lay Councillor  
John General — Lay Councillor  
Martha George — Lay Councillor  
Andrew Dowie — Lay Councillor  
Brian Maloney — Executive Director  
Kevin Wahba — Registrar

## **INTRODUCTION OF SPONSORS**

Gavin Lawrence introduced and thanked the following sponsors of the annual general meeting:

Event Sponsor:

- Gallagher Canada Limited

Sustaining Sponsors:

- ABTECH
- Cansel Survey Equipment Inc.
- Horizon Measurement Solutions Inc.
- Krcmar Surveyors Inc. – Protect Your Boundaries Inc.
- Logan Wealth Management
- The Connectors Insurance Group Ltd – Bob Morrow

## **INTRODUCTION OF EXHIBITORS**

Gavin Lawrence introduced and thanked the following exhibitors at the annual general meeting:

- Tulloch Engineering
- iLookabout
- Horizon Measurement Solutions Inc.
- Logan Wealth Management
- Cansel Survey Equipment Inc.
- Leica Geosystems Ltd.
- Cyanic Automation
- SolidCAD
- ABTECH

Gavin Lawrence noted that supporting a local charity at our Annual General Meeting by making donations in each speaker's name has become a regular part of our meetings. This year we are proudly supporting the York Region Food Network. Their vision is “Food for health – Food for all.” They connect and empower people to access healthy food through education and advocacy through coordinating food drives and liaising between organizations that provide emergency food access in York Region. They have been involved in many initiatives, including student nutrition, community gardens, good food boxes, and community kitchens.

Gavin Lawrence encouraged attendees to view the documentary that the Public Awareness Committee had put together. This was completed during COVID times with the leadership and funding from Rudy Mak as well as funding from Van Harten Surveying Inc. and the AOLS. He thanked Don Wright from Running Rabbit Productions for their hard work on this project. The documentary is on the AOLS YouTube channel.

**AGENCY MANDATE, THE FAIR REGISTRATION ECOSYSTEM, AND THE RISK-INFORMED COMPLIANCE FRAMEWORK – IRWIN GLASBERG, FAIRNESS COMMISSIONER OF ONTARIO, ONTARIO FAIRNESS COMMISSION**

Gavin Lawrence introduced Irwin Glasberg and invited him to address the members.

IRWIN GLASBERG: Hello. My name is Irwin Glasberg and I am the Fairness Commissioner for the province of Ontario. I want to thank you for inviting me to your annual meeting. I have done some research on your organization and I understand that you were founded in 1892. So, this is your 130th anniversary. Congratulations. I am sure you have seen a lot of change in your profession even over the last decade.

I chatted quite a bit with Brian Maloney before starting this presentation. He let me know how important your profession is to economic development in this province with particular focus on our land base system. Essentially, without you, there would be no property development. So, I would like to congratulate you on your role in keeping our province moving, particularly during the COVID-19 pandemic.

Brian also let me know that your profession is encountering some demographic challenges in terms of your membership and the need to bring younger people into the profession. I know that you have some great ideas in terms of advancing that work.

I wanted to tell you a little bit about the mandate of our organization. We are a government of Ontario agency that is led by the Fairness Commissioner. Our mandate is to help ensure that the registration practices of regulated professions, health colleges, and Skilled Trades Ontario adhere to what we call fair registration practices. Our mandate is set out in the *Fair Access to Regulated Professions and Compulsory Trades Act* (FARPACTA).

The legislation, among other things, requires that regulators develop registration practices that are transparent, objective, impartial, and fair. We refer to these as the general principles underlying a fair registration process. You are also required to: provide information to applicants, make timely registration decisions, offer an internal appeal or review process, train individuals who make the assessment and registration decisions, and provide applicants with records relating to their applications when these are requested.

Under the legislation, the role of our office is multifaceted. I will focus on the four main objectives. First, to review and comment on the registration practices that professions and third-party service providers employ to assess the qualifications of individuals. Second, to provide advice to regulated professions on how to comply with the legislation. Third, to advise Ministries with respect to matters that fall under the legislation. Fourth, to report to the Minister of Labour, Training, and Skills Development and other Ministers on registration practices pertaining to internationally trained individuals. The Fairness Commissioner is invested with a broad array of powers, including the ability to issue orders and to require audits.

In general terms, historically our agency has undertaken its mandate by assessing regulators on a periodic basis. During those sessions, we issue recommendations and also try to encourage the adoption of best practices. We were intended to serve as an intermediary between a variety of professions and to share good ideas across the board.

As time has evolved, we have taken a look at the utility of this compliance philosophy because there have been improvements across the board by regulators. We are evolving toward a more risk-informed compliance framework.

I also wanted to mention that we have broad responsibilities for 26 health professions, in addition to the FARPACTA regulators. Our office undertakes advocacy work respecting fair registration practice that relates to internationally trained applicants. This may involve touchpoints with upstream and downstream organizations, such as immigration, post-secondary education, and settlement and integration services.

We refer to the journey of the applicant through the system as the Fair Access Registration Ecosystem. Almost any organization these days has an ecosystem, so we thought we should have one as well. We are not permitted to become involved in addressing discreet registration complaints advanced by individuals, although we will raise systemic issues with regulators.

On slide five of my presentation, I have identified the FARPACTA regulators that our office is responsible for. You will see a lot of land-based regulators, including accountants, engineers, geoscientists, AOLS, engineering technicians and technologists, teachers, and early educators. The list goes from soup to nuts. The most recent addition to the list is the Health and Supportive Care Providers Oversight Authority, which deals with the regulation of personal support workers.

Next, is the companion list of regulators in the health sphere. You can see there are a lot of them. Historically, there has been relatively little incentive across the system for regulators to amalgamate. For example, if you look at the dentistry profession, four sub-professions act as independent colleges: dentistry, denturism, dental technology, and dental hygiene.

I wanted to give you a sense of some key statistics in our world. I mentioned that we oversee 41 discreet professional regulators. In 2020, these regulators cumulatively received around 80,000 applications compared to 90,000 in 2019, which is a decrease of approximately 13%. We attribute much of that decrease to the impact of the COVID-19 pandemic.

So, 72% of all applicants were trained in Ontario. An additional 5% came from domestic candidates educated elsewhere in Canada and 21% originated from individuals who were educated internationally. There was a further 2% that we could not pinpoint where the individuals were educated. This gives you a broad sense of where the applicant pool originates. These numbers, on a percentage basis, are relatively consistent over time.

I mentioned the Fair Access Registration Ecosystem earlier. What is important to note is that Ontario's workforce is aging. There is widespread agreement that the province requires trained workers to replenish employees who are retiring or about to leave the workplace. This is a reality for your profession.

There are some professions, predominantly in the health sector, that are sitting on a burning platform, in terms of the availability of their resources. Net migration, which is derived from immigration and inter-provincial movement, is projected to

account for 83% of all population growth in the province between 2019 and 2046. That means that only 17% of this growth will come from in-province increases in population. Those are significant statistics for all of us to absorb.

Ontario's labour market relies heavily on immigration to meet the labour and skills needs of employers. In 2020, immigrants accounted for 32% of Ontario's labour force. It is important to promote fair and timely access to the professions with a focus on removing barriers that restrict access for internationally trained individuals and this will increasingly become an important component of the province's strategic labour-market plan.

This objective remains challenging. For example, in 2019, the unemployment rates of very recent immigrants stood at 9.5% and 6.5% for recent immigrants. That compares with 5.5% for Canadian-born workers. It is important that this gap is closed and that regulators continue to focus on ways to streamline registration processes, particularly for internationally trained candidates.

The journey of all applicants – particularly internationally trained individuals – to obtain registration and employment in their chosen profession or trade is complex.

The diagram that follows visually depicts this complexity. It describes how individuals move through various stages of the immigration, education, credentials assessment, registration, and employment processes.

It is important that everyone work to improve coordination among the various parties involved in the immigration, labour market, post-secondary education, professional registration and skills training, and employment spheres to allow more applicants to more easily move through the steps in the process and obtain high-quality jobs.

The slides that follow will move through the various steps in the process to obtain high-quality jobs. The analogy that I like to use is a group of people sitting in a rowboat. Everybody needs to be moving in the same direction. I know that your profession has been showing leadership in identifying to government and the private sector, the need to ensure that your ranks are replenished. If you do not show leadership in advancing these issues, who will?

This diagram shows the journey of an internationally trained applicant. Individuals move through the immigration and settlement spheres where they may need to complete bridge training and language proficiency testing. When they move into the registration process, they are often engaged with third-party service providers and regulators. Ultimately, they move into the challenges of the labour market and the employment sector.

One of the things I found impressive about your profession is the ability to connect your registrants with employers. That is not something that exists elsewhere, I can assure you.

We also have the Venn diagram in the middle of this table. It speaks to other regulators, government agencies in this sphere, the federal immigration and refugee department, the Ministry of Health, and the oversight ministries. I believe yours is MNRF. It is a very decentralized system with lots of players.

Next, is a diagram that depicts the evolution of our system. There was a report in 2004 by George Thomson that recommended a fair registration practice code. The legislation came into place in 2006. Our office was established in 2007. In 2013, the trades were brought in. We became part of the Ontario Public Service in 2017 and we launched our risk-compliance framework in 2021. Earlier this year, some legislative amendments came into effect. There has been a lot going on during the last decade.

I would say that the amendments that came into effect have focused on some “intractable problems” where we have not seen as much progress in the registration processes as we would have liked. So, in the spring of 2021, the Minister of Labour, Training, and Skills Development and my office held more than a dozen roundtable sessions with stakeholders. The purpose was to identify barriers that domestic and international applicants to the professions and skilled trades encounter during their registration journeys. Attendees included regulators, immigrant advocates, industry leaders, settlement groups, and faith communities.

Based on the feedback from these sessions, the government introduced five targeted amendments to FARPACTA, which eventually formed part of the *Working for Workers Act, 2021*. These amendments, which apply only to the non-health professions and Skilled Trades Ontario, involve:

- Establishing maximum periods of time within which a regulated profession must make registration decisions.
- Reducing the number of language proficiency tests that applicants must take on their registration journeys. We have heard stories about individuals required to take multiple tests and some of these tests are current for only two years. The regulations will address some of these issues. There will be a move from a silo-based approach to one that focuses on the individual.
- Enabling more flexible licensing practices during emergencies that allow regulators to maintain the continuity of their registration processes. This was an issue that tended to impact the health colleges more than the non-health professions. Many of the health colleges have objective structured clinical examinations. That involves having an applicant who will move from station to station to demonstrate his or her clinical skills. There will be a pretend patient at each station and an assessor. In the context of COVID-19 health restrictions and the need to maintain distance in congregate settings, health authorities closed down those sessions. A number of colleges have moved to virtual examinations.

- Eliminating Canadian experience requirements unless a regulator can obtain an exemption from this prohibition for public health and safety purposes, in accordance with the regulations.
- Enabling a more modern program to enhance support for internationally trained individuals to help them understand and navigate licensure processes. The issue relates to the accuracy and honesty of information that is shared with internationally trained individuals about how easy or difficult it is for foreign-trained professionals to find comparable employment in Ontario. The legislation gives the Minister some further authority to find ways to push out that information.

The government recently issued a regulatory registry posting that describes proposed companion regulatory provisions. That posting is available until March 8, 2022.

The legislation now provides regulation-making authority for the government to establish time limits for compliance with any provisions of the Act or the regulations. This includes stipulating a maximum period within which a regulated profession shall make a registration decision.

Based on the regulatory registry posting, it is proposed that regulators would be required to achieve the following time limits for internationally trained applicants in 90% of all cases:

- Ten days to provide an acknowledgement of an application.
- Six months to communicate a registration decision following receipt of all documentation.
- Ten business days to communicate a decision with reasons to the applicant regarding an internal review or appeal decision.

Regulated professions would also be required to report to my office on their compliance with these timeframes and these reports would be made available to the public. They would also be required to report on their ability to register applicants within one year of the receipt of an application. That one-year period would include any third-party processes, such as qualification assessments. Finally, regulated professions would be required to submit annual continuous improvement plans to my office that show the steps to be taken to meet the standard if they are not meeting it currently.

The legislation now provides for a regulation-making authority to govern English or French language proficiency testing requirement for candidates applying for registration. Under the regulatory registry posting, it is proposed that a regulated profession would have to accept proof of completion of a language test accepted by Immigration, Refugee, and Citizenship Canada with results acceptable to the regulated profession. Regulated professions may also accept but not require other



tests of their choosing. The rationale is if you have taken a test and passed it for registration purposes it will be presumably sufficient for your ability to register within a profession.

Language test results submitted as part of an application for registration must remain valid for at least two years before the date of application. These results will be deemed to be valid for the duration of the time it takes an applicant to complete the registration process. So, a test cannot timeout when an applicant is within months of striking distance of being registered.

I have spoken about the provision relating to expedited registration processes during emergencies. Under the regulatory registry posting, it is proposed that every regulated profession would be required to file an emergency registration plan with my office within one year of the regulations coming into force, along with updates whenever there is a change in circumstances. I imagine that most organizations would be doing this as a risk mitigation approach given what was learned during the pandemic.

These amendments are designed to provide more flexible options through which the government and other parties can provide more timely and reliable information to internationally trained applicants who wish to join a profession. A full service-delivery approach gives the Minister the authority to make grants to agencies that are involved in pushing out accurate information to applicants.

A regulated profession would be prohibited from requiring Canadian experience as a qualification for registration unless the profession can demonstrate to the Minister of Labour, Training, and Skills Development that an exemption is necessary for the purpose of public health and safety. My office would be responsible for initially reviewing such applications and for making recommendations to the Minister on whether the exemption should be granted. The Minister would make the final decision.

In the regulatory registry posting, it is proposed that Canadian experience be defined as “any period of work experience or experiential training in Canada.” In addition, a regulated profession may continue to accept Canadian experience in satisfaction of an experience-related qualification for registration if it also accepts international experience as a viable alternative to Canadian experience. Where the regulator does not seek an exemption, any existing Canadian experience requirement will become void on or after December 2, 2023.

As I mentioned, the proposed regulatory framework is posted on the regulatory registry and is available for public comment until March 9, 2022. I need to say that each of the issues that have surfaced in the legislation and are being built upon in the regulations are complex. No two professions approach their registration processes the same way.

Another topic I wanted to talk to you about is our agency's new risk-informed compliance framework. We found that this topic has resonated well with regulators as many of them are moving to risk-informed models. In 2020, we decided to migrate to a new compliance framework for the following reasons:

- The increasing maturity of many professional regulators.
- The inherent limitations on the OFC's continuous improvement model.
- The need for us to evolve into a modern regulator.
- The absence of an evidence-based model to allocate our limited compliance resources to regulators who require the most support.

The framework has been structured to fulfill three goals:

- To achieve better outcomes for all registrants through targeted identification of risk factors and remediation efforts.
- To align our regulatory practices with the attributes of a modern regulator.
- To reduce the unnecessary burdens on professional regulators and our staff, by recognizing that all organizations that serve the public interest operate with constrained resources.

Our regulatory compliance philosophy and risk assessment framework are underpinned by a series of modern regulator principles culled from our experience, conversations with experts in the field, and a literature review. They include:

- Focusing efforts on regulators that have achieved less progress than others in meeting compliance requirements.
- Considering both a regulator's historical performance and an assessment of the regulator's future risk profile.
- Organizing compliance activities based on responsive and agile regulatory principles that will be adjusted based on the regulator's profile and activities.
- Employing a suite of compliance tools to work with regulators to improve their registration and assessment processes, including education and outreach, sharing of best practices, mandating reporting requirements, and undertaking formal reviews where needed.
- Employing modern digital technologies to simplify data collection, reporting and information dissemination functions, and using data to inform compliance activity.
- Working constructively with other regulatory oversight bodies to reduce the regulatory burden on individual regulators.
- Striving to be an accountable regulator that is prepared to justify its decisions and is open to public scrutiny.

We have adopted the following three-step process to arrive at a cumulative risk category for each regulator:

- Step One: Assessing Historical Performance
- Step Two: Assessing Forward-Looking Risk Factors
- Step Three: Ascertaining the Cumulative Risk Category

There are three risk categories that will come out of this process. The first is low risk, where we expect most regulators will fall. There will also be a moderately low risk category, and medium to high risk. The risk category will dictate the comparable degree of attention that the OFC will pay to the regulator.

While the accuracy of this assessment will be subject to refinement, especially in the first year of operation, we will strive to implement a consistent approach across all regulators that also focuses on relative performance among different groups.

In considering the risk profile for a regulator and our corresponding compliance monitoring strategy, we will place substantial weight on the regulator's past performance as a predictor of future performance. We will consider the following factors in undertaking this analysis:

- The nature and extent of material compliance recommendations that the OFC has issued to the regulator in the last compliance cycle.
- The extent to which the regulator has complied with these recommendations and avoided new issues.
- The extent to which the regulator has taken material steps to improve the fairness and efficiency of its registration processes through steps such as mechanisms as an investment in IT infrastructure, partnerships with other organizations, and improving its processing timeframes.
- The content of decisions issued by the courts or tribunals that discuss the regulator's registration practices.
- The degree to which the regulator's registration processes exhibit the attributes of transparency, objectivity, impartiality, and fairness, as demonstrated, for example, by the number of our recognized commendable and best practices that the regulator has instituted over time.

In this first step of the process, we will categorize regulators into one of three compliance categories: full compliance with legal obligations, substantial compliance with legal obligations, or performance that falls short of compliance.

Five proposed forward-looking risk factors have been articulated to help it ascertain the risk profile for a regulator and our corresponding compliance monitoring strategy: These factors are:

- The regulator’s organizational capacity. How large is its registration department? How nimble is it?
- The overall control that the regulator exerts on its assessment and registration processes. This turns on the use of third-party service providers and whether the regulator has developed robust accountability mechanisms to ensure that the processes are carried out in a fair and efficient manner.
- The extent to which the regulator is addressing significant public policy issues such as critical labour shortages of professionals or tradespersons in the province and the need to apply diversity and anti-racism approaches to a regulator’s assessment and registration processes.
- How effectively the regulator has responded and is responding to the COVID-19 pandemic.
- Whether the regulator requires Canadian work experience as part of its licensing or registration requirement in a way that leads to the inappropriate exclusion of internationally trained applicants who do not possess such experience and find it difficult to secure.

We will then analyze these risk factors based on a traditional risk matrix that explores the likelihood that the risk will occur and its impact.

The pyramid on the screen identifies how we think regulators will break down in this process. We think about 70% will be in the low-risk category where we will not pay much attention to them during the year. Another 20% will be in the moderately low-risk category and 10% will be in the moderate to high category.

The next slide is an upside-down triangle that talks about the tools that we will employ to encourage compliance from regulators in different risk categories. The low-risk profile this time is at the bottom and our involvement would relate to obtaining information on an annual basis about the regulator’s experience, providing education, and sharing best practices. If we move to the moderately-low profile we add quarterly meetings. If we move to the moderate risk profile, we will ask for the completion of a compliance action plan, bi-monthly meetings, and potentially the issuance of a letter from the Commissioner to the CEO or Registrar. The high-risk profile would potentially attract such things as compliance orders and publication of non-compliance issues and opportunities for improvement in our annual report and other publications.

The transition to this new system in the first year of operation ends on March 31, 2022. The assessment of a regulator’s risk profile will be based predominantly on its historical performance rather than an analysis of forward-looking risk factors. We will place the regulator in a provisional risk category. Early on, this work will be based on a more qualitative analysis than quantitative work.

During the current transition period, our compliance analysts are working with regulators to implement any outstanding compliance recommendations and to obtain information on how the forward-looking risk factors might apply to them. Toward the end of the transition period, the compliance analysts will re-assess the risk categorization in discussion with the regulator. The full migration to the new system will commence on April 1, 2022. The compliance analysts have completed their historical assessments of regulator performance.

The focus will now shift to how the regulators can advance work on any outstanding recommendations. We are in the process of collecting information and feedback from regulators to inform the identification of the forward-looking risk rating. According to our survey results, the new framework has been well received by regulators who understand the advantages of a risk-based approach. They have shown a genuine willingness to work constructively with us to ascertain how to fit into the new approach.

We will communicate our risk profiles to regulators by April 1, 2022.

We recently posted our new Legislated Obligations and Fair Registrations Best Practices Guide. It is the companion document to our risk-informed compliance framework. The guide contains three sections that deal with the general duties articulated in the statute, specific duties and reporting requirements. It outlines how we will ascertain whether the regulator has met its obligations or related requirements and contains a list of more than 50 best practices that link to particular sections of the guide. It replaces and supersedes several earlier documents and should be read in conjunction with our modern regulator principles and the risk-informed compliance framework.

I would also say that the guide is designed to help us, as a regulator, be more consistent. We have had situations when professions have indicated that they may have taken some liberties with the recommendations we provided and they were not significantly tethered to the requirements in our statutes. We have taken note, and this will help provide more consistency in the process.

I hope that this information has been useful in conveying to you how our office operates and what our mandate is. I am happy to take questions at the appropriate point in the meeting.

Finally, I want to thank you all for your hard work and service to the people of Ontario.

Thank you so much.

—(The Chair opened the floor to questions.)

GAVIN LAWRENCE: I enjoyed the analogy you made with respect to ecosystems. As an association, we do not always think of ourselves as an

ecosystem. I found it interesting how you separated the various levels of associations to deal with them separately in a hierarchy.

We have a question here from Julia Meldrum Smith. Are there professions that should have Canadian experience?

IRWIN GLASBERG: That is a good question. The experience is all over the map. There are 14 non-health professions for which we are responsible. Depending on the interpretation there are six or seven that could have a Canadian experience requirement. Half do, half do not. Much depends on how the profession has evolved.

GAVIN LAWRENCE: This could also be a question for the AOLS. Has the Fairness Commission successfully licensed foreign-trained Ontario Land Surveyors?

I believe that the answer would be no. It is the Association that regulates the membership. The Fairness Commissioner ensures that our processes are open, fair, and transparent.

IRWIN GLASBERG: I think that we have a unique role. We are not an ombudsman. We are not able to take individual complaints from applicants. At the end of the day, it is the profession that is accountable under legislation to register applicants. What we need to do is figure out how we can best persuade, nudge, embarrass or whatever it takes to implement more progressive registration practices. The accountability rests with the profession.

GAVIN LAWRENCE: The next one looks like a comment. It is nice to know that we are ahead of the curve on things.

IRWIN GLASBERG: I have commented on the role that you are taking to publicize the issue of your demographic situation and the need to bring more professionals in. Not every profession is alive to those issues. Many tend to think that it is outside their mandates. I feel undertaking this governance review was very impressive. Brian Maloney shared a copy with me of Mr. Steineke's report and it paints your organization in a very positive light. Everyone can improve but you have taken the right steps. I also liked hearing in the course of this meeting that you are focussed on Indigenous issues and building cultural competencies.

GAVIN LAWRENCE: Being able to communicate effectively with clients is paramount to our profession. How can we ensure that internationally trained professionals communicate well with clients?

IRWIN GLASBERG: Communication skills are important not only in your profession. For example, we hear from the health colleges how important communication skills are for physicians and nurses. The question is how best to enhance those skills. For some professions, the default has been insisting on

Canadian experience. That is not a neutral requirement because we know that internationally trained professionals have difficulties in obtaining Canadian experience. There are other ways of doing this. There are training courses that might be stood up and there are mentoring programs. I would encourage each profession to be creative in terms of figuring out how those results could be achieved by considering the circumstances of the individuals. I know that within your profession you have certain feeder countries that provide more internationally trained candidates than others. The ability to partner an experienced surveyor with someone of the same background is an idea that might be pursued.

GAVIN LAWRENCE: Can you provide further information regarding the compliance rules including education and outreach?

IRWIN GLASBERG: That is a great question. We do have a website, which has a trove of valuable information. I can arrange to get back to Brian Maloney with a list of the links that would be most useful. We are very interested in hearing your views about the gaps in the system and also in partnering with our regulators. If there is an initiative that you want to pursue and you would like us to be available to assist or to provide guidance, we are happy to do that.

GAVIN LAWRENCE: Can you say where our association falls within the forward-thinking risk factors?

IRWIN GLASBERG: I have not received the assessment yet from our compliance analysts. I would say, off the top, that your organization is not a problem from our perspective. I am not sure where you will fall in the continuum. My sense is that you will be at the lower end of the risk profile. We will share our results with Brian Maloney who will want to discuss them with the Council. I am pleased to have a further conversation.

GAVIN LAWRENCE: Does the new legislation mean that internationally trained applicants do not require Canadian experience even if Canadian-trained applicants do require articles?

IRWIN GLASBERG: The issue is that the target of these legislative reforms is to focus on obstacles encountered by internationally trained applicants. However, our statute covers three groups: internationally trained, Ontario applicants, and those applicants from other Canadian jurisdictions. We will have to look at this issue holistically. Part of the processes will be contained in the regulation but right now are subject to a consultation process. Once that regulation is enacted, we will have the whole package and we will be able to sit down with individual regulators to have a conversation about their unique situations. We recognize that one size does not fit all. We do not want there to be unanticipated consequences that damage the ability of regulators to do their job.

GAVIN LAWRENCE: I received a complaint from a client about the level of English competency with surveyors that he was trying to engage. Is requiring English competency a problem?

IRWIN GLASBERG: This issue is approached in different ways by different regulators. Some have very high levels of English or French proficiency requirements. Those are conditions of employment. The criticisms that we get are that these serve as unnecessary barriers for applicants many of whom will improve their language skills on the job with time. Other regulators do not have these proficiency requirements. I do think this issue needs to be addressed on a profession-by-profession basis. For those professions that have established language proficiency tests, there is sometimes a false sense of security that if someone passes it, everything is fine. That may not be the case. Individuals who are not required to take a test may do very well in terms of communication. It is an important issue for your profession. You might want to get a group of internationally trained applicants who are going through the process or individuals who are practising and get their perspectives on how to improve those skills in a highly technical field. Your people deal with concepts that are very different from nurses. However, it is all about what the core communication needs are for land surveyors and what the best approach is to provide training to those individuals who need it.

GAVIN LAWRENCE: The AOLS will continue to engage you and your office. We appreciate that you took the time to be with us this morning to share the challenges that we are all responding to. We know that we still have some work to do, but I can assure you that our staff and committees are taking this seriously.

Thank you again for joining us. A donation has been made in your name to the York Region Food Network.

## **MESSAGE FROM THE GOVERNOR-GENERAL OF CANADA**

Gavin Lawrence shared the following message from the Right Honourable Mary May Simon:

*I am pleased to extend my warmest greetings to everyone participating in the 130th annual general meeting of the Association of Ontario Land Surveyors.*

*Since 1892, your organization has helped shape the very fabric of our communities and the land we all call home. Through your sustained professionalism, your dedication to safeguarding the public interest, and your commitment to inclusivity, diversity, and equality. You have, in the process, also shaped a vibrant workplace community for yourselves. I do not doubt that you will continue to maintain this high standard of professional excellence in the future.*

*I wish all of you an inspiring and engaging assembly.*



## **MOMENT OF SILENCE**

Gavin Lawrence invited those in attendance to join him in observing a moment of silence to recognize and reflect on the events unfolding in Ukraine at this time.

## **COUNCIL ELECTIONS**

**GAVIN LAWRENCE:** This year we had elections for Council. I would like to thank the Nominating Committee, chaired by Al Jeraj, for their work. The following were successful in being elected to Council:

- Sophie Côté
- Natalie Vibert

I would like to thank Sophie Côté, Natalie Vibert, Daniel Gautron, and Douglas Scott McMorran for standing for election.

Our President and Vice-President are acclaimed. I am pleased to announce that your 2022 Vice-President is Dave Kovacs and your President will be Andy Shelp.

Please join me in congratulating these new members to our team of leaders.

–(Gavin Lawrence advised that Andy Shelp will speak at the Friday morning session. He invited Dave Kovacs to address the members.)

**DAVE KOVACS:** I was not prepared to speak but I would like to say that I am pleased to step into the role of Vice-President. I am looking forward to stepping up this year and supporting our newly elected President. I have had a great time working with you, Gavin, and I thank you for the time you put in as President. I look forward to reviewing Mr. Steineke's recommendations and hopefully implementing some of those. Thank you very much.

Gavin Lawrence invited the incoming Junior Councillors to say a few words.

**SOPHIE CÔTÉ:** I am very happy to be joining Council. I am very excited. I was able to sit in and observe the Council meeting yesterday and that was a great experience. I am looking forward to working with everyone. Thank you to everyone for their support.

**NATALIE VIBERT:** Thank you to everyone for selecting me for Council. I have to say this is one of the more significant events in my professional career. I am looking forward to working with everyone. Like Sophie, I had a chance to sit in on my first Council meeting yesterday. There was a lot of good energy on the call, and I am excited to contribute what I can to the group. Thank you again for your support.

## **THE NORTH STAR: PROTECTING SOCIETY'S WELLBEING – KEYNOTE ADDRESS BY MARISA STERLING**

Gavin Lawrence introduced Marisa Sterling, a distinguished engineer and academic administrator, and invited her to address the members.

**MARISA STERLING:** Hello. Bonjour. I am tremendously honoured to address you today as a friend, ally, and professional colleague of the Association of Ontario Land Surveyors.

I became familiar with AOLS when I served as the Assistant Dean, Diversity and Inclusivity, at the Lassonde School of Engineering at York University. The work I undertook, in concert with AOLS, was to increase the awareness of and the number of women in the geomatics engineering program. This familiarity increased when I served as President and Chair of the Professional Engineers of Ontario (PEO) last year.

PEO shares with AOLS the role of stewarding Ontario legislation on behalf of the government. We regulate and govern licence holders so that the public interest may be served and protected. I like to paraphrase our mutual purposes as to protect society's wellbeing. What I also like to call our north star.

In my current as Assistant Dean and Director of the Office of Diversity, Inclusion, and Professionalism at the University of Toronto's Faculty of Applied Science and Engineering, I continue to find ways to change the culture toward inclusion. That means changing the culture so that individuals historically marginalized in the fields of science, technology, engineering, and math, also known as STEM, feel more included and welcomed and barriers to their aspirations are removed.

I was very inspired when I learned that the theme for this year's AOLS annual general meeting is Ubuntu. Defined by the Oxford Learner's Dictionary as the idea that people are not only individuals but live in a community and must share things and care for each other. This African word that originated in South Africa encapsulates the philosophy behind human kindness. The AOLS's and PEO's regulated mandates to protect the public interest and to protect society's wellbeing are some of the ways to care for each other as Ubuntu conveys. In the spirit of community and care, I want to welcome everyone who is tuning in from their workplaces in offices and homes throughout Ontario and afar.

This is not likely how you pictured attending your annual general meeting. However, with vision, hard work, and a commitment to positive change, your organization is successfully delivering a virtual AGM today. I want to recognize the outstanding efforts of your President, Gavin Lawrence, your Executive Director, Brian Maloney, and the Council, staff, and volunteers of AOLS for their agility, leadership, and inclusivity.

In Ontario, the common business culture for welcoming each other is saying hello, stating our name, and maybe offering a handshake or since the start of the COVID-19 pandemic an elbow bump. Today I want to offer more ways to welcome each of you that I encourage us to begin to normalize in our workplaces, our professional organizations, and our communities. By others telling us that they feel that they are sincerely welcome, that is the true measure of being an inclusive profession and an inclusive professional member of society. So, to broaden my welcome today, in addition to sharing with you my name, I wish to share that I use the gender pronouns she and her. By sharing my pronouns, I hope that you might feel comfortable sharing yours. The chat on PheedLoop is open for you to use during my talk and I invite you to use the chat now to introduce yourself to your colleagues and at the same time consider sharing your pronouns.

Knowing one's gender pronouns is as important as knowing one's name or job title to ensure that one is being referred to correctly and as they choose. Gender pronouns are personal and individual but can also be fluid in change as a person examines their identity. Therefore, normalizing the volunteering of a person's gender pronouns and inviting the sharing of gender pronouns starts to create a more welcoming environment.

We notice in our language more common use, in recent years, of the gender-neutral pronoun they. This can be a helpful practice to avoid accidentally offending someone in workplace conversations, but sometimes it is said out of fear of getting someone's pronouns wrong because they have not been shared. When we do use the pronoun, she or he, based on automatic assumptions of names we have associated previously this way, it is the definition of bias. The use of our past knowledge to make assumptions in a current situation. We cannot assume that a person we meet named Ellen chooses to be referred to as she or a person named Elliot chooses to be referred to as he. Or a person who appears feminine identifies as a woman or a person who appears masculine identifies as a man. These could be individuals who identify as a gender or non-binary, for example.

Everyone has the right to self-identify with whatever pronouns they feel comfortable or to avoid identifying altogether. It begs the question of how a professional regulator, like AOLS, can play a role in making their licence holders, staff, and partner colleagues feel more welcome and included by normalizing the volunteering and sharing of gender pronouns and providing a way for individuals to change their pronouns at any frequency recognizing the fluidness of identity. I invite you to share in the chat on PheedLoop your thoughts on this question: If your regulator were to make space for you to share your pronouns during your licence renewal process this year, how would it make you feel? How comfortable would you feel about providing them? How would it make you feel to be addressed in the next email from AOLS by the pronouns you choose?

Did you know that in June 2021 the provincial courts of Ontario did just that? In collaboration with the Courts Services Division of the Ministry of the Attorney General, a new direction was introduced to all court staff informing them of the importance of inviting court participants to share pronouns and prefixes in court proceedings.

Taking this line of questioning a bit further, what inclusivity leadership might AOLS take in the language of its legislation, both the *Surveyors Act* and Regulation 1026, to reflect gender identity? Currently, there are eight mentions of he or she in the Act and five mentions of he or she in the Regulation. As language plays a big part in inclusivity, the use of he and she are two extreme binaries that do not leave room for other gender identities. As much as the current legislation, with the addition of she, was likely the result of a positive evolution from a previous version that used all masculine language, today that can be hurtful for individuals such as transgender or gender-queer communities who do not identify with he or she.

How could AOLS evolve its legislation to be gender-neutral and help lead this movement with government and other regulators? We can look to other jurisdictions for answers to this question. In 2020, the Canadian government's Department of Justice recommended the drafting of gender-neutral language in legislation. In 2021, the British Columbia government updated 70 different regulations across 15 ministries, so the language includes all gender identities. All references to he and she have been removed and replaced with the "member," "director," or the "councillor," for example. This initiative, conducted through an external regulatory process named "Better Regulations for British Columbians," was led by the Minister of Jobs, Economic Recovery, and Innovation. The Minister is quoted as saying: "Language matters. It allows people to feel recognized and affirmed. The conversation has changed. We believe that outdated language prevents people from being seen for who they are should be removed to help tackle gender bias."

We are going to launch a poll now on Zoom. Would you like to see legislation that governs AOLS use gender-neutral language? You can answer yes, no, or no preference. Please respond within the next 30 seconds. When the poll closes, you will see the results on your screen. Thank you for doing the poll and sharing your opinions.

—(Results: 110 yes, 46 no)

Let's talk about another critical aspect of welcoming someone. This raises awareness of the physicality where we are meeting a person. For example, if a family member visits you, you may say welcome to my home. If a client visits you, you may say welcome to our office. I want to invite you to take this one step further. If you are currently in Canada, you are sitting or standing on Turtle Island. This is the land that you might more commonly refer to as North America.

For thousands of years, this land has been the traditional land of many Indigenous people from across Turtle Island and today is still the home to many Indigenous people. I am speaking to you today from the traditional land of the Huron Wendat, the Seneca, and the Mississauga of the Credit. I would like you to reflect on the land that you are currently sitting or standing on as you watch this AGM. I direct you to the website [www.native-land.ca](http://www.native-land.ca) if you would like to learn more. Feel free now to use the chat on PheedLoop to acknowledge the land that you are on while attending today's meeting.

Going back to the example of a client meeting, we might typically say thank you to our host for allowing us to meet in the office space. Taking this further, I wish to acknowledge, thank, and express my gratitude to the Indigenous people that had been working and living on the land from time immemorial. It is this long-standing history that brought me to reside on the land that I call home today. My house is located on the land within the boundaries of the Toronto Purchase of 1805. Also known as Treaty 13, this agreement signed by representatives of the government at the time and certain Mississauga people permits me to be on this land. As the daughter of Italian and Scottish immigrants, my family settled on this land and have had the privilege to reside here because of Treaty 13.

I want to celebrate the leadership of AOLS's Council for passing a land acknowledgement policy. In the chat on PheedLoop, I would be interested to know how comfortable you feel making land acknowledgements today and what would help you feel more prepared to do so in the future? While you are typing your thoughts into the chat, I want to share the journey that PEO Council has taken to create a land acknowledgement policy.

In 2019, as PEO Vice-President, I co-sponsored a motion that passed for PEO to complete a policy development and draft policy on how to acknowledge Indigenous territorial land at PEO Council, Chapter, Committee, and staff meetings and events. The following year, PEO staff developed an Indigenous land acknowledgment policy in consultation with Indigenous nations. However, when moved to adopt this policy, Council instead voted to postpone the decision.

Interestingly at the time, at least two Canadian engineering regulators had land acknowledgment policies and at least six Ontario regulators made land acknowledgments at the start of their Council meetings. The engineering regulators in British Columbia and Saskatchewan had explored their responsibilities and put in place actions to respond to the Truth and Reconciliation Commission's 94 calls to action. I share this story in the spirit of a failure report to illustrate how difficult change can be, how embedded colonial systems are in our ways of working and governing, and how to learn to do better.

In my opinion, the PEO Council's decision of postponement was likely driven by a few colonial ways of governing. First, was a mistrust of unfamiliar, non-traditional stakeholders, in this case, the Indigenous nations. Second, was a discomfort with

the truce of Indigenous history based on what little has been historically taught in our public education and the stigmas that have been reinforced in media and government. Third, was a fear of blame and being called out for doing the wrong thing when it comes to sensitive topics. Again, I echo my thanks for AOLS's courageous leadership to have passed a land acknowledgement policy.

I suggest that the next step on the journey toward reconciliation for AOLS could be to identify, study, and address any responsibilities derived from the Truth and Reconciliation Commission's 94 calls to action that fall within AOLS's mandate. This could include outreach to Indigenous schools and communities, signage for professional surveyors' projects on Indigenous lands consistent with best practices of the relevant Indigenous nation, professional development programs in Indigenous cultural competency, professional practice guidelines for the protection and preservation of sites of cultural significance to Indigenous nations, modifying consultation and engagement processes for example during the guideline development process that ensure equitable participation by Indigenous people, and inviting licence holders to self-identify by Indigenous identity to start to measure how demographic diversity of members compares to the society that you serve.

I would like to launch a second poll on Zoom. Would you like AOLS to explore further actions toward truth and reconciliation with Indigenous peoples? You can answer yes, no, or no preference. Again, you will have 30 seconds to respond. You will see the results on your screen when the poll closes. Thank you for taking the poll and sharing your opinions.

—(Results: 115 yes, 51 no)

At 15 minutes into my talk that might have felt like a long welcome but I wanted to spend this time demonstrating how complex creating an inclusive culture can be and illustrating ways that your organization can unpack inclusion to make impactful and systemic change. Let us talk more about change. I invite you to stand up, maybe do a quick stretch, as we have this conversation.

I want to recognize the rapid changes you have all had to make since the onset of the COVID-19 pandemic. I want to applaud each of you for your resilience as you have found new ways of working, of taking care of your family and loved ones, and of taking care of yourself. I understand that it has been two years of unprecedented, uncertain, and constantly changing times. Although we have worked virtually, we are still together. It is because of living as a community of sharing things and caring for each other that we have all made it this far. This is the spirit of Ubuntu. Our access to vaccines, healthcare, and a dependable food supply over the past two years has been because we worked together as a society. Many of our colleagues are among the researchers, manufacturers, businesses, and others who have been providing goods and services, ideas, and innovations to help combat COVID-19. I thank all of you for your hard work, patience, and contributions to society. Thank you for being here.

Professionals and license holders have a duty to protect the public and live up to our obligations set out in our respective codes of ethics. Since my days as an engineering student, I wanted to become a professional engineer because to me it represented joining a community of professionals that cared for others. I continued to be inspired by the positive impact engineers make on the day-to-day lives of our communities. It motivated me to ask during my PEO presidency how much more we can contribute if we reimagine PEO? Many trends signal that the time is now for regulators and STEM fields to re-imagine how they can better protect the public. Even though we have been living through a crisis, these are also times for rapid, meaningful change. For example, we are witnessing how the lines between the digital, biological, and physical worlds are colliding and reinventing themselves in many different ways. Artificial intelligence, computer vision, and nanotechnology have created machines that increasingly can see, learn, and act in ways that are transforming our world. Self-driving cars, smart devices, and ways to correct our DNA are all impacting people's life, privacy, and health. It begs the question, could the scope of professional licensing reach further into these fields of work to safeguard the public?

We are also seeing how much the public trusts doctors, nurses, and other professionals. They expect that we will keep them safe. For example, in 2020, when a Canadian economist turned his fear of the pandemic into an opportunity to create the most amount of good. He chose to name the project "Helpful Engineering." It begs the question, could a regulator have broader public consultation to ensure that its priorities stay aligned to the trust placed on professions?

We are seeing how the use of crowdsourcing and swarm models are allowing global collaboration in the development of rapid response solutions for our quickly changing world. It begs the question, could regulators be playing more of a role to protect the public within a global solutions framework?

These three trends, the evolution of digital technologies, the high expectations on professionals to safeguard the public, and the global crowdsourcing of solutions are just a few examples of the changing world. I started asking myself how I could embrace them during my PEO presidency by reimagining PEO. Reimagining PEO together was my presidential theme. After all, I was the first virtual PEO president and the first pandemic president. I knew that everything for me was going to be different and I had the option to struggle to keep the status quo or move with society to show agile leadership. It was not an automatic or simple transition for me and it took a bit of time to let go of my plans and assumptions about what I had expected my PEO leadership to look like versus the reality of the world unfolding around me. After a couple of days of allowing myself to feel a loss and to let go, I chose the latter and move ahead to embrace everything new.

I share my journey because to bring about change, I believe it is important to allow people to feel the loss of what they were used to and were comfortable with to move toward something new. The amount of time needed for such a shift can be personal and individual. Change is our only constant. It is our new normal. In the chat in PheedLoop, I would be interested to hear what societal trends you feel are having the greatest impact on professional surveying. While you do that, I would like to outline the transformational change that PEO has been leading and what we have learned through the process. The changes have been to both the day-to-day operations and the governing of the profession.

PEO has been laying the groundwork for transformational change since 2019. It underwent an external regulatory review as AOLS has done recently. It looked at how it licences, disciplines, and enforces the practice of professional engineering. In response to the findings, PEO approved and has been implementing an operational action plan to address the review's recommendations.

One step was the digitizing of documents and processes. PEO digitized the licensing application process. This project was accelerated in early 2020 to respond to the pandemic lockdowns as staff were no longer able to work in PEO's office where all the paper applicant files were stored and applicants were no longer able to come to the PEO office to submit their application documents. By mid-June 2020, just three months into the pandemic, PEO had developed and implemented an electronic filing system for licence applicants. As well, an electronic system for businesses to apply for and renew their certificates of authorization was implemented. This may sound trivial but it was no small feat. The need was there, as during the first year of the pandemic engineering applications increased by 2% year-over-year and more than 7,000 businesses renewed their authorization certificates.

PEO also began converting its thousands of existing of licence application files from paper-based to digital form. It joined the Notarius program to provide licence holders access to a digital seal service to assist in the secure sealing of engineers' work within a modern workflow. PEO also transitioned to a digital professional practice exam nationally standardized across Canada and psychometrically valid to remove possible bias.

Lastly, PEO amended its by-law to legally permit digital, virtual meetings and regulatory proceedings, which allowed it to move its licensing and complaints committees and discipline hearings online to ensure the work of evaluating licence credentials and disciplining engineers continued in the public interest.

I invite you to share in the chat on PheedLoop what processes at AOLS you would like to see digitized if any? While you are doing this, I will share my learnings on the digitizing of processes from an equity perspective.



I believe regulators need to provide multiple modalities for applicants, members, and the public to engage with the organization to ensure there are no barriers, such as having limited access to a computer or dependable internet. For example, PEO will soon be moving its bi-monthly magazine, *Engineering Dimensions*, to fully digital distribution. However, PEO has already received comments from members asking to continue to receive a paper copy for ease of reading. This feedback shows how important it is to not alienate or leave out members when transitioning to a new process.

The second step in PEO's transformation journey has been a governance renewal project that is helping Council to take quicker action and be a more agile leader. The Board of Directors received training about how to ask good questions that focus work on setting direction and controlling risk for the organization and less on the details of the work that is carried out operationally by the CEO. To consolidate and better coordinate the work of many PEO committees, a new governing board committee structure was introduced that reduced about 10 committees into four. The four new governance committees now prioritize the Council's regulatory, fiduciary, human resources, and governance responsibilities. The most notable change was limiting the use of the Executive Committee. Instead, all members of the Board were allowed to participate in discussions on key issues. I accomplished this by hosting monthly strategic conversation sessions under my presidency.

Considering the Council composition from an equity perspective, I started to wonder how early and mid-career professionals and those with caregiving responsibilities could participate. During my presidency, I logged about 1,200 volunteer hours of service to PEO in my one-year term while working a full-time job at the University of Toronto. That was equivalent to over an additional seven months of full-time work that in my case was squeezed in over evenings and weekends to meet my employment commitments. In a way, the pandemic helped me manage my time as social events and travel were cancelled, so I could devote most of my personal time to PEO work.

Looking at the statistics of this year, the Council has about 12% of the Board in their early to mid-stages of their careers and the balance holding senior roles and/or retired. Twenty-eight percent of the Board are women. I believe that both these percentages need to increase to have a Board with the diversity of perspectives and creative solutions needed to best serve the public. The ways to get there are to look at the time requirements for a Board member along with reasonable remuneration. If regulators continue to expect professionals to volunteer their time for free then they are likely excluding those who cannot afford to give their time due to earning a lower income and/or needing to pay for family care to free up their time to volunteer. Usually, it is women who are most impacted as they are commonly earning less and more responsible for the majority of family care responsibilities. I invite you to share now in the PheedLoop chat what supports you would like to see

to help you participate on AOLS's board or committees? Are they training, remuneration, minimizing the time requirements, or other barriers?

A third step in the transformation journey for PEO has been making courageous decisions. For example, continuing professional development has been a highly debated and highly divisive topic for engineers for many years. I spoke against requiring continuing professional development just after graduating with my chemical engineering degree believing that a professional should be entrusted to keep their knowledge up-to-date and should not need another organization to check up on them. I can say that looking at this issue years later and looking at it from the public's perspective, I can no longer defend that position. During my presidency, I led the implementation of mandatory continuing professional development for engineers in Ontario.

Changing one's position is an example of humility in leadership, and humility is a tenet of inclusive leadership. Since the early days of my career, I have realized that engineers who keep their knowledge current do not have any additional burden to report this to their regulator. If the public is being asked to trust engineers, then it only seems reasonable to defend that trust by showing continuing competency.

A further courageous decision is removing the Canadian experience for a licence for international-trained engineering graduates. As you may know, new Canadians seeking a licence to work in their profession can face a catch-22 of needing to have Canadian work experience, to get a licence, and needing a licence to get the work experience.

The Fairness Commissioner's work, along with the Ontario government's planned changes to legislation by 2023, will require courageous leadership on the part of regulators to think differently about the competencies for a licence and provide multiple modalities for applicants to demonstrate them. For example, some regulators have already replaced the 12 months of Canadian experience with a course to test for competency. There are likely other approaches, as well.

The fourth step in PEO's transformation journey has been building a more inclusive culture. Under my presidency, PEO appointed an Anti-Racism and Anti-Discrimination Exploratory Working Group to identify, study, and address any systemic racism within PEO's work. The working group has produced a draft Anti-Racism and Equity Code that is out for stakeholder consultation until March 14, 2022. The draft code includes:

- Commitments to collect race-based data
- Improve regulatory processes for fairness
- Include compliance with human rights laws and equity principles in the professional obligations of engineers
- Embed anti-racism training in the organization
- Commit to engaging with racialized members of the public

- Commit to equitable hiring of racialized persons.

I am very proud of this work that starts to demonstrate how an organization actively works to remove any incidences of racism within its historical or known systems. As I mentioned previously, PEO has yet to embrace an active position toward Indigenous truth and reconciliation. I am hopeful that this position will change soon with more education and finding ways to support leaders to learn the truths of Indigenous history.

Another aspect of building an inclusive culture is the inclusion of women in engineering. This continues to be a long-standing challenge with less than 20% of new licensees identifying as women. PEO is participating in Canada's 30 by 30 Task Force with other engineering regulators, higher education institutions, and employers to increase that number to 30% of new licensees identifying as women by the year 2030. In my opinion, even this goal is not sufficient.

Women represent 50% of the population. So, for the engineering profession to represent the society it serves, we must achieve 50% of women as licensed engineers. I strongly believe that we must not only achieve that but surpass our 30 by 30 goal. Passing this tipping point will bring sustained culture change, teach us how to remove barriers to licence and practice, and will invite people of many diverse identities to become engineers. The evidence is clear. This will have a direct impact on how PEO protects the economic interest, life, and health of the public.

Barriers continue to exist in the societal attitudes that stop women from considering a STEM education and the safety and inclusive culture of STEM workplaces that keep women from choosing to be employed in them. These concerns might also be helpful to explore in professional surveying as currently there are only 7% of Ontario licensees who identify as women.

An example of a transformational program that worked to counter these societal attitudes was a summer initiative that AOLS and I led for two years between 2017 and 2018. Working with your Deputy Registrar and Ontario's second woman professional surveyor, Maureen Mountjoy, we created a program that placed 70 competent, grade-eleven women in engineering labs at York University, including the geomatics engineering labs, to receive hands-on experience. I am pleased to share that a very high number of these young women switched their university applications to engineering after learning how they could make a difference.

We also brought accomplished professional surveyors to share their experiences with the young women as positive role models. More of these programs are needed to reach more young women and show how inclusive, meaningful, and prosperous engineering and surveying can be as careers.

Speaking of role models, I was the eighth woman president of PEO in its 99-year history. Although the frequency of women presidents has been increasing, having less than 10% of women as PEO presidents is an indicator that there is still much progress needed in the area of gender equity.

I now want to launch a third poll on Zoom asking what demographics of the population do you want to see AOLS reduce barriers to build a more inclusive profession? You can select women, Indigenous, racialized, or all of the above. You will have 30 seconds to respond and then the results will be shown on your screen. Thank you for taking the poll and sharing your opinions.

—(Results: women – 13, racialized – 5, Indigenous – 10, and all of the above – 138)

As I summarize the transformation changes PEO has been making through a time when change is the only constant, I want to remind us that as regulators ensuring public protection is paramount. This is the one goal that unites us. It is what I call our north star. Operational and governance improvements can build a solid base from which regulators can forge ahead but my question is, toward what? In the abbreviated words of Seneca, no wind blows in favour of a ship without direction. While our direction is the public interest, the north star, our challenge is to shape a new longer-term vision that allows a regulator to respond quickly and adapt to societal changes and trends to stay on course toward that north star.

So, what are the societal trends today? Members of the public are asking questions such as how can they trust smart cities or consent to cellphone tracking and know that their data privacy and access are being managed for the public good? They are wondering, if facial recognition software has difficulty identifying people with darker skins, what other biases are embedded in the design of the technology that we use? They are concerned about how to stop climate change and inequality to create a more sustainable world.

Regulators need to not just keep up with the public's concerns but lead the way to navigate how they will regulate the profession in ways that are relevant to the issues. For example, a data privacy technology bias and climate change in the public interest. To do so requires a transformation of some parts of a regulator while preserving what is helpful and working.

For PEO that meant stopping to follow its strategic plan midway through 2018 since it was formulated from old ways of working. That left the organization's direction uncharted, so PEO created a new strategic plan in 2020 to guide the organization toward its new way of regulating and governing.

You are probably asking what exactly can a regulator reimagine to ensure its direction continues to respond to societal needs while focused on the public interest? My answer is that regulators can reimagine who and what they need to regulate to protect the public interest ten, twenty, or thirty years from now. We can

reimagine the power of the licence to deliver on that public service. This can be an opportunity to dramatically increase the impact of professions and regulations in Ontario.

I want to share some of my ideas about how regulators can reimagine their vision. These are being shared as thought starters to open a discussion on what reimagining together could look like:

- Regulators could collaborate with higher education institutions, employers, and others to reimagine the competencies and assessments for the next generation of licensed professionals.
- Regulators could strengthen partnerships with national and global regulators to reimagine how we work across borders to oversee open-sourced or globally developed solutions used in Ontario.
- Regulators could create citizen conversations to reimagine how we regulate emerging technologies and the innovative people who work with them so the technological impacts are beneficial for all.
- Regulators could re-imagine how people of all identities are included as licence holders.

I realize that this reimagining can feel like a daunting task. I have found the most rewarding times in my career have been when I moved beyond what was known and routine and followed my passion to take on new challenges.

The work to establish a long-term vision for a regulator needs the profession to work together. Process matters and people, partnerships, and cultures are the anchors. I recommend that regulators begin the process by opening the doors wide to thoughts and ideas and engaging with other organizations. As an African proverb tells us: if you want to go fast, travel alone; if you want to go far in life, travel together.

With PEO, I started a vibrant dialogue during my presidency to start the work on charting a path. I hosted PEO's first-ever volunteer leadership conference that kicked off a visioning process for a reimagined PEO. The online format modelled how future PEO events, beyond pandemic times, could be accessible to a broader audience across Ontario, including students, graduates, trainees, partners, and the public.

For many organizations, the outcome of visioning work is a strategic plan. The PEO's strategic plan for 2020 to 2022 was created with three pillars of strategic priorities in governance, operations, and organization. For the first time in PEO's history, equity, diversity, and inclusion are embedded in all three pillars. I invite you to share your thoughts in the chat on PheedLoop about how AOLS's current strategic plan reflects the future of professional surveying and what the public expects from the surveying profession.

My hope for PEO is that for decades from now it demonstrates to the public how it is a relevant and agile regulator. Our actions over the past year will have laid the groundwork for this future. By regulators beginning to reimagine themselves, multi-year projects will be established to modernize. Long-term visions will help to chart the course. While PEO has much work ahead, I firmly believe that its north star is resolute. Its north star remains its mandate to protect the public interest. As PEO innovates at a pace it has never prepared for or previously experienced, its efforts need to continue to align toward this singular goal.

As regulators reimagine themselves together, we need to look ahead to identify which societal changes have and will continue to affect our professions. We will reimagine our organizations a decade from now and beyond, laying the path to identifying who and what we need to regulate to continue to protect the public interest. We will need to keep in the forefront that patience and persistence are paramount to making sustained change.

Let's look at the behaviour change toward mask-wearing over the past two years. I believe it is fair to say that before 2020 mask-wearing in public was uncommon in Ontario. There was also a bias toward those wearing a mask that they were sick, carrying disease, or from a distrustful culture. Two years later, many of these biases are gone and mask wearing is normalized in many communities. I would suggest that the two years taken to implement a new normal around masks is quite quick. Making sustained change outside of a crisis can take much longer.

If we look at other culture changes such as the welcoming, hiring, and promoting of women in STEM fields, society has been actively working on this for more than 50 years. We are still not at gender parity. Regulators need to factor patience and persistence into their changes processes.

To reimagine professions for the future, I would say that we conduct this work by challenging, innovating, and connecting. We accomplish this work by being open, optimistic, and original. I am excited about the challenges ahead. I am immensely honoured to have the opportunity to make a difference in the lives of others through my profession. You might say that it is in my blood as I have parents who have been role models of leadership and service throughout their lives. If they met someone they could help, they would.

Thank you for the opportunity to share my thoughts with you today on the north star of professions to protect society's wellbeing and ways to be more inclusive for the public good. I hope you keep the idea of Ubuntu at the forefront of your future work. I remain humble and thankful for my role in the community and the continued support and trust of the public. I look forward to seeing the work of professions in the coming years as they modernize and, hopefully, reimagine themselves together.

You can now use the question-and-answer function on Zoom to send me your questions. I look forward to our discussion. Thank you, *merci*, and *Miigwech*.

GAVIN LAWRENCE: Our first question. How long does a group of people need to live in a geographic area to become considered Indigenous?

MARISA STERLING: I recognize that we might have a bit of a global audience here. So, I will give some perspective on North America. In North America, we have three Indigenous identities, First Nations, Inuit, and Métis. We have a priority to recognize and learn the truth about Indigenous nations and how we can reconcile our relationship going forward. Depending on your positionality or where you come from in what we call Canada those are the three Indigenous nations we need to be aware of and allow them to identify. It is about individuals self-identifying with their Indigeneity. That is managed through those nations independent of anything that we would do. It is important to reach out in your area and find out who the Indigenous nations are and get to know them and their leadership. Ask them about how they are identifying and how they want to be recognized within your area.

GAVIN LAWRENCE: The idea of having parity in professions for women is laudable but cannot be legislated. Discrimination of any kind is unacceptable but if women do not want to be surveyors, then that is the way it is. That does not mean that we do not strive for that. What professions have a perfect gender balance? What professions are doing better at reaching parity?

MARISA STERLING: When I graduated from engineering, I was asked to be on a panel with a woman from law and one from medicine to talk about women's experiences in professions. At the time, none of them had reached gender parity. My understanding is that law has moved leaps and bounds and I guess they are likely at 50%. I sense that they moved quickly and have been in that place for some time. I speak a lot about culture in my talk and I think that it is important that we talk about this. If someone is not interested, we are not going to force them to be part of a profession or enrol in particular studies. People need to do what they are passionate about. People also need to know that they have a choice and that a profession is open to them. There have been some great social scientists who have been working in the space of STEM since the 2000s. Their work has given us good insights into your questions. What the social scientists are showing in their research is that there are cultural barriers. Let me explain that. At the age of five or six, research has shown that young girls and boys will already say, "I do not think that I am good at math." At such a young age, what is it that is driving those kinds of perceptions? We see that it is when kids start into the educational system that these thoughts and doubts start to form. There are a variety of STEM fields and trades that are cutting off someone's opportunities because they have been limited by social perceptions that get reinforced by advertising, family networks, teachers, and other sources. That is a fundamental barrier that we are now aware of because

of the research. There is work happening now about how to change that. When we talk about inclusion and access my suggestion to an organization is to determine who they serve. In this case, we are serving the society in Ontario. Are the demographics of your profession representing and modelling society? If it is not, why are there gaps and how can they be closed. That is a great positionality to take to be able to say that we are representing and serving the voices of those we are trying to serve.

**GAVIN LAWRENCE:** Could you please identify specific barriers in the surveying profession? In my 45 years involved in surveying, I have not seen any barriers other than hard work and dedication to obtain the required education and experience to become an Ontario land surveyor.

**MARISA STERLING:** This question requires a lot more investigation and a lot more research. For us to understand barriers, we need to speak to the communities that are not represented. One thing that organizations can do is look at themselves and ask who is not represented. For example, surveying, like engineering, is a profession that is skewing a lot older. So, we might ask why we have so few people in a certain age group. Once you identify who is not represented, you have to figure out how to reach those individuals. In STEM, we know that there is very little Indigenous presence. How do we reach out to those communities to have them tell us more about how they perceive us to understand the barriers? In a lot of cases, these barriers are systemic and we are not even aware of them. They are very subconscious. Most individuals will not want to be somewhere unless they feel welcome. Who wants to show up in an environment where you do not want to be because something is telling you that you do not belong? One way that we find out about these things is by doing culture surveys. Once we know what is deterring that sense of belonging, we can start to uncover the barriers. For example, one of the barriers in the STEM fields is that you need to see one to be one. If I do not see someone that looks like me, how do I know that I should be there? I do not want to be the lone voice at the table. If I only see a couple of people who represent me then I feel very uncomfortable being called out and noticed. If I feel threatened or at risk, I do not want to be there. That is when trust is important. A lot of organizations will work hard to include under-represented individuals with the best intentions. If trust is not there, then I am not going to show up. How do you ensure that you build trust so that it will be a safe environment? For example, at the University of Toronto, Department of Engineering, we have worked hard to increase the number of women applicants in the undergraduate program. We have gotten to a place where women are 40% of the undergraduate engineering program. At the same time, those women had to trust that when they came into the engineering program that they would be treated fairly and feel included. They would not have to work extra hard to prove themselves. We had to make sure there was open access and a pipeline of women with the skills in the education system to qualify to apply for the program. However, we also had to make sure that when they were here, we had systems in place to make sure that the biases were gone so



they did not have to hide or limit themselves in some way. That is why culture is an important piece of the equation. The best source for your answer is speaking directly to the communities about how they feel about your profession and your organization. What creates those impressions? How much do they trust that you have their backs?

GAVIN LAWRENCE: You touched on a good point there. If there is no sense of belonging, people will not feel welcome in our Association. They are not going to feel welcome in our Association if it is not reflective of the society that we serve. I think that we could also look at the percentages within our communities and try to target those areas where there is room for improvement. The way to do that and find a sense of belonging is to find the commonality among people rather than examining certain words and legislation that force us to take certain actions to obtain equality. For me, it is more a function of us being open, welcoming, and transparent with people and taking an interest in different backgrounds and interests. That is the only way that we are going to grow diversity and be stronger.

MARISA STERLING: I just want to add to your comments by saying that we have seen that you need to have two different approaches to shift culture. Sometimes there is a leadership piece that is needed to set things in place, but it will fail if you do not have the bottom-up, grassroots desire to shift. Sometimes the desire to shift does not happen without that leadership. For example, a few years ago, to get women in leadership positions the Ontario Securities Commission said please have more women on your boards. We have seen the data that shows that if you have at least 30% women on boards, you have better problem solving, better solutions, and you increase the profits of your organization. There is actual data on this. So, some organizations sought to do that work at the grassroots level but only a few regulators came to the table. The Securities Commission then said report to us and we are going to publish the data publicly. That little bit of a leadership push in combination with the grassroots saying why this is valuable made more of a change. It is important to have both. Collect the statistics, collect the demographic data, report on it in aggregate, bring awareness to it by setting some goals, and have the leadership in place to make the decisions to bring about change. What we see is that the more disaggregated it is, the more impactful it will be. Ontario has so much diversity. If you do look on a community-by-community basis at the experiences in those local environments you will probably get a richer experience and ability for change. By looking just at only the provincial statistics, numbers, and goals, we can miss the great opportunities for diversity and change.

Gavin Lawrence thanked Marisa Sterling for her presentation and noted that a donation was made in her name to the York Region Food Network.

## **INTRODUCTION OF ASSOCIATION GUESTS**

GAVIN LAWRENCE: Also joining us over the course of our meeting are a number of guests representing other provincial associations. I would like to now introduce our guests and invite them to participate in our meeting and provide input as they wish. I am certain that they will prove to be valuable assets during our meeting.

From the west to the east our guests are:

Association of British Columbia Land Surveyors – President Dave Rutherford  
Alberta Land Surveyors Association – President John Byrne  
Association of Saskatchewan Land Surveyors – President Calvin Bourassa  
Association of Manitoba Land Surveyors – President Paul Burtnick  
Ordre des arpenteurs-géomètres du Québec – President Orlando Rodriguez  
Association of New Brunswick Land Surveyors – President Andre Boissonnault  
Association of Nova Scotia Land Surveyors – President Andy Decoste  
Association of Newfoundland Land Surveyors – President Corey Collins  
Association of Canada Lands Surveyors – President Philippe Breau  
Professional Surveyors Canada – Chair Jordan Litke  
Minnesota Society of Professional Surveyors – Preston Dowell

## **TRIBUTE TO DECEASED MEMBERS**

Unfortunately, there are Ontario Land Surveyors who can no longer attend our meetings: I will now read the names of those members who have passed away since our last Annual General Meeting.

Today we remember:

William A. Beninger, 873, March 14, 2021  
Tolson E. Rody, 1096, May 8, 2021  
Robert (Bob) William Mackey, 1063, May 18, 2021  
David Whitfield Lambden, 821, June 4, 2021  
William James Bowman, 1278, August 2, 2021  
Peter J. Williams, 1211, August 6, 2021  
Malcolm Hugh MacLeod, CR29, October 24, 2021  
Marc P. Payette, 1778, November 1, 2021  
Lawrence (Larry) George Woods, 1135, November 19, 2021  
Dino Astri, 1650, December 17, 2021  
Gordon Henry Wood, 856, December 11, 2021  
Eric Lawrence Ansell, 1543, December 24, 2021

A moment of silence was held in their honour.

Minutes of last year's annual general meeting were shared in advance of this meeting. Brian Maloney made the following motion: Be it resolved that the

proceedings of the 2021 Annual Meeting, as printed in the 2021 Annual Report, be received. The motion was seconded by Kevin Wahba and passed.

## **MODERNIZING THE *SURVEYORS ACT* / EXTERNAL REVIEW FINDINGS – BRIAN MALONEY AND RICHARD STEINECKE**

Gavin Lawrence advised that AOLS Executive Director, Brian Maloney, would provide a brief overview of the project to modernize the *Surveyors Act* and then Richard Steinecke would present his regulatory review. He added that questions would be dealt with at the end of the presentations.

BRIAN MALONEY: Good afternoon. I would like to speak to you about the project to modernize the *Surveyors Act* that Council approved and we are undertaking. For those of you in the South Western Regional Group, you will have seen a lot of these slides before. For others, hopefully there is some new information in them.

Last year, we were successful in making minor amendments to the *Surveyors Act* and the *Surveys Act*. When we were doing that, we noticed some issues in the *Surveyors Act* in terms of poor definitions, etc. Our work there gave us some confidence that we could have an opportunity to actually open our Act and make some changes. We have been seeing some changes occurring across this country and within Ontario that show that there is a need to modernize the Act and deal with our regulatory functions in a cleaner fashion. I will speak more to that as we move forward.

In January 2021, Council approved opening the *Surveyors Act*. Obviously, we will need the support of government to do so, but we are at least going to do the homework and put ourselves in a position to deal with it.

There are a number of drivers for change that have been moving forward. The first is changing government expectations on regulators. Across the country, we have been seeing the changes.

Last year in British Columbia they moved forward with their *Professional Governance Act* and started amalgamating some of the professions. These changes have yet to impact surveyors but it is quite possible that it will. More recently, they put a set of standards in place and I know that British Columbia has been doing some work to see how they fit into that. Alberta was notified that their *Surveyors Act* would be repealed in favour of a larger act. That is supposed to happen this summer and it certainly will have an impact. They do not yet understand the complete ramifications but there will be more oversight by government and, perhaps, more opportunity for them to control their own direction in terms of practice standards, etc. It may be a good thing but it is certainly a change. We have seen changes in Quebec over the last several years. At the end of the day, we know that governments, in general, are looking at regulators with concern and thinking

about potential changes. We do not have any information yet about what is going to happen but we are trying to be prepared.

There is a changing public expectation not only about the surveying profession but all professions. I will speak to that in more detail later. Technology is changing dramatically and impacting not only how we do our surveys but also the way we operate our businesses and serve the public. We have had some administrative challenges in terms of wording in the Act but we know that we have other things that we could improve on such as complaint and disciplinary processes. We have some member concerns around administration with the Act. I think there is an opportunity to clean things up.

A bit more about some of the challenges. We really tend to think more on a map-centric or data-centric perspective. However, when you look at the whole spatial information sector, it is moving to information-centric and, ultimately, a services-centric perspective. That is where we want to put our mindsets in terms of what we do with surveyors. How do we serve the public?

From a technology side, we are seeing changes. If you look at our cadastral surveys, you see it in the technology we are using for measurement. However, if we look at the broader set of services the ability to get high-resolution and multi-spectral imagery continues to improve and is starting to have an impact. We are starting to see things like Building Information Management models, Simultaneous Location and Mapping, and changes in the way that measurement can be taken. I have no doubt that these things will have an impact on our surveying industry. If you look at the broader perspective, in terms of the information and communications side, we are seeing huge changes with 5G in our ability to exchange data with each other and our clients. There are further opportunities to look at underground utilities, etc. If you look at other things like enhanced digital rights management and the way that is changing, it could impact the way that we license our data to our clients. It could be a limited licence. It could be a time-specific licence. It could be a digital ledger. There are certainly things that are going to change and we would like to make sure that we are thinking about those as we move forward.

As I mentioned earlier, societal changes are certainly occurring. We are moving toward a more customer-centric outcome-based society. For example, people want their Amazon package delivered without thinking about it. They just want it at their doorstep. There is certainly a demand for no cost data and people are losing an appreciation of the cost of data. They expect to get the answer on the internet. As a result, there is a blurring of lines between authoritative and non-authoritative data. If you go back 10 or 20 years and look at government data, it was certainly considered sacrosanct. People would look to that as the authoritative source. That is no longer the case. People are using Google Maps and other things. They do not have the same appreciation of the lineage of that data.

There is also a blurring of lines between producers and consumers. We are not only consumers of data and information; we are also suppliers. Technology is changing the game in terms of the use of maps, dynamic maps, and geographically enabled applications. Social media is changing how we rate our providers. Finally, there is still a digital divide that our governments are trying to resolve. There is a huge difference between the quality of the internet in rural areas compared to urban centres.

On the labour front, we are seeing a huge competition for talent that is driven somewhat by demographics but also several other factors. Certainly, COVID-19 has had a huge impact. There is a need for continual upgrading given all the technology and expectation changes.

There is increased pressure for fairness in society. If you look at the recent changes with Bill 27 or Black Lives Matter, there is pressure there from society for us all to be acting fairly and equitably. There is a migration of workers to lower cost areas outside the cities and away from some of those challenges. There are lots of changes on the labour front.

On the government side, we are seeing an increased polarization of views. We have witnessed that in some of the blockades recently and the different viewpoints we have about them. There is a challenge with an aging infrastructure. There was recently a huge commitment to housing in Ontario with a potential to have 1.5 million houses built over the next 10 years. However, there are significant budget pressures. We have gone through a very challenging fiscal situation in Canada and Ontario. The government is having the same challenges in attracting talent and that could come back to bite even those in the private sector at the end of the day. It is dealing with climate change, the housing shortage and many other things.

From a surveyor's perspective, we are seeing an increased demand for cadastral surveys. Last year, sticker sales were up 30%, so clearly there is an increased demand. At the same time, we are having trouble getting staff. There is increased competition from technical firms. Anyone who can buy the black box technology thinks that they can compete for that service. There is an increase in data collection by all involved.

Finally, on the societal changes toward regulators. I mentioned already there are increased expectations on transparency and fairness. In Bill 27, the changes to the *Fair Access to Regulated Professions and Compulsory Trades Act*. There is increased complexity in our disciplinary processes. The Canada vs. Vavilov decision changes the standard for reviewing our disciplinary decisions and is having an impact on us. It means that we need to do a better job in terms of our disciplinary actions.

The goals for our update are:

- To update our legislation such that it protects the public now and into the foreseeable future.
- To consider technological and societal changes.
- To consider broader administrative changes.

We most likely will not get to open this Act again for another 10 or 20 years, if we do it now. The last significant change was in 1998. It takes time to get in front of the Legislature.

We would like to embrace the best practices of other regulators. There has been a lot of work lately in terms of new standards and ways of thinking about being more proactive in our regulations. Lastly, we want to make sure that our legislation is clear and unambiguous. There are things in the Act that we have had some challenges with such as the interpretation of the role of a certificate of authorization holder versus a managing surveyor. In terms of scope, we are only looking at the *Surveyors Act*. We are not looking at the *Surveys Act*, regulations, or by-laws. Those will need to follow later if we are successful in moving forward.

There are a variety of things that we could consider:

- Governance considerations in terms of Council appointments and how people are appointed. Do we need more lay members involved at different places? Do we have the right numbers?
- A one-licence model, which we have discussed a lot.
- Redefining the practice of cadastral surveying to address non-authorized practice.
- Amalgamating or collaborating with other regulators. We can not just put our heads in the sand and not consider that option. We looked at it many years ago, but we need to revisit it again as we try to move forward as a small regulator.
- Improved flexibility on standards. With the way that technology is changing we need to determine if there are other ways to approach our problems. Do we need less regulation, or do we need something rolling interpretive guides that can be referred to as we implement new technology?
- Refinement of the complaints and disciplinary processes. The Complaints Committee has been looking at some of the recommendations that came from Richard Steinecke.
- Clarification on the role of the C of A.
- Right-touch regulation about what should and should not be in regulation needs to be considered as we make changes.
- Temporary licences for surveyors from other jurisdictions. Bill 27 is going to force us to think about this.
- Inclusion of fees mediation into the Complaints Committee process.

- Clarification of some of the language used and ensure that it is straightforward and clean.

We have a proposed process and put together a project plan. The Legislation and Regulations Task Force reviewed it and we are looking at some external reviews as you know. We have already completed two of those.

We are looking into research about relevant documents to help guide us. We have put together a library of best practices and pieces for the Task Force and Council to consider as we move forward.

We want to determine what our stakeholder views are around this. That is something that we have started. A stakeholder consultation plan is being developed. However, its progress has been slowed down as we try to figure out what our exclusive domain should look like as we consider the one-licence model. We have looked across the country in terms of our sister organizations, but do we need to look at international models in the surveying world and other regulators within Ontario.

We have put together a paper on the changes around technology's societal impact. It needs to be tuned up a bit, but a lot of thinking has been done.

We need to determine the administrative challenges with the current Act. We have not yet reached out to all of our committees and task forces, but we need to do that. We have started down the road on this. We have asked a couple of lawyers who have been involved in our complaints and discipline process to look at that. One has responded so far.

We need to determine our member concerns. That is just starting with conversations like those we are going to have in the Open Forum and regional group meetings. Once all that work is done, it is time to assemble it, consider our options, and try to move forward. We will put together a plan and make a decision on where we want to go. Communications will be important throughout this process.

We will need support from government to make this happen. We need support from our parent Ministry, which I expect we will get.

I thought that I would touch on the exclusive practice and what we are looking at in terms of that. The current definition that we have of the practice of cadastral surveying speaks to the supervising or conducting of surveys. That definition has been challenging for us. We have had organizations that are putting out GIS type products and the argument is that the products are not surveys so they are not within our domain and we have no ability to control or stop that. So, there is some thinking that we need to do. Are we protecting the public with that definition? If you look at the practice of professional surveying, it is essentially anything that has

to do with measuring something around the surface of the earth. Clearly, if we want to have that as something that we can call exclusive, it needs to be much more narrowly defined and clear. The notion that we are going to continue on with the existing disciplines that we have under a licensing model is not realistic. We cannot define those tightly enough. I do not think that we can stop Google Maps from generating products for us.

To proceed, we have come up with a few tests:

- The first is to determine if there are serious economic or health and safety consequences in terms of errors associated with the service. If there are, that is a reason to consider regulating. If there are not, then we should set it aside.
- Are there others that already regulate that area of concern and are in a better position than we are to regulate it. For example, if you look at hydrographic surveying, the fact is that if you are looking at navigational charting, it is really the domain of the federal government. I do not think that we are in a good position to determine what the requirements are around that. To be honest, I am not sure what we would be adding to society by even trying to do that. ACLS has the ability to actually certify people in that regard so why would we jump into that.
- Are there other ways that we can ensure that there is no harm being done to the public without regulation?
- Are there contractual ways of dealing with the area of practice. If there are, it should not be in our domain?
- Is the public able to understand the differences in the quality of the products and services? If they are then we should not be involved in trying to regulate that. If they are not, then that is certainly an argument that it needs to be regulation.
- Are there negative impacts to others that are not involved in the transaction or the service? If that is the case then that again is an argument for regulation. If there are not, then there is no need to be involved. For example, when you do a boundary survey while you are doing it for a client, the neighbour has an equal concern about what happens with the boundary. While they were not involved in the transaction, they have an interest in it. That is a strong argument that the area should be regulated.

Those are the kind of tests that we are going to be looking at as we try to figure out what we put in inside the exclusive domain box and what is outside. It comes down to who is using it and what they are using it for as opposed to what is a discipline. In today's world, I do not think that we can expand our definition of exclusivity if we do not have those thoughts in mind. So, in terms of cadastral surveys it is clear and already there. We can easily make an argument that makes sense. If we have to



look at other areas then we need to do a bit more explicit review in terms of moving forward.

I have put a slide up that illustrates what happens when someone wants to build a house. They asked a whole bunch of questions like do they own the land, where can they build it, what should the build, can they afford it, what approvals they need? That leads into a set of questions of which some are in the domain of surveyors and some are not. Some of those are likely things that should be the exclusive practice of a surveyor and others may be something that are part of a shared practice. Something like a topographic survey can be done by some engineering firms, so it may be looked at as a shared practice moving forward.

In my mind there are three different areas of practice:

- The exclusive area of practice where only surveyors could do it.
- The exclusive area of practice that could be shared with another profession.
- The non-exclusive areas of practice. It does not mean that because we put something in the Act that surveyors cannot practise in other areas. Approximately 50% of the work that is done by surveyors today is in non-exclusive areas of practice.

In terms of looking at the idea of a one-licence model and what our exclusive area of practice is, we are going to make sure that it is clearly defined and easy to interpret to defend in the courts when someone is accused of non-authorized practice. We need to have any restrictions aligned with clear and verifiable outcomes so we can meet the test discussed earlier. The regulation should be the minimum necessary to meet our objective of protecting the public and must be impartial. If it is seen as self-serving, we will have no success in moving this forward through the Legislature. We need to look at periodic assessment of the effectiveness of this and whether it is working. One of the things that we are going to have to do is make sure that we are still objectively promoting a regulatory framework that is open and allows for effective competitive markets. It is not just us restricting practice.

We have yet to figure out what does fair use look like in an environment like this. How do we deal with the surveyor's product being used in other derivative products? For example, can a municipality rely on that to do something? Can it use that in some fashion? Is it fair use to enhance the product by creating a subdivision plan on top of the survey? We need to think our way through that. What about third-party use of the product beyond that? So, the whole derivative product issue is something that requires further thought and consideration.

Perhaps boundary products describing rights and restrictions in land would be the exclusive right. That would be a broader definition than the current cadastral work that we do now. It might consider things like flood plains, wetland definition, and

park delineation. There could be some broader things that get considered. Perhaps at a product level as opposed to surveying. It might mean that you cannot have a GIS product showing these things without some level of involvement by a surveyor in some place. Keep in mind there has to be the whole flow of rights and responsibilities. The surveyor cannot control the whole world so we must be sure that it is something that makes sense. It could include things like establishing geodetic control points for published usage. We all know how important geodesy has become in terms of mapping products but we have little government oversight on some of these things. Do we need to have more control on that? Are there other services that pass those tests that I mentioned earlier? We do not have all the answers at this point. One potential thing to look at would be a surveying infrastructure, which would be boundaries that describe rights and restrictions in land and to that point, establish public usage. That is a draft of what the restrictions would apply against. If you wanted to play in that domain, you would at least need to have some form of exclusive or shared exclusivity around that function.

In closing, moving forward is going to require a lot more consultation. We must get out and speak to people now that we are starting to be able to articulate what we are thinking and see what the feedback is. It will be interesting to see what Teranet thinks about us trying to take over some of the mapping or have a surveyor involved. In honesty, they have surveyors involved in the mapping and it may be a very small issue but we need to think about it. We need to think about what municipalities consider etc.

We know that this is going to be a lot of work for some of the Committees and Task Forces. On the downside there is the possibility that we do all of this work and it never does get adopted, However, it seems to me it makes sense to at least start to think about these things. We could have unforeseen consequences if government chooses to go in another direction. My sense is forearmed and forewarned, the better you are.

Council has highlighted this work in its strategic plan. We are going to be proactive and even if it is not adopted, we will be in a position to move forward. I hope that you are supportive of this and I look forward to speaking to you more about this. I wish that the AGM was in person so I could have had a lot more informal conversation with you. Hopefully those will happen over the course of the spring and the summer. Maybe we will get some in-person regional group meetings scheduled.

It is an exciting project and I am looking forward to it. I am also looking forward to hearing from Richard Steinecke, who has done some thinking about some of the changes that we need to make in the Act. Thank you.

Gavin Lawrence thanked Brian Maloney and advised that a donation was made in his name to the York Region Food Network.

Gavin Lawrence introduced Richard Steinecke who undertook an external review of the regulatory practices of the Association.

RICHARD STEINECKE: Hi, this is Richard Steinecke. I thank you for inviting me to participate in your annual general meeting. I would like to talk a little bit about the review that I conducted of the regulatory activities of the Association and some of the implications that the review and the ongoing modernization of your Association will have on you.

I would like to start off by discussing some of the context of this review. External reviews of regulatory bodies have become increasingly common around the world. Probably one of the leaders in this area is the Professional Standards Authority in the United Kingdom. It is an independent oversight body for the health and social service professions. It does a lot of things but one of the main things that they do every three years is conduct an external review of the effectiveness of the regulators that they oversee. They have published these standards of good regulation that the regulatory bodies are expected to meet. They do an extensive internal review of documents, interviews, and processes and then they issue a report as to how the regulators are performing. Some of the reports are positive and some of the reports call for significant changes to how the regulators operate.

This model has been copied around the world and quite recently in Ontario, there has been a development by the Ministry of Health for a college performance measurement framework. The Ministry issued this long document and every one of the regulators are expected to record detailed information on how they are doing in various areas. The standards are fairly specifically defined and the colleges have to discuss:

- How they do governance.
- How they select Council members.
- How they select Committee members.
- How they ensure that the people selected are meeting the competencies that are expected for their particular tasks.
- If they have sufficient resources to conduct their activities.
- If they have a reserve fund.
- If their budget is being met.
- If the regulatory bodies are actively participating in the healthcare system and working with other parties such as the government and institutions such as hospital and retirement homes, and long-term care facilities to ensure that the practitioners are meeting their obligations and providing good services.
- Information management practices. Are they only obtaining the appropriate level and types of information? Are they keeping that information secure? Are they making information public that ought to be made public?

- Policy making processes of the regulators and how they identify the policies that need to be made. Do they have a good process for doing the research to identify options to ensure that the policies are made to protect the public and determine if they are too lenient or too rigorous? Are they reviewing the policies regularly to make sure that they are still relevant?
- How individuals are handled through the system in terms of registration, complaints, discipline, continuing professional development, quality assurance initiatives, and inspections. Do these systems address risk and are they effective and fair?
- How these standards are measured, reported, and improved upon.

As a result of the reports from the regulatory bodies, the Ministry has a working group that has identified excellent and commendable practices. It is anticipated in the future to look more rigorously at whether there are some activities that should be discouraged or changed by regulatory bodies or individual regulators.

In British Columbia, there was an independent review of the natural resource professions like foresters, professional engineers, and professional geoscientists. The review identified how the various professions are currently regulated, which at that time was a hodgepodge of approaches, and whether a consistent regulatory approach modernized to focus on protecting the public and ensuring that the objectives of government and natural resources are being met. This review resulted in a change of legislation. The *Professional Governance Act* was enacted and took effect about a year ago. These regulatory bodies now have to operate under a different legislative scheme, which prioritizes certain things like protecting the public interest, cultural sensitivity especially toward Indigenous peoples and reconciliation with them, and climate change. There is discussion about the possibility that land surveyors in British Columbia will be brought under this legislation. This is having an impact on your colleagues across the country.

There was also an extensive review in British Columbia of the regulation of health professions. It resulted in an all-party recommendation for significant reform of the legislation. That has been delayed due to the pandemic but it is still in process. We expect to see legislation that will deal with things such as how the councils or boards are selected, reducing or even eliminating the election of professional members including having more public members, having some separation between the regulatory councils and committees, and combining various regulators so they are able to have the resources to do the regulatory activities expected of them. This is resulting in legislative change not only in British Columbia.

In Alberta, there have been significant changes made, especially in the health professions. One of the things that they have required is that the regulatory body be separated from the professional association, so that the regulatory activities and the activities that are done to support the profession are done by separate bodies. In addition, they are saying that if you are involved in professional advocacy or self-

interest activities you would not be able to serve for at least a period of time on the governing boards or councils of the regulatory bodies.

There have been some external reviews that are completely voluntary. For example, the Ontario College of Teachers did a review of its governance approach. They had a large council that was predominantly elected from the profession. They looked at that and advised that it was not the best way to select people who are regulating in the public interest. Legislative changes were made to reduce the size of the council, ensure that they are selected on a competency basis, and they are focusing on policy-making activities and are separated from the activities of the committees that do the frontline work of regulating the profession in terms of registering applicants.

In Ontario, we are seeing this as a model that has resulted in legislative change. In the health professions, there are proposals to change the governance of those regulatory bodies on a similar basis.

The Auditor General has started to look at more than just government bodies. They are starting to look at regulatory bodies and they do value-for-money audits of them. For example, they recently did a review of the Bereavement Authority of Ontario, which regulates various professions and industries in the bereavement area including funeral directors and cemeteries. That report identified a number of gaps that the Auditor General thought required significant improvement. The Auditor General has promised to return and do a follow-up audit to see if the recommendations were implemented. The Auditor General has been pushing to do these external reviews for other regulatory bodies and it is being considered.

What are we seeing in this external review world? We are seeing a pattern of increasing scrutiny of regulators. Some of those reviews are voluntary and some are imposed by government. As more and more of these reviews are conducted, there has become a sharing of the criteria that makes a good regulator. It is constantly evolving. For example, recent concerns about equity, diversity, and inclusion are becoming more frequently part of the criteria. They were not previously an explicit part of the criteria. These external reviews are making recommendations that are resulting in change. Change to regulatory bodies as to how they are governed, their selection process, the size of their council, and the composition of their council. There is increased discussion about how we should focus the regulation of the profession so that it is protecting the public interest and not being seen or operated as if it is an association of members in the profession. The result of these recommendations is that there is less control by practitioners over the activities of the regulatory body. That is being replaced by consultation with practitioners as opposed to practitioners making decisions because there is an inherent conflict of interest in practitioners making decisions about how they should be regulated. These changes are sometimes voluntary but with increasing frequency they are becoming legislated by bills that are changing the enabling

legislation for professions. As I mentioned, the Auditor General of Ontario is looking to get involved in this area, as well.

So, this is coming whether you want it to or not. It is valuable that the Association said let's get ahead of this. Let's look at what we are doing now and possible areas where we might not be current with what the thinking is or possible areas where we can improve what we are doing. That is a sign of a regulatory body that is doing the right things. I was privileged to be part of that.

When we look at the external review, we need to have a good idea of what is the public interest that a regulatory body is serving. When I reviewed the approaches taken by all of the organizations that I have mentioned already and many that I have not mentioned, I found that the public interest really has four components to it:

- **Stopping Harm:** The priority job of a regulatory body is to prevent harm to clients and other members of the public caused especially by practitioners. Health and safety are paramount. However, other forms of harm such as emotional and psychological, environmental, and financial are also important. A regulatory body needs to begin by looking at what is the harm that can happen to clients and other members of the public and what can be done to minimize that harm.
- **Regulatory Activities:** Professional regulators achieve this goal by ensuring that only competent and ethical people enter and remain in the profession by facilitating the quality of work done by practitioners and by ensuring compliance with quality standards and policies that are developed.
- **Broader Public Interest:** While professional regulators are not expected to "save the world," you are expected to be part of the solution. You are expected to contribute to how those issues are addressed by how you perform your regulatory activities. You encourage practitioners to perform their professional activities to minimize those harms and maximize the benefits.
- **Avoid Professional Self-Interest:** It is easy for regulatory bodies to go astray and confuse the welfare of the profession with the public interest. Sometimes they even use public interest language to justify things that are more about helping the profession than protecting the public although almost any activity has dual aspect.

Those are the four things that are looked at when you look at the public interest.

So, what was the scope of the review that I was asked to conduct? I was asked to look at eight specific areas:

- **Council Governance:** This is a predominant issue in external review

- Complaints and Discipline
- Fees Mediation
- Registration Committee: The entire registration process was not reviewed because there has already been a lot of good work done. The Officer of the Fairness Commissioner is already looking at that. The Registration Committee considers appeals, so to speak, of contested issues and that is the part that was reviewed.
- Inspection Program (SRD): The program is a very important and significant part of what the Association does.
- Development of Practice Standards
- Continuing Professional Development
- Prevention of Unauthorized Practice

In terms of trying to address best practices, I want to be clear that the review is subjective. I am providing an experienced, professional opinion. I have worked with dozens of regulatory bodies during the course of my career but there is no universally accepted best practice. Even when you think that you have found one, it changes over time. It also depends on the nature of the profession. Some professions really need to focus on health and safety. Other professions need to look at other kinds of harm. The profession also needs to be practical and realistic as to what can be reasonably expected of a smaller sized profession with limited resources. I tried to bring some humility and practicality to looking at what the best practices are.

When I conducted this review, I came across a number of areas that impressed me a lot. I got to know what your Association does well. Within the meetings that I observed there was:

- Constructive and collaborative culture: People really work together positively trying to find solutions. It was not an organization that was dysfunctional by any means.
- Amazing staff: The staff is very impressive.
- Very active and proactive: Already the organization was very active in a lot of areas for a smaller regulatory body.
- Doing the right things: A lot of the right things are already being done.
- Commitment to the public interest: In all the information that was gathered and the things that were observed there was genuine commitment to serving the public interest.
- Understand fiduciary duties: There is an understanding that the people who are involved in the Council, committees, and senior staff have fiduciary duties of good faith and loyalty to the Association and to the public interest mandate. There is a need to be aware of conflicts of interest and a duty of confidentiality and the review found those needs were being respected.

- High quality outputs: The confidence that the organization is going in the right direction is part of the reason why they felt comfortable inviting someone like me to look at what they are doing and make recommendations.

So, how did I do my job? The methodology of the review was:

- Establishing review criteria: Looking at all of the criteria that other external reviewers have used in the United Kingdom and across Canada to establish appropriate criteria for this organization. To the Association's credit, when I presented my criteria, they just told me to go with it. They did not try to negotiate me down.
- Review legislation: A detailed review of the Act, the regulations, and by-laws was undertaken.
- Review the website: A thorough review of the website was completed.
- Review documents: Policy manuals, sample files, minutes of meetings, meeting materials for the Council and committees were reviewed.
- Interviews: People involved in the Council and various committees, as well as the staff who support them were interviewed. I tried to interview at least the staff support person, a professional member of the Council or the committee, and a public member of each.
- Observed meetings: Several meetings of the Council and some of the committees were observed.
- Report: A lengthy report was prepared, which is on the Association's website.

So, what were the criteria? Criteria involving the following were looked at:

- Public Interest: Were you serving the public interest?
- Transparency: Was the Association being transparent?
- Diversity: Was the Association advocating and advancing facilitation of diversity?
- Accountability: Was the Association accepting and seeking accountability for their actions?
- Governance: How does the Association select the Council and committee members? Were the roles clearly defined including the staff roles? Were the fiduciary obligations like conflict of interest and confidentiality being met?
- Policy making processes: The processes for the Council and the committees were reviewed.
- Fairness and proportionality: Were the approaches fair to practitioners or applicants for registration? Were the actions taken proportional to the concerns raised by any conduct?



- Risk-based: Was the Association looking at risk-based criteria? Was it looking at identifying and prioritizing risk of harm to clients and the public when making decisions?

As a result of this, I made a number of recommendations, but the following themes developed in terms of my recommendations:

- Council needs to focus almost all of its attention on strategic planning, policy making, and high-level oversight of the organization.
- Council should spend very little time if any time on individual regulatory matters. Those should be delegated to committees that have expertise in those areas and the time and resources to make those decisions. Council should be a policy-making board, and Council members should not be sitting on committees. Diverting resources and time and energy could take away from their ability to be good Council members. This is a common recommendation being made through these external reviews. There needs to be separation.
- The Council has already developed a good policy making process but I had some suggestions on how that could be improved.
- If you are a regulatory body, you regulate the profession, they do not tell you what to do. This is a strong recommendation that has resulted in legislative change across the country. The approval of by-laws or regulations is not something that should remain in the membership. Those decisions need to be made in the public interest by the duly selected Council members.
- Like the Alberta model, I suggested a rigorous review of activities supporting the profession to ensure that they are appropriate for a regulatory body.
- People who take on a Council role should be provided with an enhanced orientation. There were orientation manuals but sometimes it seemed that it was not an extensive or high priority. Some of the people I talked to felt that they did not fully appreciate what their role was and what the criteria was for making decisions.
- Each of the entities, especially the committees, should develop written criteria for the decision making. For example, when the Complaints Committee receives complaints how does it prioritize which are important and have the highest risk to the public and make decisions that will protect the public either by removing someone from the profession in extreme cases or, more commonly, how it ensures that the behaviour of practitioners who have entered the complaints is changed so that the conduct does not continue.

I would like to go through some examples of the recommendations that fit into the themes outlined:

- Recommendation #9: That the requirement for membership approval of proposed regulation and by-law changes be replaced by a duty to consult. A legislative amendment will be required for this. This will probably be the least popular of the recommendations but it is happening across the country and external reviewers are pointing out that these are not clubs but regulatory bodies. Your profession has been very responsible in this regard and that you have been approving the proposals that would enhance the protection of the public but even the fact that the membership could veto a proposal has an impact on whether a proposal is made or not. This is something that is generally accepted in the professional regulation world and has already happened for a vast majority of professional regulators.
- Recommendation #1: The AOLS should again consider transferring the professional liability insurance program to a third-party. This is something that a support organization should do, not a regulatory organization. Very few regulators in Ontario also manage the professional liability insurance program for their practitioners. The Association takes this very seriously and has rigorous controls in place to prevent this. However, there is the perception that information that is coming to the insurance program will then go to the regulatory body and if a claim is received and then also a complaint the Association might be reluctant to process the complaint in case it creates liability on the insurance program. These are inescapable perceptions. There is value in having an insurance program share information with the regulatory body about the areas that are causing problems but that can occur even under the current legislation if the third-party insurer is involved. This should be considered seriously. Legislative change is not required for this.
- Recommendation #3: Another trend that is happening in the regulatory world is that Council meetings should be held in public, in advance the meeting materials should be posted on the AOLS website, as well as the minutes of those meetings, all with suitable exceptions. Legislative amendments will not be required for this.
- Recommendation #5: Part of being an accountable regulator is reviewing your performance. As the regulator, you are reviewing the performance of the practitioners in the profession but you should be subject to the same kind of thing. My review was part of that but a regular review should be done on an ongoing basis. There are various ways that can be done for the Council and individual Council members to get feedback on what the strengths are or maybe where additional training or awareness is appropriate. You are already doing that for your CEO. Legislative change is not required for this.
- Recommendation #6: Similarly, the AOLS should develop a formal process for reviewing the performance of its committees and individual committee members. Legislative change is not required for this.

- Recommendation #8: There is a trend to have more public members on Council and on committees so there is a broad sense of their participation and perspectives. This is getting increasingly common and many organizations have more public members than you do. Your ratio of public members to professional members is quite low. The trend is to have 50% ratio. To the extent that you are not able to do this right away as it requires legislative amendment, you allow guests to at least be non-voting participants in the discussions.
- Recommendation #11: That AOLS develop a formal code of conduct for Council and committee members so that expectations are set out explicitly in writing. There needs to be clear mechanism for censuring a person or removing them from the Council or committees if they violate the code of conduct. This is quite common among regulators. Legislative change is not required for this.
- Recommendation#14: This is something is that is already happening but I wanted to reinforce it. The impact of technology on your profession is potentially huge and while I do not pretend to understand it fully, from the discussions I observed this is a significant issue and you are already doing work on this. It needs to be a priority for the Association so it is ready when the changes come and has a plan to adapt. Just continuing with the current system is not going to work. This is something that the practice of law is facing. Access to justice is so challenged right now that there has to be a complete rethink of how legal services are offered to the public or else the regulatory body is going to be irrelevant. There is potential for this to happen in your profession. Legislative amendment is not required for this.
- Recommendation #16: The Association needs to ensure that members of Council do not serve on the statutory committees that make decisions on individual case matters. As I explained earlier, there needs to be a rigorous competency-based selection process to identify the skills required. The people that you want on Complaints and Discipline will have completely different skill sets. Appropriate candidates must be recruited to serve on those committees rather than have Council members on them.
- Recommendation #18 and #19: The *Surveyors Act* needs to be amended to remove the role of the Council in the referral of matters to mediation or discipline. In my view, they are on Council for policy-making purposes and they do not have the time or often the expertise to make these decisions. The risks involved in having Council members involved in individual regulatory matters are significant. If you do the separation then you can have the committee being selected for skills but you can ensure that they have the full range of options. There should be a much broader range of options such as training and mentoring That will ensure that the public is protected without having to use the perceived punitive

disciplinary process. Many regulatory bodies have this, and I think that your profession might welcome it. Legislative amendment is required for #18 but not #19.

- Recommendation #20: This also deals with remedial options. Legislative amendment is required for this.
- Recommendation #22: For most of the committees, I recommended that there be written criteria to be used to make decisions and set out the options available. There should be handbooks available to the profession and the public. There should be training in it so you get some scenario practice about the different types of options available other than discipline. Having that will assist in some of the difficult cases that you face.
- Various recommendations: I have suggested in various recommendations that the committees like registration, complaints, and discipline should have 50% public members. I think that would inspire confidence among the public. Individuals would know that when they submit a complaint half the members of the Complaints Committee are not members of the profession. The public members might also bring in expertise that is different and valuable to the process. I understand the argument that registration is very technical so it is difficult to see how public members can contribute to that. However, you have enough expertise within the staff, consultants, and the professional committee members for that. The public members can contribute to the overall fairness of the process and ensure that you are not just looking at the trees and not seeing the forest.
- Recommendation #32: This recommendation relates to unauthorized practice. I looked at the way that AOLS addresses this and it seemed to me that a separate committee was not needed. You are doing a lot of the right things and probably the best thing that you could do to enhance this process would be to set out a written criteria for the decision process for decisions such as issuing cease and desist letters and initiating legal proceedings. Legislative amendment is not required for this.

My recommendations are just that. I understand that not all of my recommendations will be implemented after Council has reviewed and debated them. In addition, those that require legislative change will take a while. This is not an election year, so you are not going to see legislative change soon. However, even if my recommendations are not implemented, I expect that in the coming years, there will be pressure from other sources that will force the Association to make many of these changes. Even if it does not happen next year or the year after, the following implications for practitioners will likely be felt at some point:

- Recruitment for Council and committees: This process will change. I know that Council members are elected but to the extent that there is a move to a stronger competency-based selection process for Council and

committees, I think many of you might feel more comfortable and allow your name to stand because you could contribute to this with support and training. That might actually open up access to Council and committees.

- More consultation opportunities: I am recommending that there be a much more routine decision to say for most of our policies that affect practitioners we should get their input, as well as the public's.
- More discussion of broader social issues: This is already happening. There is a Diversity and Inclusion Committee. So, you are already looking at this and I believe that there will be a lot more discussion about it.
- Slightly more access to information: The Association provides a lot of access to information in the members-only section of the website. I am recommending that information be available to the public as well.
- More public involvement: You will probably see more public consultation and perhaps even some focus groups when you are undertaking major policies. You will probably also see more public involvement in the website.
- Access to criteria when involved with AOLS: If you happen to be involved with the Association regarding a complaint, continuing professional development, or inspections then there will likely be more explicit written criteria that will be given to you at the beginning of the process.
- Transfer of "professional support" activities: I talked about liability insurance before but there are other things that the Association does that are typically not associated with a regulatory body such as the charitable foundation that awards grants, awards programs, the salary surveys, and even fees mediation.

I want to emphasize that a lot of this is happening already and I am encouraging the Association to do more.

You will also begin to hear and see the following language used more frequently:

- Risk management
- Transparency
- Competency-based selection
- Societal expectations
- Changing technology
- Policy making role of the Council
- Oversight role of the Council
- Performance reviews within the Association

This is the language that the regulatory world is moving to.

I hope that I have left some time for questions and discussion. I value hearing your feedback. This was a fascinating project to be a part of and I felt privileged to have this opportunity. I hope that my work assists your regulatory body as it continues to operate in a rapidly changing world.

Gavin Lawrence opened the floor to questions:

GAVIN LAWRENCE: Could you differentiate between lay member on Council and public member on Committee as cited in Recommendation #8?

RICHARD STEINECKE: The idea of having non-professional members of Committees is a trend and the ratio is probably going to increase to 50%. Ideally, you would have competency-based selection of the public committee members. The competencies for public members on Council would be different. For example, on the Discipline Committee it would be useful to have someone who is comfortable with legal issues and hearings. The process would include criteria outlining the skill sets being sought, an application process, a screening process, and a selection process probably with the assistance of a Human Resources expert. Recommendations on nominations would then follow. The issue is who is going to make the appointments. In an ideal world, it would not be the government because it often has trouble keeping up with the appointment process and sometimes they allow other considerations to come into play such as political affiliation. So, you would want to have a more objective process. However, the reality is that government is less likely to give up the appointment of your public Council members, but it might be willing to give up the committee appointments. That is what we saw with the Ontario College of Teachers, who just went down this road. The regulator makes suggestions to the government, but it makes the appointments to Council. That is the kind of thing that you will be seeing, and I am recommending that you have different people on Council than on the committees.

GAVIN LAWRENCE: Where would the public members come from and how would they be vetted?

RICHARD STEINECKE: It depends on who is doing the appointments. Assuming that at least the committee members would be appointed by the Association, you would set up a Nominations Committee that would probably have more non-professional members. You could have a Human Resources expert on it or perhaps staff person from another regulator. So, they would have the published criteria for what skillsets are wanted for each position and would seek people to recruit passively by posting the position or actively by approaching other regulators for suggestions. You would need to have some decision-making mechanism, perhaps a nomination slate that is ratified by Council. If the government will not give up the public appointments to the Council, it will conduct its own process. However, you could make suggestions.

GAVIN LAWRENCE: What are some of the strategies to find public committee members?

RICHARD STEINECKE: So, I touched briefly on this but, assuming that you are paying an honorarium, there are people who are interested in doing that. It is just a matter of connecting with them. In addition to seeking suggestions from other regulators, you could have your Human Resources expert doing cold calls. You just want to get the word out. There are a group of people that are interested in doing this that actually apply to different regulators across the province. Some of them are very good and others not so good. You could tap into that pool. Of course, there is the whole networking thing where you identify people who sat on other boards and approach them. It has to more than just a willingness to serve, they need to have the skillsets you are seeking and they must have a proven track record of being able to work as a team. You do not want someone who is brilliant but impossible to work with.

GAVIN LAWRENCE: Alberta is anticipating that there will be a new Act and it will encompass many of the professional regulatory bodies in a single act with a regulation and schedule. The schedule will deal with the specifics of the regulatory body.

RICHARD STEINECKE: That sounds similar to what is happening in British Columbia.

GAVIN LAWRENCE: Does the government's delegation of its responsibility to license and regulate professions in Ontario result in better protection of public interest?

BRIAN MALONEY: I think that would be challenging for government to take on. That is not to say that it could not do it but I cannot imagine, particularly this government, taking on a role like that. They are getting the best of both worlds right now. They get to control our actions and I suspect they will get to control them even more so through organizations like the Fairness Commission. At the same time, they do not have to pay for or deal with the headaches associated with it. I am not convinced that this is something that the government would want to take on. I think that most regulators are doing a pretty good job. There is always room for improvement and I think there is a real movement for it. In conversations with my colleagues in other regulatory bodies they are all concerned about moving forward and doing a better job. I once had a boss that said control only what you have to and influence all you can.

RICHARD STEINECKE: I agree, Brian. I think that regulation is something that you have to lose. The government does not want to do it. It is only if you become so dysfunctional or consumed by self-interest that the government has to step in that you will lose this semi-independent body. You have to keep up with the times. You have to be making these changes or the government will step in.

GAVIN LAWRENCE: I think that public perception plays into this as well. If your profession self-regulates it shows a higher level of skill and knowledge. So, the public would probably put more weight on having people who are knowledgeable in that area deal with those issues.

GAVIN LAWRENCE: Having 50% lay representation sounds very time and labour intensive.

RICHARD STEINECKE: I think that we have had trouble attracting lay Councillors not because of the desire for people to participate but government process. Every different government that comes in wants to have their own process around appointments. It is not uncommon to see those things change. That has been the challenge.

GAVIN LAWRENCE: Who will be reporting committee activity to Council?

BRIAN MALONEY: I actually think that we could do a better job if we did not have Council representatives there. I hate to say it but they do not always participate. They do on the statutory committees where they are required to have quorum. It would certainly put more onus on the Chair communicating back with Council on their needs for policy changes, etc. I actually do not think that is a bad thing. If you have one member who is a bit more ad hoc it is not so formalized. We did implement the dashboard about two years ago and we try to have Chairs report on their activities on there. I actually think that works better because it gets it in front of Council in one document. As opposed to us trying to deal with individual reports. At the end of the day, there is a limited amount of time at Council meetings. We cannot have every representative from every committee reporting to Council. You can do it through a more formalized mechanism of the Chair reporting on an as-needed basis.

RICHARD STEINECKE: When you have a Council member on the committee reporting they report on the things that they think are important. If you have no Council members on the committees then Council will decide what sort of information it wants. Of course, you still have the staff supporting the committee that can provide some level of consistency and completeness in the reports.

GAVIN LAWRENCE: What level of influence does an overarching regulatory act have on the associations under it?

RICHARD STEINECKE: The Act provides the framework and then you work within that framework. So, you have pretty old framework and you are doing some very good things. If you revise the framework, you could probably do a lot more and more effectively. I think changing the act is necessary as you modernize. I think that it will come eventually but if you are driving the agenda then it is more likely, more quickly, and how you want it to. If you do not drive the agenda, then there will be some external force that will change the act and you will have less influence.



Gavin Lawrence thanked Richard Steinecke and Brian Maloney for their presentations and advised that donations were made in each of their names to the York Regional Food Network.

**INSURANCE CLAIM FINDINGS – MARK SAMPSON, BRIAN MALONEY, JOHN BREESE, DAN DZALDOV, ALISTER SANKEY, AND JOSEPH YOUNG**

Gavin Lawrence advised that the next presentation was from the Insurance Advisory Committee. He added that this committee considers all claims made to the Association's Professional Liability Insurance Policy.

**MARK SAMPSON:** Good afternoon, everyone. Time to wake up! It is your insurance review presentation. I know that everyone has been eagerly waiting for this part of your agenda, so luckily I have the Insurance Committee with me.

Our main focus today is trying to help your business. Obviously, we want to manage your claims and really risk-manage it. You will have an increased profit as a result because there are losses out there that are causing premiums to increase. We are trying to mitigate costs. Brian Maloney will provide you with some claim statistics and some of the types of claims we have had over the past several years. The meat of the presentation will be the discussion about common claims and suggestions about how to avoid them. John Breese will speak about three claims that happened and the Committee will discuss how to avoid claims. You do not want claims and we do not want you to have claims. After that the Committee will talk about premium surcharges, the information you require if you have a litigious claim, and information required by the Insurance Committee. Finally, we will finish off with why you love insurance. That could just be the main presentation. I could really just focus on that the entire hour or maybe even two hours!

**BRIAN MALONEY:** Thank you, Mark. We started capturing statistics back in 2017. We record information about each claim that comes across our desks for a couple of purposes. One is to understand where the claims are coming from so we can decide where we want to focus our attention in helping members. Second, to see if we have any trends. Are we getting worse? Are we getting better? Lastly, to be proactive with the Association in terms of practice standards, education, etc.

The first slide shows the number of claims and the value of the claims. You will see that our numbers appear to be on a bit of a downward trend, which is good. Obviously, it does vary. On the downside, the value of the claims is on a slight upward trend. That is concerning for us because that has an impact on the value and the cost of insurance. Value is based on the preliminary numbers we get from John Breese or one of the folks from Maltman Insurance when they see the claim originally. This is not the final valuation of the claim because sometimes this can take years. We capture the first piece. They are usually fairly accurate on the construction claims but on the legal surveys they are not recorded properly because

it is difficult to know that the value of the claim is going to be. This is an interesting idea in terms of the value but it is certainly far from perfect. Most of the slides I am going to show you are based on numbers as opposed to values.

The next piece is a bit of high-level information in terms of the types of claims. Almost 20%, or one in five, are really filed out of an abundance of caution. If you have a potential for a claim, you are better to be on the safe side and let folks know. In the end, many files do not develop into a claim and are dismissed. The other 80% are things that are likely going to end up with some kind of payout. In terms of the high-level type of claims, construction is still the largest problem at 65%. If you look at value it would be even higher. We have been focussing on that. We do see some legal and a few condominium claims. Others are just things that we do not categorize. We have had some weird and wonderful claims that do not fit into a category.

On the construction breakdown slide, you will see that almost three quarters of the claims are related to layout. We separate horizontal vs. vertical. If someone lays out gridlines in the wrong location that is horizontal. If there is an error in a benchmark or elevation, then it is vertical. Then we have the data collection side of the equation. That is the topographic survey or the establishment of a benchmark. We did break down the type of claim a little bit here. The only thing that I will mention is that if checking was done, it would catch some of these other errors. We have been pretty limited in where we show it as a checking error as opposed to calculation, research, or field error. In fairness, all of those likely would have been caught with proper checking. We only get those things that should have been caught in a check.

Communication errors are typically the result of version-control issues. Someone used the wrong version of a plan or there has been a miscommunication with the client. Unfortunately, we have some with “no observable error,” or where the error is unknown. The unknown error is troubling for us because we do not understand what went wrong so we cannot help members correct it. We would encourage you to give us the right information. It helps John Breese and company figure out how to address it and deal with it. The Insurance Advisory Committee provides advice, as well.

I have just a couple more slides. On the construction error side, you will notice that communication is still a large issue. It represents a quarter of the claims. Some of those are internal. If somebody does a calculation and then sends the wrong file to the field and it is used, we consider that a communication error. External communications and internal communications are reported in this bucket.

On the layout side, communications are again the largest. We still have the unknown piece, as I mentioned. Office searching on the construction side tends to be things like setback requirements or when a surveyor does a layout and is, perhaps, within a setback that should have been known either through municipal

by-law or some provincial control. We would consider that a research area in the construction side of the equation.

I want to jump into the legal. You will notice the communication error is not nearly the same degree. Research/searching tends to be the biggest category. No observable errors tend to be those things that were reported out of an abundance of caution.

I think that is all I wanted to say, so I will turn it over to John Breese.

JOHN BREESE: Thanks, Brian. So, today we have three examples of claims that we received over the past year or so.

The first situation involves a claim for layout of structures. The insured was retained to provide construction layout services with respect to a large industrial building. An office calculation error occurred with respect to the location of the gridlines. The baseline reference points used for the insertion and rotation of digital CAD files i.e., the site plan, structural plan, and architectural floor plan were inadvertently shifted relative to the calculated boundary limits for the project. The resulting shift caused the CAD files to move relative to the insured's reference points. As a result, the gridlines are shifted by a very significant degree.

The land surveyor analyzed the layout data and noticed the discrepancy with the boundary reference points i.e., GPS, offset site and determined the points did not match the initial GPS points set with the initial traverse. When the surveyor created upload files for layout, they incorporated the files to create the upload files. The surveyor inputted the calculated boundary, then the GPS and traverse points, architectural site plan, then the separate model file for the gridlines calculated independently, then shifted and rotated into place. Once they fitted properly, the surveyor merged the files and extracted the points. The surveyor determined the traverse GPS control points were inadvertently shifted to the calculated boundary points during the process of rotation of the other models and possibly during the merging of the file.

There is a significant exposure as there is a possibility that all the structures will need to be relocated. The contractor was advised that the owner has insisted that the wrongly located structures will need to be removed to avoid conflict with underground services. That aspect of the claim, however, is still being investigated.

As I said, this claim is ongoing. The anticipated cost will be somewhere between \$350,000 and \$750,000.

DAN DZALDOV: Good afternoon, everyone. I am looking forward to seeing everyone in person next year. Congratulations and a big thanks to the new Council members and the entire incoming Council.

So, in this example, some lessons learned:

- Any layout work or calculation that is done in the office should be reviewed by a second set of eyes before it goes to the field crew. That is not always possible but it is good practice, if you can manage to do that. We have talked about it before. When somebody prepares something late in the day and it is going out to the field the next morning, if nothing else, that person should sleep on it and take one more look at it first thing in the morning before it goes to the field crew.
- The surveyor who had the issue is reviewing their internal procedures with respect to importing and rotating external CAD files for use in calculating sites for layout. The good news is that if you make a mistake, you can learn from it. The surveyor is working on their procedures to find a better process. I will talk more about that later.
- Independent and redundant checks must be done for all imported and rotated external CAD files. You want a blunder check into something to make sure that you have it in the right place.

In general, some best practices that we would like to suggest are:

- Completing redundant field checks, including hand measuring with a tape, if possible, taking measurements with an instrument to redundantly set points. Everything helps. We often talk amongst the Committee about teaching the field crews to just take a look around. It is not always just checking into another point. More so to do with elevations but does the layout look logical once it is done? Are there other buildings nearby? Does it look like it is matching up?
- Once the file is back in the office, you need to complete a proper review as soon as possible and report any issues to the client or simply report to them that the file has been reviewed and no issues were found. You might want to take advantage at this stage in the email to be very specific as to what was done. That can be important down the road to have a record confirming that. You should try to advise the client not to use set points until the office check is complete and the layout is verified. We all realize that it is easier said than done. Often, you are onsite, and the contractor is right behind you using those points or you have been called out to lay out the site tomorrow because the morning after they are going to start excavating or whatever the case may be.
- Will it protect you in the end from a liability point of view? It is hard to say but it is a great idea to just communicate to your client to wait until you have checked the file before they move forward. If that can be done in an email, it might protect you. It is good to have in the future in case something comes up. Any cut or fill sheets that are produced in the field should be duplicated and a copy kept at your office. That will assist with checking the file. It certainly would be good to have in the future in case something comes up.

- Use a checklist as a quality assurance and error prevention procedure: Everyone has their own way of doing things and I am certain that everyone has their own procedures in place. However, it is a good idea to refer to the checklist on the screen, either periodically or in every case. That will help you. Checklists cannot replace common sense, but they will help to compensate for limited memory and attention.
- One of the things that has been coming up is giving out our coordinates. Remember that when we do layout, field crews can do blunder checks. That can catch their errors and that can sometimes even catch office errors. If you give out your coordinates, you can assume that the contractor will use them blindly. We know who they will blame if something goes wrong. So, I would recommend that you do not give out GPS coordinates or any coordinates to contractors unless it is a proper control job. If you speak to them, you will quickly realize that they have no idea about how to relate coordinates to their files.
- I would recommend that you provide traditional layouts of building corners, gridlines, etc. as agreed with offsets and let them come up with coordinates.
- Always follow up the layout with the field copy of the point plan without any dimensions other than what you staked. Do not provide a fully dimensioned layout sheet. It will be used by the contractor and you have assumed the architect's liability. It is recommended that you just provide the dimensions for the offsets, so they clearly know what was staked. If you provide them with a full CAD sheet with dimensions between all the gridlines and columns, it will be easy for them to use that instead of the architect's information. Often, when you are asked to lay out a building, whether you are specific as to what you ask for or not, the client is going to email the architect and tell them to send the surveyor the CAD file. That file will contain everything that the architect had on the building on layers and references that you need to manipulate.
- Do not be afraid to ask them for what you are specifically looking for. Otherwise, you are taking on additional liability. You will always get push-back, but once you have explained it the client will usually have your back and direct them to send you what you requested. If it is not possible or if you feel comfortable going ahead and working with the CAD files, you have to have strong version controls within your project management. You should get written confirmation at every step of what to use and what not to use and what the changes are. If all else fails and you are not sure and you proceed, you can always ask them to look at your final calculation and make sure it is correct.

JOHN BREESE: In the second claim example, the surveyor was retained to provide survey services including the establishment of a benchmark for a townhouse development. The surveyor was contacted by the project's engineer

regarding a potential issue with the benchmark. The surveyor attended the site the following day to investigate the matter and determined that the benchmark was set incorrectly. As a result, the site grading had to be redone in two areas as it is approximately 10 centimetres too high.

So, what happened? The surveyor made an error in establishing the benchmark. Specifically, they received the digital file from the engineer at which point they transferred it to the plan and did an elevation shift as they tied it into a different benchmark. This work-product was then saved as a PDF file. However, the insured's field crew relied on the wrong version of the drawings when setting the benchmark on site. They used the original digital file that was received instead of the PDF version that was provided previously.

As a result of the issue with the benchmark, the claimant alleged that they needed to remove 10 centimetres of granular fill on the residential roadway, as well as on the adjoining parking lot. Apparently, as part of their contract, they had agreed to reconstruct and to add geogrid fabric between the granular levels.

In this case, the surveyor bears 100% responsibility for the benchmark issue. However, it is not yet clear that all of the alleged damages are causally linked to that error.

This potential claim has a cost estimate between \$15,000 to \$40,000.

**ALISTER SANKEY:** This claim is another that falls under the category of failed version control and updating and checking the layout. This error could easily have been caught on site by the crew had they confirmed the data by checking an existing feature site such as a maintenance hole cover, a curb, or a finished floor. If the crew had checked, they would have discovered that the upload was not current and it should have been purged from the calculations file before the crew went to the site.

So, the best practices are to make sure that the crew has the current version and that somebody has checked it before the crew goes out to the site. In this example, the PDF was prepared probably before the file was saved and then the crew went out with the PDF and the upload file. The upload file was probably wrong and the crew did not check against the PDF. Instead, they assumed that the upload file was correct.

**DAN DZALDOV:** Before we leave this example, I just want to remind everyone that when we are checking these files in the office, do not assume that the field crew blunder-checked all of those things that Alister Sankey said that they should check. They should be recording some of those checks in there. That is good for the future, in case someone comes back to you.

**JOHN BREESE:** I would like to move now to the third claim example, which involves office checking and communication. In this case, the surveyor was

retained to provide survey services, including the layout for a new house. The initial involvement with this property was to prepare a topographic survey and site plan to be included in the building permit application. The site plan showed the proposed house with a side yard of 1.22 metres between the proposed new house and the property line.

When the surveyor was given the go-ahead to do the layout for the foundation, he calculated the position of the house and put those calculations into his GPS. Before starting the layout, the surveyor checked those calculations and discovered an error in the position of the house, such that the house would have been rotated slightly on the lot. Unfortunately, the surveyor did not load the corrected coordinates into the GPS.

What happened? The surveyor corrected the calculations but on the day that the layout was performed, the field crew used the original set of calculations to layout the house. As a result, the house was slightly rotated. This went unnoticed. The contractor then proceeded to construct the foundation. When the surveyor returned to check the final location of the structure, the error was discovered. The front of the house was in compliance with the building permit. However, at the rear the separation from the lot line was only 1.03 metres instead of 1.22 metres, which contravened the building permit and site plan. In this case, the old files were not removed from the main directory of the client file.

So, what was the outcome? The simplest solution in this case would have been to apply for a minor variance. However, this takes time and is not always successful. Unfortunately, the delay in obtaining a minor variance would be at least 60 days and another 21 days for it to become official. During this time, construction would be delayed and the increasing cost of materials would be a significant factor in this situation.

Therefore, it was decided by the owner that rather than remove the entire base the remediation plan would involve removing the offending wall and replacing it in the correct location. This resulted in some loss of interior square footage. That cost is currently undetermined but it is certainly better than a full basement replacement.

The total cost of this error will be between \$50,000 and \$100,000. We are currently negotiating that settlement.

JOSEPH YOUNG: So, lessons learned. Any layout work or calculation that is done in the office should be checked by a second set of eyes before being given to the field crew. In cases where revisions of the layout are required, you need a process in place to purge older files in both the office and field computers and replace them with the current files. Any layout by a field crew should be checked by the office by the next morning. This is critical. This is the type of claim that we see two to three times at every meeting.

In some cases, the surveyor cannot get relief or a minor variance from these errors so the entire foundation must be removed. It depends on the municipality and what stage of construction is at when the error is caught. The exact same example could happen where the office calculation is correct but it is laid out incorrectly in the field. The same checks have to apply.

So, best practices. Checking is the most effective risk-management tool for your work. This is often ignored as a redundant chore. Checking enables you to detect or minimize the exposure of mistakes and errors that can result in a costly financial burden or tarnish your reputation. You should train your crew to do gross checks. Look around. See how the building they are laying out relates to neighbouring buildings.

A sound checking process also supports the achievement of quality. It ensures that you maintain or enhance service quality and your reputation as a land surveyor. Every surveying business should incorporate adequate checking and audit procedures into their quality improvement process.

DAN DZALDOV: A properly developed checking process may identify potential risks, provide a quality assurance and improvement of your system, and demonstrate your commitment to protecting public confidence and interest. You should ensure that the checking process is implemented with several independent checks and the file is organized with older versions moved to a different location. Just a reminder that the Professional Standards Committee recently uploaded cadastral and construction checklist templates to the AOLS website.

The field work check should be followed by an office check. The office check should include completing redundant field checks, including hand measuring with a tape, if possible, and taking check measurements with an instrument on redundant set points. Office checks should be completed as soon as possible. The client should be advised not to use set points until the office check is complete and the layout verified. Duplicate copies of any paperwork given to the client should be kept on site.

Use a checklist as a quality assurance and error prevention procedure. Checklists cannot replace common sense but they will help compensate for our limited memory and attention.

MARK SAMPSON: Thank you for those summaries. You are going to see a theme as we go along. All these errors could have been avoided. The Insurance Committee meets three or four times a year and when we review the claims, we shake our heads and think this claim could have been avoided if they just checked or had a policy. Most of the errors that we see are not technical in nature. It is not like the surveyor calculated it incorrectly or did not have the technical savvy to figure it out. It is all just errors.



This is the reason that we do this every year at this meeting. We are trying to reiterate that you can avoid claims and the hassle by doing your work and having the proper process in place. If you do have a claim, there is a cost to you. Not just your reputation or the loss of a client. There is a hard cost.

Every firm in Ontario gets a claims-free discount to start. If you have a claim that is greater than a \$15,000 indemnity payment, your premium gets surcharged 15% of that claim and it is applied to your overall premium contribution on July 1. For example, if you have a \$105,000 indemnity payment with \$15,000 of expenses, including investigation and legal costs, and a \$5,000 deductible, you will pay a \$15,000 premium surcharge. Let's say that you get sued and you are not at fault and your insurer incurs \$100,000 to defend you. If there is no payout, there is no claims surcharge. It is only when you make a mistake that the premium surcharge is applied.

In the example used, you have a \$105,000 indemnity payment. You pay your \$5,000 deductible so the net cost is \$100,000 to the program. The surcharge is equal to 15% of that, so your premium will go up \$15,000 overall. We take that \$15,000 and divide it over three years, so you get charged an additional premium of \$5,000 each year. This is the same for all surveyors in Ontario but you are required to pay the surcharge to participate in the insurance program and receive the benefit of the retirement coverage.

If you have to file a claim, you are going to need a lot of information in your file, particularly if it is a litigious claim. John Breese is going to go over some of the things that you are going to need to provide so that we can do our job and defend you.

JOHN BREESE: If you have a claim that results in a lawsuit and we are unable to resolve it before it going to the lawyers, the following is a list of some of the types of documentation that you will require when the lawyer prepares an affidavit of documents:

Retention: The engagement letter if there is one, a copy of the unit rate contract, correspondence initiating the contract, and introductory correspondence to explain the scope of the work.

Work on the Project: Internal notes or memos relating to the work, length of work, notes on the project, and reporting notes to the project manager.

Field Notes: Copies of surveys and any calculations performed, CAD files, communications relating to the project, and documents received from other parties, such as architects.

Payment, Invoices, and Other Correspondence: Copies of all invoices and correspondence attempting to collect them, as well as any other general correspondence and notes on the file.

DAN DZALDOV: I cannot reiterate enough what John Breese just said. I know that probably a lot of the people listening are thinking that they have all those things. We have emails, invoices, and quotes. You cannot just rely on your emails being there forever. Always think about what would be really good to have in your file just in case you could not get access to your computer. You know, you did a layout and the next day when you did the office check you discovered that everything was offset by a foot. You notified the client and asked if they wanted you to return to the site and fix it. They responded that it was fine and you thought that because you had a record of the reply everything was fine. That would be an important email to print and attach to your field record. Do not just brush this stuff off. It is important and you cannot just make it up afterward.

MARK SAMPSON: So, lets talk about the information that is required from the Insurance Advisory Committee when a claim is filed:

- Claim Reporting Form: We would like to see it all completed but what we really need are the key documents outlining who you are and what type of claim it is. Also, a summary of what happened. It is not very long because if we do have a claim, you will receive a call from someone at Maltman requesting more details. This is just an outline to provide some preliminary information about what has transpired and when it transpired.
- Claims Follow-up Form: This is a new process that we implemented over the past year. The form will not be required for every claim, just those that are noteworthy. The form is important for us, but it is important to you, too. It is still under privileged, but Maltman will send it out. When we are reviewing these cases, sometimes we know what happened and what the error was, but we do not know why it occurred. We want to identify what happened, why the error happened, and outline in detail what corrective measures you and your firm have taken to ensure this error does not happen again. Even the best firms have errors. We understand that we just do not want you and your firm to continually have the same errors. Once you fill out the follow-up form, the Insurance Committee will provide responses and suggestions.

I am going to give you a summary of why you love insurance! This is what we have been waiting for.

The AOLS program has been going on for over 30 years now. There are a lot of benefits to the program including profit sharing. In 2015 at Deerhurst, we refunded \$150,000 to the members. In 2017 in Ottawa, we refunded \$85,000 and in 2020 at Deerhurst, we refunded \$130,000.

In 2020 and 2021, we had the largest benefits ever in the program. Over a two-year period, we contributed \$1.1 million back to the members. We collect a \$550,00 self-insured retention from all the surveyors. It is built into your premium

contribution. Over many years, AOLS has invested that money in a safe investment. It has earned investment income, which has grown significantly over that time.

The Insurance Committee recommended, and Council approved, funding the \$550,000 SIR contribution for the policy from the investment return derived from maintaining the SIR fund. In 2020 we contributed \$550,000 and in 2021 we contributed another \$550,000. That equates to about a 25% deduction in premium contributions over the past two years.

In 2022, we are still looking at the investment income but we are not sure if there will be a contribution to the fund through the investment returns. This might mean that your insurance will be going back up to historical levels, which is approximately 25% higher. We are not sure yet but more will be communicated to you. Just remember that when your premiums go back to historical levels, we did have two years of significant savings for the members.

BRIAN MALONEY: Mark, I wanted to jump in here. I just finished a review of our financial audit and our finance report will be coming out on Friday morning. Although, I do not think that we will be able to do the full \$550,000 I think that we will be able to do a sizeable chunk. We had impressive earnings in our investments this year at over \$400,000. We have to discount that because we want to make sure that we are retaining enough to deal with our liabilities, so we have to do the math but I think that we will be able to make a sizeable contribution.

MARK SAMPSON: That is great. Just to remind everyone, the premium is proportionally calculated for all members in Ontario that participate in the program, which is about 98%. When there is contribution from the fund investments, we proportionally distribute that as well based on how much you contributed over a five-year period.

Thank you, everyone. I hope that you found this presentation valuable. Once again, I would like to thank your colleagues Joseph Young, Alister Sankey, and Dan Dzaldov. Everyone on the Insurance Committee volunteers their time. They do not get paid. They are doing this to further their profession and to try to make surveying even more professional. One of the reasons that this program is operating so well is because we try to manage the claims because we do not want claims. It is the volunteers and their input that help mitigate the costs of the claims.

BRIAN MALONEY: Gavin Lawrence is experiencing some technical difficulties. Hopefully, he is able to rejoin shortly. In the meantime, we did schedule some time for a question-and-answer session. We have folks from the Insurance Advisory Committee here to help answer your questions, so why not just get started.

The only question I can see at the moment is the following: the instructions given to field crew by the AOLS were not clear for the checking.

I am not sure about the context for that comment but clearly communications are important anytime that we are dealing with field crews. Do any of the members want to jump in and add to that?

DAN DZALDOV: Communications are critical. When you are talking about blunder checks and other items like that, these are not necessarily things you can provide to the crew every morning when they come in. It is a concept that you talk to them about over time. They need to figure out what the appropriate checks are onsite. Our job in the office is to make sure that some appropriate checks have been done when it comes back that can be verified. There will be cases when you say that they have to go back tomorrow morning and record some checks and give them some ideas. I do not see it as an individual file requirement, I see it more as the big picture when it comes to constructions. Individual files are more critical in legal files.

BRIAN MALONEY: Can surveyors limit their liability in terms of the wording in their contracts? What level of protection does a disclaimer note make?

MARK SAMPSON: Wording of contracts certainly helps but you can not contract out of negligence. Basically, it comes down to who made the error, not the wording in the contract. It does not hurt but it is not a get-out-of-jail-free card.

ALISTER SANKEY: The contract could include some wording to say that layout is not valid until it has been verified by the office check and the presentation of a layout sketch.

BRIAN MALONEY: Why not include some written instructions on a daily basis to the crew?

ALISTER SANKEY: That is a great idea. Instructions to crews are critical.

BRIAN MALONEY: How many dollars in claims could be saved by a \$10 tape measure and a two-minute field check?

MARK SAMPSON: We cannot categorize that, but it is a good point. There are so many claims that can be avoided. We see them all the time. The claims we have are not because surveyors are not qualified to do the work. They are because they missed a step, they have poor communications, no one checked their work, or they were in a rush. The errors are avoidable.

Gavin Lawrence thanked the presenters and advised that donations in their names were made to the York Region Food Network.

## **OPEN FORUM – PART ONE**

GAVIN LAWRENCE: Next on the agenda is the Open Forum. It is an opportunity to bring ideas forward for open discussion with the membership. An online survey was circulated in advance of the meeting to determine topics that were of interest

to members. We will go through the prioritized list as time allows. We have moved a couple of the higher prioritized items to Friday since there will be presentations on these topics this afternoon and Friday morning. We have chosen most of the requested topics as discussed and assigned a Council member to start the conversation on each. If members feel that any of these ideas warrant a resolution, you are encouraged to use the private chat function available under the networking tab on the left panel of the portal. Find a seconder and forward your resolution along with the name of the seconder to [brian@aols.org](mailto:brian@aols.org) no later than Thursday at 6:00 p.m. The resolutions will be addressed Friday morning. They will be added to the portal for voting and the movers will be offered a single opportunity to make a case for their resolutions.

I will now lead us through the topics. We received several comments about standards of practice or training. I have asked Simon Kasprzak to lead this discussion.

SIMON KASPRZAK: I can speak to a number of initiatives that the Standards of Practice Committee has been pushing through in the last twelve months. You can find them on the website under Best Practices.

We have been trying to put out templates and checklists to provide members with what have been deemed best practices by the Association for both business-related items and survey practical checklists that can be incorporated into your practices. We have put together a few different documents, including:

- A construction survey guideline that lists points that should be followed when doing construction work.
- A best practices document has been started for topographic surveys and more work will be done on that in this coming year.
- A field note guide is underway. As we see the introduction of new technologies that change how we think about data collection in the field, we are going to see a lot of thought toward best practices incorporating these new technologies into regular field crew work.

Gavin Lawrence opened the floor to questions. No questions were raised.

GAVIN LAWRENCE: Our next topic is the demand for surveyors and educational issues. We grouped these items together since the two are related. The Council and the committees are aware of these challenges and have taken the following actions:

- We are having meetings with the Dean of Lassonde School of Engineering and the staff. We have been trying to meet with the provost as well.
- We continue to meet with the Chair of the Civil Engineering Program at Ryerson. We are trying to see how we can make it easier for students to become AOLS members from their program.

- We have been in communication with the Minister's office at the end of last year.
- We are collaborating with fellow associations toward an online degree program across Canada.
- Council has requested the creation of a social media strategy and it is being developed.
- We conducted a member survey on labour needs, which is being shared with the Minister's staff, as well as universities and colleges.
- We have been supporting Sir Sanford Fleming College in its efforts to have a survey program established.
- We supported the Centre of Geographic Science's Introduction to Surveying Online course.
- We participated in outreach to students through Science Rendezvous, Get Kids into Survey, and awards through the Educational Foundation that we support.
- We supported Professional Surveyors Canada in submissions to the federal government in expanding opportunities to train and develop technical staff.

The Foundation gives out \$50,000 and is planning to change the outreach from being Ontario-centric to Canadian.

At this point, using the chat function, I would ask you to provide any ideas or areas where you think we can do a better job.

There being no comments or questions in the chat, we will move on.

The next topic relates to the Survey Review Department. I have asked Amar Loai to lead this discussion.

AMAR LOAI: Thank you, Gavin. The purpose of the SRD is to ensure that members are acting and performing in a professional manner. The feedback we have received has focussed on two issues. First, the need to reform the Survey Review Department's procedures so they are not as time-consuming and costly. Second, the need to make the scoring system for comprehensive reviews less punitive.

We will be reviewing the issues raised and determining where improvements can be made. If you have any comments or suggestions, please raise them in the chat function.

BRIAN MALONEY: I just wanted to note that the SRD Committee does put out a survey after every review. Every member or firm that is reviewed is asked to complete the survey and send it back to the Committee. The Committee reviews every survey returned. They are anonymous and they are returned to the Committee, not the SRD Department. The good news is that approximately 90% of

them are being returned with positive comments. There is always room for improvement. The Committee meets regularly and looks at policy changes on a consistent basis. The SRD is currently working on a manual update, which will likely reflect some changes.

I will encourage members, if they have issues, to put them in those surveys and send them back to the Committee for consideration.

GAVIN LAWRENCE: Thank you, Brian. I see that Paul Wyman, the Manger of the SRD Department, has his hand up to speak.

PAUL WYMAN: Thank you, Gavin. I just wanted to add to the conversation. The systematic review that is done every year is somewhat of a cursory review. The five-year comprehensive review tries to find some balance between having sufficient depth to really look at the firm's practice and being fair and cost-effective. I think that the process that we have in place has a reasonable sense of balance. That is not to say that we cannot invent a better wheel or mousetrap. We are always happy to make changes but you have to find that balance point.

With regard to the point system. Any evaluation process has an element of subjectiveness to it. That is unavoidable. We have three aspects to the process that I think takes most of the subjectivity out of the process. There is constant training of consultants who undertake the work. The consultants and myself have meetings on a regular basis at which we review the reviews and make sure that we are all on the same page. Every review gets another look by a second consultant to ensure consistency and remove any bias out of the process. The final aspect is the office visit. We send out a draft copy of the review to the firm and offer an opportunity to meet with the consultant to provide more feedback. Often, that does result in some changes to the point evaluation process because the consultant ends up with a better understanding of the process within that office. We are quite careful in trying to make sure that there is consistency to the marking system and as much bias as possible is removed.

GAVIN LAWRENCE: Thank you, Paul. The next item relates to moving to a single licence. Brian Maloney spoke to this earlier this afternoon, but I have asked Ron Berg to lead this discussion.

RON BERG: Thanks, Gavin. As you mentioned, there is a lot of material in Brian's earlier presentation on the project to modernize the *Surveyors Act*. I will just sum up the key points about the one licence topic. We are really struggling with defining the scope of practice that the AOLS should regulate to protect the public. Some of the key items we want to consider include:

- What are the impacts of errors?
- Do others regulate or practise in the discipline under review?
- Does the public understand the product or service?

Currently, our thinking around that is narrowing the area of practice in the future. With the new definition of professional surveying, we are starting to look at activities that define a boundary. However, that could be beyond traditional cadastral surveying, like aerial photography, for example. Perhaps that is an area that we should be regulating. The other activity revolves around geodetic reference frames and providing the framework for our coordinate systems. That is a tricky thing and not regulated by the federal government at all. We work in conjunction with the federal government to establish the national referencing frameworks, but it is up to the provinces to implement and publish coordinates. We seem to be landing in those two areas. As Brian mentioned earlier, something like hydrography is regulated at the federal level. Nautical charts are the domain of the federal government, as well. That is something that will probably not make the cut to a revised definition of professional surveying in the *Surveyors Act*.

GAVIN LAWRENCE: Thank you, Ron. I have asked Amar Loai to speak to sketches, another of the topics raised.

AMAR LOAI: This is a topic that never goes away. They are constantly being looked at. We seem to get them into Council almost every other meeting. Just some basic information. Existing bulletins are in place to address the current situations with sketches, including some of the recent changes in what you can and cannot have on a sketch. In terms of SRD reviewing sketches, that generally does not happen unless it has a sticker on it. However, there is more conversation around whether SRD should be looking into everything in addition to plans of surveys that have a submission form on them. I imagine that the problem would need to be quite significant to move forward before SRD will contact our program. By now, they should be evaluating all different types of plans. There has to be significant evidence to show that there is a problem for them to take on that initiative. My opinion on sketches is that it seems that every time I see them, they all copy the same issues. You are presenting something to a client and claiming it is a survey plan when it is not. It has a lot of information that should not be on there. It is becoming frustrating when the issue is raised time and time again. It seems that several members continue to put out sketches that show more information than they should. My suggestion to members who are getting frustrated with sketches is to complain. Send off a copy of the sketch to SRD and let them determine if it is appropriate.

GAVIN LAWRENCE: Thank you, Amar. Moving onto our next topic. We had a group of comments regarding remuneration. I have asked our Executive Director to respond.

BRIAN MALONEY: Thank you, Gavin. This is one that is a pet peeve of mine. That is why I volunteered to address this. It is a bit of a challenge. In honesty, we



did get a few comments in about the fact that we should be trying to establish set prices for products. That causes all kinds of problems for a regulator.

As a regulator, our primary objective is to protect the public. Setting prices does not necessarily do that. In fact, I believe that there is a conflict of interest if we went down that road. I think it puts us in a bad position if we do that. If we did not learn anything from our last encounter with the Competition Bureau, we were sleeping. Some of the old timers around here were part of that special meeting that we had. The public humiliation we had to undergo as a result of allegations that we were fixing prices. I can tell you that there is no regulator in Ontario these days that is trying to set prices or establish fixed fees. There are some associations that will do that but certainly not regulators. Our role is clearly as a regulator under the Act and it is clearly not something that we can do.

GAVIN LAWRENCE: Thank you, Brian. There were questions regarding the changes to the *Fair Access to Regulated Professions and Compulsory Trades Act*. I suspect that the Fairness Commissioner addressed those this morning. However, if there are remaining concerns, please use the chat function. I have asked Brian to lead the discussion on this.

BRIAN MALONEY: We are going to respond to that, particularly the Canadian experience piece. It is something that AERC is going to have a look at. There does not appear to be a lot of room. The exemption is only for health and safety and I do not think that there is much of an argument that surveyors can make on that front. Our primary protection of the public is from an economic perspective in terms of value of real property and some of the other work we do. So, it is tough, and we are going to look at it. I think that there is room to look at international experience as part of the puzzle. We may have to look at some form of limited licence. Perhaps, it is licence under the supervision of another member. You might argue that is something like the articling process. It may just be a way of ducking low. We will have to work with the staff from the Fairness Commissioner's office to see what is acceptable. Clearly our job is to ensure that we set the right bar so that people that do join our Association and have a licence or registration have the competencies required. There is work in front of us. I met with an ADM last week from the Ministry of Labour and they are considering some additional changes to FARPACTA, which would deal with the movement of surveyors between provinces. At the end of the day, they look more like timing issues. From my perspective, I do not think that they will cause us any problems at all. We are already in a pretty good place.

GAVIN LAWRENCE: Thank you, Brian. The last grouping today relates to public awareness. I have asked Trevor McNeil to speak to this.

TREVOR MCNEIL: The question that was raised was what can land surveyors do to help with the public awareness process? I know that it has been tough the last couple of years with the COVID-19 pandemic. It has been hard to get involved.

Even the committees had some issues with events being cancelled and going virtual. It is just not the same. The best thing that surveyors can do, now that things are starting to open up again, is get back out there and get involved in your communities. Go to the high schools and talk to the guidance counsellors, try to hire some co-op students. We have had a couple here that worked in the office during the co-op term because it is only part days. Then they come back looking for a summer job because they like the technology that we have. In the summertime they spend their time in the field. The technology is really catching the eyes of the young people out there. So, use some of that to help get them in the door and involved in surveying. The biggest thing you can do as a member is get involved.

GAVIN LAWRENCE: Thank you, Trevor. I think that our fellow associations, even those in the United States, face the same issues that we do in respect to recruitment and trying to get youngsters and others engaged in our industry.

I don't see any questions or comments in the chat, so I would like to thank you for your input this afternoon. We look forward to further conversations on Friday morning.

—Whereupon proceedings adjourned at 5:00 p.m.

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## Friday, March 4, 2022 – Virtual Meeting

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—Upon commencing on Friday, March 4, 2022 at 8:30 a.m.

### **AGM REPORTS**

#### **PRESIDENT’S PRESENTATION**

GAVIN LAWRENCE: Good day fellow surveyors and guests.

Let me start by taking this opportunity to convey my thanks. As my term comes to an end, I am eternally grateful for the experience and privilege it afforded me. During my stay, I happily represented the Association with the overarching object of protecting the public. Your support and confidence in me over this past year has made my presidency more enjoyable. Therefore, I thank you for this opportunity.

The Association staff, Executive Director Brian Maloney and Past President Andrew Mantha gave my presidency a solid knowledge base and an encouraging environment. I remain grateful to my employer who continues to support me during my time on Council. My presidency would not have happened without the lasting care and inspiration of my family. Therefore, my final thank you goes to my lovely wife Belinda, my son Bevin, my daughter Kaylynn, and my mom who travelled from Cape Town to attend our AGM in person only for it to go virtual.

COVID-19 continues to test everyone’s spirit and endurance. Even though we remain to meet face-to-face, restrictions and our sense of community safety steered us toward a virtual AGM. Until we hear otherwise from Public Health, I urge you to get the vaccine and subsequent boosters. Please continue to abide by healthcare guidelines. I am optimistic that COVID-19 will soon move from pandemic to an endemic disease and that our AGMs will move to a new normal.

I attended all but one of our fellow AGMs virtually. Admittedly, there is a distinct loss of camaraderie compared to in-person meetings. Thankfully, virtual meetings do allow us to keep our lines of communication open as we learn from each other and keep abreast of industry developments.

I found the President’s Forums particularly informative. Fellow presidents are always open and willing to share. Some of the topics we dealt with or discussed included updating the mutual recognition agreement on labour mobility, regulatory reviews, professional governance, geomatics education, unauthorized practice, and electronic seals. President’s Forums provide a venue to scan the surveying self-regulatory environment for opportunities. This close continual collaboration with other associations will help us better govern our members and protect the public.

Despite these difficult times, once again a healthy number of newly licensed surveyors have joined our ranks. You represent our future, and we are proud of the hard work you put into reaching this milestone. Congratulations on your well-deserved achievement.

Let us take time to recognize our veterans for their continued support and dedication. *Ontario Professional Surveyor* recently shed light on one such person. We owe them a debt of gratitude.

Besides dealing with operational items, Council has made substantial progress on furthering a number of issues. Most of the progress our Association makes is a direct result of diligent work done by volunteers, as is evidenced by the good overall condition of our Association. Here are four items worth mentioning:

- Council commissioned two reviews. One was an evaluation of our registration practices related to the *Fair Registration Practices Code*. The second was a review of our regulatory practices against best practices.
- Voting has gone electronic without losing integrity, saving money, time, and effort.
- Work has started on modernizing the AOLS membership database. We anticipate having the preliminary returns shortly.
- Sections of the Ontario Regulations were successfully updated. In addition, work on modernizing the Ontario *Surveyors Act* has already bore fruit. Like many, I am looking forward to this process and the end result.

More information and updates on these and other topics are presented at this AGM.

For a brighter future, we must move forward by confronting our solid past and combat injustice. As an Association, we have a role to play in society's progress by recognizing that these events have occurred, condemning these acts, respecting differences, educating ourselves, and playing our part in reconciliation. At the AOLS, we are working hard to ensure that equity, diversity, inclusion, and Indigenous issues are priorities. We are committed to creating a nurturing, diverse, and open environment where everyone is treated with respect and care.

Valuing our diversity and supporting one another makes us more resilient. This fits in with the theme of our meeting, Ubuntu, which in short means "I am because we are." At its essence, we all acknowledge and share a universal bond that connects all of humanity. Ubuntu provides society with a sense of belonging and cements the fact that we are stronger together, especially when we share and value diversity in society.

Looking back, I am proud of what we have accomplished together over the past year. I am stepping down with a better understanding of the inner workings of the Association and a deeper appreciation of the Association staff. Regardless of the

obstacles posed by COVID-19, I remain humbled and proud to have served as your President.

I am still eager to be of service and ready to support our incoming president, Andy Shelp, who will see us over this latest COVID hump. I am hopeful that he will be the last to be sworn in virtually.

Let me leave you with this thought. Inhale to nourish and exhale to flourish.

We will now hear reports from our Finance Councillor, commission chairs, the Surveyor General, senior AOLS staff, the Fair Fees for Field Notes Task Force, and the Monument Protection Committee. The reports were pre-recorded, but the speakers are in attendance and will address questions during the live sessions to follow.

## **2021 FINANCE PRESENTATION**

DAVE KOVACS: Hello. I am Dave Kovacs, your AOLS Finance Councillor, and I will be presenting the Finance Report for the 2021 fiscal year.

The COVID-19 pandemic continued to have a major impact on AOLS operations and finances:

- SRD sticker sales were up 31% from the previous year.
- The office at 1043 McNicoll Avenue was closed to the public and had one staff member there on a regular basis. Others attended as required and as a result utility and cleaning costs were decreased.
- All Council and committee meetings have been primarily virtual, which has resulted in significant savings in travel costs.
- Cost reductions due to COVID-19 restrictions are expected to continue well into this fiscal year.

I would like to speak now about the significant differences between the year-end position and the planned budgets for 2022.

- Increased interest on investments was \$495,000, of which \$418,000 is in the insurance fund.
- Year-end SRD sticker revenue was up around \$130,000.
- Decreased discipline costs saved approximately \$82,000.
- Council did not use all of its discretionary fund, saving approximately \$73,000.
- With a record attendance, AGM revenue was higher at \$256,000.
- Significant travel decreases for Council, committees, and the President account for approximately \$46,000 in savings.
- There were increased examination revenues of approximately \$26,000.

- SRD expenses were significantly under budget by approximately \$21,000 due to the efficiencies of the manager and consultants and reduced travel costs due to the COVID-19 restrictions.
- Website costs were reduced by delaying implementation, saving approximately \$13,000.
- No general legal expenses were incurred, resulting in a savings of \$15,000.
- PSRI revenue shortfall of approximately \$13,000 due to the provincial government non-payment.
- Building expenses reduced by \$11,000.
- Decreased amortization of approximately \$10,000 due to a miscalculation in the budget.
- There were no staff search costs, resulting in a savings of approximately \$10,000.
- There were decreased exam expenses, which saved approximately \$10,000.
- Decreased discipline recoveries set the Association back approximately \$9,000.
- Building repairs that did not move forward, resulting in a savings of approximately \$8,000.
- AOLS staff costs were higher by approximately \$6,000.
- There were decreased costs associated with continuing education, amounting to approximately \$5,000 in savings.
- Staff expenses were reduced by approximately \$5,000.
- There was an increase in postage and courier services of approximately \$4,000.
- Decreased audit and accounting costs amounted in savings of approximately \$3,000.
- Decreased publication costs, such as fewer printed annual reports, resulted in savings of approximately \$3,000.
- Copier costs were reduced by \$3,000.

So, some highlights related to the 2022 budget:

- The impacts of COVID-19 are expected to decrease but will still be felt with respect to travel.
- A surplus of approximately \$105,000 is planned.
- SRD plan submission revenue increased to reflect the new sticker price with average numbers purchased in the amount of approximately \$131,000.
- The fees remain the same as 2020 and our revenue will increase by \$50,000 due to the increased number of members.

- Website fees increased by \$78,000 in an effort to modernize the AOLS databases.
- Salaries were increased by approximately \$68,000 to partially keep pace with inflation.
- SRD salaries were increased by \$68,000 to reflect increases and overlapping salaries.
- PSRI costs changed approximately \$19,000 to reflect the reality.
- Complaints, Discipline, and Registration Committee costs have been raised by \$10,000 to deal with ongoing training.
- Travel costs have been slightly increased by approximately \$9,000 for the Council, committees, and President. However, there is an assumption that travel will still be impacted this year.
- Interest was increased to \$10,000 to reflect a more optimistic 5% return.
- An error in the amortization allocation for SRD was corrected by \$10,000.
- Miscellaneous revenue was lowered by \$9,000 to reflect reality.
- *Great Lengths* book costs were increased by \$8,000, reflecting the expectation of getting more books out to schools.
- The Legislation and Regulation Task Force budget was increased \$8,000 to deal with consulting on modernizing the *Surveyors Act*.
- SRD miscellaneous revenue such as referrals added \$6,000.
- Public Awareness budget was increased by approximately \$4,000.
- Postage and courier costs were increased by \$4,000 to deal with continued office closure.
- AGM costs and revenues were originally expected to be higher when we were budgeting for an in-person meeting.

So, a look at the long-term position:

- Claims funds increased slightly.
- The Liability Insurance Fund was reduced, absorbing \$550,000 of the Self-Insured Retention Fund for 2020 and 2021.
- The general reserve has increased as a result of surpluses. It should likely be between \$0.9 million to \$1.8 million, which reflects 6 months to a year of operational costs.

There are two other significant issues to mention. The first is HST. As a result of the change of our fiscal year in 2019, which was not properly communicated, the AOLS filed HST returns that did not line up with the proper reporting periods. This resulted in an audit by the Canada Revenue Agency. As we responded, we found some systemic problems with our returns. Of our own volition, we reviewed returns back to 2018 and discovered that we underpaid HST. That resulted in us paying CRA an additional \$49,502, which included all interest and penalties. This

is reflected in our financial statement. We have since implemented new systems and processes and are properly returning HST.

The second significant issue I would like to discuss is investments. We have continued to benefit from the decision to invest our reserve funds through Logan Wealth Management. This year, we had returns on investments of nearly 15%. In June 2020, we invested an additional \$500,000 from our general revenue. As of the end of the fiscal year, we had just over \$4.4 million invested. Council passed a resolution dealing with surpluses related to the Self-Insured Retention Fund in 2020. In 2020 and 2021, fees were not collected for the SIRF, which saved members \$1.1 million in payments. As a result of continued positive investments, we expect to be able to provide some offset again this year, however it is too early to determine the amount of that offset.

That is my report. Thank you.

## **GOVERNANCE COMMISSION PRESENTATION**

GAVIN LAWRENCE: Governance Commission Report. Gavin Lawrence, Commission Chair.

### **Executive Committee – Chair Gavin Lawrence**

Major achievements for 2021:

- Met in advance of every Council meeting to set the agenda.
- Addressed special communications required.

Here are some notes:

- The Constitutional Challenge Task Force did not meet since there was no action on this file. There was an unsuccessful attempt to have this withdrawn but the lawyer with carriage of the action did not respond.
- The Government Relations Committee was not active although three letters were sent to Ministers and the Executive Director met with government staff.

### **Fees Mediation Committee – Presiding Officer Brent Larocque**

Major achievements for 2021:

- Completed a major update of the practice manual.

Upcoming challenges to be addressed:

- Consider future legislative changes that could transfer functions to the Complaints Committee.



## **Legislation and Regulation Task Force – Chair James Dorland**

Major achievements for 2021:

- Considered a variety of items related to modernizing the *Surveyors Act* including review and approval of a project plan, issuance of an RFP for a regulatory review, and drafting changes to the exclusive area of practice.
- Reviewed and prioritized the review of recommendations made in the Steinecke Report.

Upcoming challenges to be addressed:

- Updating and modernizing the Act.

## **Nominating Committee – Chair Al Jeraj**

Major achievements for 2021:

- Put together a strong slate of candidates for Council in accordance with the *Surveyors Act*.

Upcoming challenges to be addressed:

- Continuing to promote the benefits of participating in committees and Council.
- Consider recommendations from the Steinecke Report.

## **Registration Committee – Chair David Pesce**

Major achievements for 2021:

- Addressed several Certificate of Authorization requests that were slightly out of the ordinary.
- Started a practice manual.

Upcoming challenges to be addressed:

- Deal with requests as they arise.
- Consider recommendations from the Steinecke Report.
- Complete the practice manual.

## **Insurance Advisory Committee – Chair Alister Sankey**

Major achievements for 2021:

- Met four times to advise adjusters on claim matters.
- Provided advice to members on practice improvement where warranted.

- Considered professional liability insurance coverage and recommended raising the minimum coverage to \$1 million under the AOLS policy.
- Looked for common errors and prepared a presentation for the AGM.

### **Archival and Historical Committee – Chair Gord Good**

Major achievements for 2021:

- Developed a policy for Council on the Yates Database, which houses historical surveyors' information.
- Launched a beta version of the Yates Database on the members' website.
- Discussed how to promote historical surveyors and launched an inaugural version in *In Sight*.
- Continued to maintain a collection of surveying artifacts. However, this has been challenging with the AOLS office closed due to COVID-19.

Upcoming challenges to be addressed:

- Promotion of the historical surveyors.
- Continued development of the Yates Database and moving it into production on the members' database.
- Caring for the collection of artifacts.

### **PROFESSIONAL STANDARDS AND PRACTICE COMMISSION PRESENTATION**

ANDY SHELP: I am the Chair of the Professional Standards and Practice Commission. This is the Commission's annual report.

The Commission is comprised of the following:

- The Complaints Committee, which screens, investigates, and considers complaints.
- The Discipline Committee, which hears and determines allegations of professional misconduct and/or incompetence.
- The Fair Fees for Field Notes Task Force, which makes recommendations about pricing of survey records.
- The LOR Task Force, which addresses changes to LOR practices.
- The Monument Protection Task Force, which addresses potential and real losses of monumentation.
- The Professional Standards Committee, which develops, maintains, and provides advice with respect to standards of practice.
- The Provincial Wide Survey Records Index Task Force, which maintains and enhances the PSRI and develops policies.

- The Survey Review Department Committee, which reviews and recommends practices for the Survey Review Department.
- The Underground Utilities Committee, which initiates and pursues strategic activities that will improve public safety and the efficiency and safety of cadastral survey activities related to underground utilities.

### **Complaints Committee – Chair Kevin Thom**

The Committee currently has nine members, two Council liaisons, and two lay councillors.

Major achievements for 2021:

- In 2021, there were 20 formal complaints.
- The Statutory Committee has nine files in progress. Four files have decisions circulating. Two files are being held in abeyance due to ongoing litigation or matters before the courts. Three files are awaiting responses to the Committee or additional submissions.
- Addressed amendments regarding how we deal with complaints about former members.
- Requested a legal review of options available under 4(3)b of the *Surveyors Act*: “Take the action that it considers appropriate in the circumstances and that is not inconsistent with the Act or the regulations, or the by-laws.”
- The Committee continues to work on amendments to its manual.

Upcoming challenges to be addressed:

- Will consider options available under 4(3)b as noted above and recommendations from the Steinecke Report.
- Need to find a better way of collaborating on complaint decisions.

### **Discipline Committee – Chair Dave Kovacs**

The Committee is comprised of 17 members, which include two lay councillors.

Major achievements in 2021:

- Held one hearing.
- Completed a risk review.
- Five more members of the Discipline Committee completed both the basic and advanced modules of the Discipline Orientation Workshop offered by the Health Profession Regulators of Ontario.
- Five members took Advanced Skills for Discipline Tribunals by Field Law.

- Invited the AOLS legal counsel to meet with the Discipline Committee and provide recommendations for change.
- Working on updating the practice manual.

Upcoming challenges to be addressed:

- Reviewing and updating the practice manual to bring to Council regarding some administrative issues that arose as a result of recent discipline hearings and court decisions.
- Reviewing the recommendations made in the Steinecke Report.

### **Fair Fees for Field Notes Task Force** – Chair Andrew Mantha

The Committee is currently comprised of six members.

Major achievements in 2021:

- Completed another online survey of members to understand current fees being charged and satisfaction with the current bulletin.
- Initiated a study to determine the costs of maintaining and providing survey records.

Upcoming challenges to be addressed:

- The Task Force will be reviewing the results of the costing project and deciding appropriate action.

### **Land Registry Office Task Force** – Chair Rick Miller

The Committee is currently comprised of nine members.

Major achievements in 2021:

- Continued to monitor Land Registry services since the closure of counter services.
- Reviewed a new service to allow surveyors to view a degrade picture of survey plans before purchasing them and provided advice to MGCS.
- Reviewed the proposed regulation changes to move plan corrections to a digital service and do away with the need for separate copy of a paper plan with the plan submission form.

Upcoming challenges to be addressed:

- Continuing to monitor MGCS service levels and work with the Ministry to keep them reasonable.

### **Monument Protection Committee** – Chair Mart Himma

- Major achievements in 2021:
- Focused its work on a Deferred Monumentation Policy.
- Crafted a set of regulation changes that would allow deferred monumentation to be used in plans of subdivisions.
- Conversations were had with government staff before moving forward with policy recommendations to Council, which resulted in a decision to consider coordinates for monuments before recommending the regulation changes for deferred monumentation. This was due to the large number of subdivisions that have further subdivision by reference plans that would still have to have required monumentation. The deferred waiting period varies by project and may still result in destruction of monuments. Improvements in georeferencing capabilities.

Upcoming challenges to be addressed:

- Considering the notion of coordinates as monuments.

### **Professional Standards Committee – Chair Joseph Young**

The Committee is comprised of 12 members.

Major achievements in 2021:

- Survey Business Practice Checklist created.
- Construction Surveys guideline created.
- Best practices document for topographic surveys started.
- Field notes guides consolidated into a new draft that is well underway.
- Office Calculations and Drafting seminar provided to the Continuing Education Committee, who are now seeking instructors.

Upcoming challenges to be addressed:

- Completion of the topographic surveying best practices considering a variety of technologies.
- Revise field notes guide.

### **Provincial Survey Records Index – Chair Joseph Lin**

The Committee is comprised of 11 members.

Major achievements in 2021:

- Continued to guide the development of the Provincial Survey Records Index with some enhancements. Implemented the new filtering in Survey Manager. Improved the speed of search returns in Survey Manager. Improved georeferencing capabilities and added error messages where

conflicting location information was included. Implemented practice areas within tabular searches. Changed searching to allow multiple plans to be searched in a single query. Search by PIN enhancements completed to display PINs in cases of non-assessable parcels such as road segments. Bulk load template modified to show which records should be included in the PSRI.

Upcoming challenges to be addressed:

- There are still a few firms that have struggled to enter records and will require support.

### **Survey Department Review Committee – Chair Gabriel Laframboise**

The Committee is comprised of eight members.

Major achievements in 2021:

- Implemented a new log sheet to ensure appropriate reviews of multi-office firms.
- Reviewed all post-review surveys.
- Started moving the filing of LRO plans from paper to digital.
- Struck subcommittee to determine how best to determine if additional sampling of cadastral surveys with no plans is warranted.

Upcoming challenges to be addressed:

- Consolidating and updating the SRD Practice Manual.
- Moving forward with review of registered members and construction projects.
- Considering if there is a need to address cadastral surveys that do not include a plan.

### **Underground Utilities Committee – Chair Peter Lamb**

The Committee is comprised of eight members.

Major achievements in 2021:

- Reviewed the Ontario Regional Common Ground Alliance Dirt Report for 2020.
- Prepared a draft of the utility service report for services running to dwellings in the form of a sketch, which be a new product for surveyors.
- Preparing guidelines as to how surveyors' products can meet the new CSA requirement.

- Participating on a new national committee trying to establish a Canadian Utilities Information Registry.

Upcoming challenges to be addressed:

- Ensuring surveyors have access to provide services.

## **OUTREACH AND PROFESSIONAL EDUCATION COMMISSION PRESENTATION**

AMAR LOAI: Good morning, everyone and welcome to our 130th annual general meeting. I am the Chair of the Outreach and Professional Education Commission.

It is hard to believe that we are back at it virtually. I hope that all of you are doing well and staying active.

I would like to begin by expressing my deepest gratitude to all the members who have taken the time to serve on our committees, which continue to advance and shape our profession. The hard work and countless hours that these members have spent despite the COVID-19 situation is amazing.

Today, it is my privilege to be here with you to share the progress and ongoing work of these Committees since last year. Let's begin by reviewing the committees that form the Outreach and Professional Education Commission:

- The Academic and Experience Requirements Committee. This committee oversees and administers the procedures for entry into the profession.
- The Continuing Education Committee. This committee determines and delivers the education needs of our members in order to support our professional development program.
- The Continuing Professional Audit Committee. This committee determines the requirements and performs an audit of our CPD program and the entries by our members.
- The Expanded Profession Task Force. This task force addresses issues related to the expanded profession.
- The Public Awareness Committee. This committee addresses public awareness and promotion of our work and profession to the general public.
- The Geomatics Recruitment and Liaison Committee. This committee looks after many outreach initiatives, including to secondary schools, school boards, and high school teachers and students.
- The University and College Liaison Committee. This committee looks after outreach at post-secondary level mainly to colleges and universities.
- The Website Maintenance Committee. Many of our professional members have seen and logged onto our new website. A large portion of this is

attributed to the Website Maintenance Committee. This committee maintains our website and its continuous improvement.

- The Municipal Surveyors Committee. This committee provides advice and advocates for best practices related to the surveying profession for municipalities.
- The Inclusivity and Diversity Committee. I will be sharing more details about this new committee later in my presentation.

I would like to take this opportunity to showcase some of the highlights and work of these committees this past year.

### **The Academic and Experience Requirements Committee – Chair Al Buckle**

Major achievements in 2021:

- Met four times during 2021.
- Completed 64 academic evaluations.
- Online Lecture Course was hosted.
- Examinations were provided using online techniques.
- There were 33 professional written exams attempted.
- There were 28 plan check exams attempted.
- There were 28 professional oral exams attempted.
- There were 18 statutes exams attempted.
- There were 30 applications for articles approved.
- A psychometric evaluation has been working to address recommendations that were previously highlighted.
- Adopted a process on policy to allow appeals for the oral exam.
- A review of the Canadian Board of Examiners for Professional Surveyors' draft modernized syllabus.
- A subcommittee was struck to work through a risk assessment.

Upcoming challenges to be addressed:

- FARPACTA.
- Changes implemented through Bill 27 could impact the articling process for internationally trained applicants and will require additional metrics to be reported.
- Language and communication competency requirement considerations.
- Exam question repository maintenance will be undertaken.
- The remainder of the recommendations from the psychometric review will be completed.

I would like to thank Al and the Committee members for all their hard work.



## **Continuing Education Committee – Chair Tom Packowski**

Major achievements in 2021:

- The Committee met on eight occasions.
- Worked with Professional Standards Committee on checklists.
- Worked on a policy and procedural manual including a policy on further refining required continuing professional development.
- Recognized quality, diversity, and inclusivity training as appropriate for CPD members.
- Worked with the membership on the use and content of the AOLS website.
- Issued two RFPs for training construction practices and office procedures.

Challenges to be addressed:

- Continuing to provide adequate content during COVID-19.
- Completing training on construction layout to lessen liability claims.

I would like to thank Tom and all the Committee members for their hard work.

## **Continuing Professional Development Audit Committee – Chair Ron Querubin**

Major accomplishments in 2021:

- Reviewed the CPD entries for 5% of the general membership population. The large majority of entries reviewed were appropriate.
- Responded to two requests from the Registrar.

Upcoming challenges to be addressed:

- Refine instructions to and expectations that members should be entering as part of their CPD program.
- Adding details to the terms of reference.

Thank you, Ron and all of the Committee members for your great work.

## **Expanded Profession Task Force – Chair James Ferguson**

Major achievements in 2021:

- The Committee met five times.
- Made a presentation on a one-licence model at last year's AGM.
- Developed a stakeholder list including letters and questions for consultation on moving to a one-licence model.
- Developed a conceptual draft definition to the exclusive area of practice.
- Made some minor progress on recommendations for SRD reviews.

Upcoming challenges to be addressed:

- Working with the Survey Review Department to have reviews completed for registered members.
- Supporting the move toward a one-licence model, including defining scope of practice to be included in legislative changes.

Thank you, James, and all the Committee members for your great work. This is a major undertaking and another step in the advancement of our profession and opening the opportunity for more members to join the AOLS.

#### **Public Awareness Committee – Chair Natalie Vibert**

Major achievements in 2021:

- Created new displays that can be used for in-person events.
- Promoted women in surveying through an AOLS sponsored event.
- Helped Rudy Mac with the creation of a two-minute pilot documentary to be revealed at this AGM.
- Continued to support “Get Kids into Surveying” poster.
- Participated in a joint webinar to the membership.
- Attempted to increase social media presence.

Upcoming challenges to be addressed:

- Completion and rollout of the documentary.
- Getting back to typical outreach events with the new tools after the pandemic subsides.
- Launching a social media strategy to increase and focus our social media presence.

Thank you to Natalie and all the Committee members for your work despite COVID-19. We will be showcasing some of the posters and work for the members. Hopefully, this will continue to help our Association grow.

#### **Geomatics Recruitment and Liaison Committee – Chair Christopher Oyler**

Major achievements in 2021:

- COVID-19 continues to impact plans and several normal meeting venues were cancelled or delayed.
- Continued to consider refinements for the Specialist High Schools Major surveying course.
- Participated in Science Rendezvous in Kingston.

- Worked with the York University's Geomatics Club on a strategy to recruit high school students.
- Created a surveyor education tool for high school students.
- Developed social media posts.
- Participated in a joint webinar to the membership with the other committees.

Upcoming challenges to address:

- Supporting the virtual events for any interested students during COVID-19 restrictions.
- Continuing to support school boards in the surveying course under the Specialist High School Major in construction.

I want to thank Chris and all the Committee members for your great work. I had an opportunity to see several of these new tools and posters. I cannot wait for the members to see these as well. Your work continues to grow our Association.

### **University College Liaison Committee – Chair Younis El Guindy**

Major accomplishments in 2021:

- Provided regular outreach to all colleges and universities with surveying courses.
- Supported Sir Sanford Fleming College in trying to establish a surveying program.
- Supported the Centre of Geographic Sciences in rerunning their online Introduction to Surveying program.
- Put on an online exhibit at Lassonde Civil and Geomatics Engineering Industry Night.
- Placed a career ad in the Lassonde Engineering Handbook.
- Participated on numerous advisory committees.
- Participated in a joint webinar to the membership.
- Attempted to increase social media presence.

Upcoming challenges to be addressed:

- Increasing outreach and support for colleges and universities.
- Increasing support for Toronto Metropolitan University (formerly Ryerson University).
- Trying to come up with new tactics that will, hopefully, result in better outreach despite the COVID-19 pandemic.

I would like to thank Younis and all the Committee members for your great work. Furthering the relationship between AOLS and education partners is crucial.

## **Website Maintenance Committee – Chair Ken Wilkinson**

Major accomplishments in 2021:

- Met to set priorities related to the AOLS website.
- Approved a new content mapping for the members' site, which has yet to be implemented. It is still under consideration given Richard Steinecke's recommendation to move content to the public section of the website.
- Recommended moving forward with an online register. This has been incorporated into a larger online member database and will support the register function. It will also assist in maintaining statistics for the AOLS as they move forward in becoming a data-driven, risk-managed organization and providing better member-directory information.

Upcoming challenges to be addressed:

- Continued expansion of content.
- Launching a publicly available register.
- Launching a more robust member directory for use by surveyors.

Thank you to Ken and all the Committee members for great work. The website looks great and we are waiting for more content.

## **Municipal Surveyors Committee – Chair Greg Hartwick**

Major accomplishments in 2021:

- Considered and discussed many issues that are of interest to municipal surveyors.
- Considered the implication of sketches to municipalities.
- Considered a potential note to be added to plans to help address access to survey plans under the *Municipal Freedom of Information and Protection of Privacy Act*.
- Put in place a procedure to receive plans from LROs and arrange to get missed plans.
- Assisted the AOLS in discussions with a municipality about legal survey information shown on pre-engineering drawings without the supervision or assistance of AOLS.

Upcoming challenges to be addressed:

- Continuing to promote the important role of surveyors to municipalities.
- Addressing municipal issues of interest to surveyors.

Thank you to Greg and all the Committee members for your great work. This is a major issue that we need to look after to protect the public.

## **Inclusivity and Diversity Committee – Chair Al Jeraj**

Major accomplishments in 2021:

- Drafted and updated the Committee’s terms of reference.
- Completed a jurisdictional scan looking at equality, diversity, and inclusion.
- Reviewed all support resources.
- Added diversity content to the website.
- Made recommendations to the Continuing Education Committee regarding EDI training.
- Made recommendations to AERC about and including EDI as a component of articling.
- Created a policy for Council on land acknowledgements.
- Prepared a webinar to discuss biases against women.

Upcoming challenges to be addressed:

- Determining actions and policies for increased diversity, equity, and inclusivity.

Thank you to Al and all Committee members for their hard work.

That wraps up the activities for our committees for 2021. I would like to take this opportunity to thank all the committee members once again for such amazing work. On behalf of both Council and the Association of Ontario Land Surveyors, your hard work continues to drive our profession forward.

## **SURVEY REVIEW DEPARTMENT PRESENTATION**

PAUL WYMAN: I have the privilege of presenting the 2021 Survey Review Department’s annual report. Much of this year’s hard work was completed by Tom Packowski, who retired as Manager in September. I inherited a department that is financially solvent, well run, and meeting its mandate. Tom did not retire completely. He has become the SRD consultant undertaking the annual systematic reviews.

The Survey Review Department operates under the inspection program of Regulation 1026 and is totally funded by the sales of plan submission stickers, currently at a cost of \$19.00 each. With the 30% increase in sales from the previous year, the Department operated at a surplus for 2021. No increase is anticipated in the near future.

While both physical and digital stickers are available, we are promoting a transition to digital. There are a few advantages:

- There is no delay in obtaining the digital stickers. We send them to you by email.
- There is a cost saving to the Association in printing, shipping, and labour.
- There is a cost saving to the survey firm for not having to apply a physical sticker to a separate physical print and transport that print to the Land Registry Office. Physical or digital, firms must log the use of individual sticker numbers as set out in Bylaw 2020-02.

From revenues, we pay the overhead and salaries of the staff: myself, Administration Officer Sheila Lavina, Assistant Examiner Herman Bernardo, and AOLS Field Examiner Al Worobec. Additionally, revenues covered the fees of our consultants Drew Annable, Phillip Hofmann, Dan Quinlan, Ernest Sperling, Chester Stanton, and Tom Packowski.

The Survey Review Department's financial reporting is based on the AOLS fiscal year, which runs from November 1 to October 31. However, we select plans and the firms to be reviewed for the five-year comprehensive review cycle and plans for the systematic review using the calendar year in keeping with the legislation. Please note that the comprehensive reviews start with the field inspection of at least one of the plans under review. To minimize costs, we normally start these inspections in the spring and do not complete the comprehensive reviews until March or April of the following year.

In the fall of 2021, AOLS initiated a change in the storage and selection of plans from the Land Registry Office. We receive the hard copy plan containing the plan submission form and these are stored in several cabinets at the AOLS office. They are then used as part of the process to select projects for review. This is a very time- and space-consuming process. We have contracted with a supplier to receive an index and digital copies of the plans from the Land Registry Office. This will reduce our labour costs and save badly needed space at the AOLS office. This change will take place in 2022 and will result in a small change in the use of the plan submission stickers. All plans will record the plan submission sticker number in a manner similar to the current process for digital plans.

AOLS has also undertaken the creation of a new internal database that will contain the SRD numeric data that is now stored in several individual reports. The combination of these two new processes will improve the SRD analysis to better direct our work. Additionally, it will help to identify subject matter for the AOLS Continuing Education Program.

I wish to reinforce and plead with the membership to take the time to provide all the relevant data for comprehensive reviews. Consultants can only base their review on the material that is provided. When material is not provided by the surveyor, the consultant can only assume that the material does not exist or was not used for the project. When firms provide that data after the initial review, it may

take the consultant several hours to redo their review incorporating this new data. AOLS Council By-law 94-3 provides that the SRD may charge a fee of \$500.00 to recover costs for this late submission of requested review materials. This is a waste of your money. Let's get it right the first time.

With the 2021 year the SRD opened 72 comprehensive reviews, which is above our average. This has put a strain on our capacity but by the end of January we completed 64% and have substantially completed 85%. We expect the workload for 2022 to be approximately 40 comprehensive reviews, which is a more average number.

As noted previously, the new AOLS database will allow us to undertake improved analysis in future years. In preparation for the move to that database, we have been able to extract the following data for the comprehensive reviews completed so far in 2021:

- Reviews referred to the AOLS Registrar for substandard work – 13%
- Reviews with at least a minor issue with research, generally Land Registry Office research – 72%
- Reviews with at least a minor issue with underlying survey research, generally field notes – 37%
- Reviews with at least a minor issue with field procedures – 98%
- Reviews with at least a minor issue with measurement verification and quality control – 74%
- Reviews with at least a minor issue with plans recording the method of survey – 46%
- Reviews with at least a minor issue with survey reports – 70%

In looking at that data you will see that 98% of reviews were cited with field survey issues and this is the most prevalent aspect of our work. Survey firms need to focus on staff training to improve field note recording and field survey procedures.

We completed 254 systematic reviews for 2021. Plans in this review were cited for the following issues:

- Integration – 11%
- Method and the evidence shown on the plan – 3%
- Minor comments about the plan – 24%

The written report for this year contains statistics from previous years. If you examine those you will see a general improvement in plan preparation over the last several years. We can, however, continue to further improve with more attention to regulation best practices with the plans and with an improved understanding for the integration of our surveys.

Both systematic and comprehensive reviews are undertaken by our consultants, who base their comments on common law and court decisions, provincial statutes and regulations, AOLS by-laws, and best practices. To assist surveyors and their staff, much of this information is available on the AOLS website. Additionally, there are many checklists prepared by the AOLS Professional Standards Committee available on the website, including a construction survey checklist.

Over the past two years, the Department has had to adjust to the realities of COVID-19, resulting in virtual office visits. We appreciate that Zoom meetings require audio-visual technology and they are not always the most ideal for the review of our work. I thank the membership for its cooperation and believe that this process has not affected the integrity of the reviews.

The comprehensive review process concludes with an invitation to the firm to take part in an opinion survey about their experience with the process. These opinion surveys are confidential if a firm so chooses and they are sent to the SRD Committee where they are reviewed and tabulated. Matters of particular importance are then raised by the Committee with the SRD Manager and myself. I encourage you to take part in the opinion survey as part of your comprehensive review. Your comments and suggestions will help improve our processes.

In closing, I thank the Survey Review Committee for their guidance and oversight during the past year.

## **SURVEYOR GENERAL OF ONTARIO'S PRESENTATION**

BRUCE CLARK: Good morning, ladies and gentlemen, members, and guests. *Bonjour à tous.* My name is Bruce Clark and I am the Surveyor General of Ontario. I acknowledge that I am speaking to you from Peterborough on the traditional territory of the Michi Saagiig and other Williams Treaties First Nations.

In addition to these remarks, I would like to remind you that a copy of the complete Surveyor General's Report is included in the AGM package and also online at the Office of the Surveyor General's page at [www.ontario.ca](http://www.ontario.ca).

As I prepared these remarks, I read and reread the recent past Surveyor General Reports and the minutes of AGMs to get a flavour of the messages delivered. Sitting on the receiving end at those conferences, I always marvelled at how seamless former Surveyor General Sue MacGregor's presentation and delivery was. How succinct and timely her message. Sue always spoke from the head and the heart.

In reading those reports, I got a lot of Eric Ansell, as well. Eric worked in the Office of the Surveyor General for 15 years, from 2001 to 2016, as Crown Land Surveyor and then the Coordinator of the Crown Land Survey Section. At the same time, he also served as an AOLS councillor, Vice-President, President, Chair of Regional Groups, committee chair, and member of the Association. Eric was



always there. I fondly remember his presidential year in Niagara Falls. Who could forget the misfiring electronic voting tablets? It was a reminder of him stepping up as Vice-President to run the 2013 AGM in Toronto, that really put his depth of professional service in clear focus. I last saw Eric at Deerhurst in March 2020 just before COVID-19 shut down the world. I was picking his brain on my new and yet unannounced job at LSG. I grilled him on staff, workload, the Ontario Public Service, and working with Sue. He was loquacious and generous with his time while also undergoing various medical treatments. I promised him a large scotch to thank him once his treatments were over. Alas, I never had time to deliver on that promise in person.

I would be remiss if I did not mention another passing of sorts. This is the second year in a row that the annual hockey game at the AGM has been cancelled due to COVID-19. This year is particularly sad because this would have been Pat Hills' final game. Pat Hills has been there since the beginning and in many ways, this is his game. He provided the cases of beer in the snow and begged for us to go out on the pond at Deerhurst. He has organized, hosted, and enthusiastically played in every one since. While I have not played in every game, I have played in many. I schedule business trips from Alberta and visits to family to coincide with AGM dates. However, it was not always because of the conference content. Whether it was Deerhurst, London, Ottawa, Maple Leaf Gardens, or that memorable outdoor rink in Mimico. Pat always made sure there was a venue for the camaraderie and a great game of hockey. Here's to you, Pat. Thank you and we will see next year as a free agent sign-on.

While following in my predecessor's footsteps is a challenge, I think it is worth noting that in my review of previous AGM reports, Sue mentioned the annual hockey game not once!

Now in the recently amalgamated Ministry of Northern Development, Mines, Natural Resources, and Forestry, the Office of the Surveyor General's priorities and direction continue to be the same. Continuing to work remotely presents unique challenges to our office, particularly onboarding and training new staff. However, we have adapted and continued to maintain a high productivity rate.

The pandemic has also emphasized the need to streamline and modernize many of our processes and, fortuitously, the OSG has been able to take advantage of newer programs aimed toward a digital government.

AOLS President Gavin Lawrence's theme of Ubuntu perfectly describes my expectations for the Office of the Surveyor General. I am because we are. Our office operates not in isolation but rather as part of a much bigger process. Crown Land Surveyors provide cadastral survey opinions to Ministry staff, surveyors, lawyers, and comments on land term applications, mining claim surveys, and premier survey instructions. The Office also reviews hundreds of survey plans and

prepares legal descriptions for the sale of Crown Land, the regulation of protected areas, and the designation of land uses.

The OSG also plays a vital role in First Nations land negotiations. To further quote the President, we become stronger by reflecting the composition of the society we serve, fostering equity, diversity, and inclusion and encouraging reconciliation with Indigenous people. This in turn strengthens public trust and serves public interest.

As you are all aware, 2021 saw a number of staffing changes within the OSG. Most significant was the retirement of Surveyor General Susan MacGregor in April after more than 30 years in the Ontario Public Service. Michael Griffiths and Rob Martin also retired, resulting in a considerable loss of corporate knowledge. In the Geomatic Mapping and Georeferencing Section, long-time coordinator Carla Jordan also retired last October. On the positive side, recent competitions have attracted several qualified staff to our ranks, including land surveyors from outside the province. In the upcoming months we will continue to fill vacancies within the Crown Land Survey Section, hiring additional Crown Land Surveyors, Senior Surveyors, and a new Coordinator.

I believe that it is vitally important that survey professionals remain in the Public Service to provide direction and guidance to government. Attracting the best and the brightest of the geomatics industry is a challenge but I am encouraged by the multiple efforts of AOLS and other organizations to promote the opportunities that a career in surveying and mapping offer.

The provincial government has also made recent changes to legislation to further attract foreign-trained professionals to Ontario. Ensuring that qualified professionals are attracted to the idea of public service to fill current and near-term vacancies is a further difficulty. Public service offers a rewarding mix of continuously varied workload, the opportunity for a structured work/life balance, and the opportunity to impact long-term decisions for the people of Ontario. Public service is what attracted me back to Ontario and I will be delighted to speak to anybody about the opportunities within the OPS.

As I have already name-dropped the AOLS president, I will now mention the president from Alberta. John Burns' recent remarks, about professional members' duty to respond, struck a chord. The Alberta situation mirrored the frustration of my staff when some surveyors fail to acknowledge or deal with requests. Our responsibility as a profession is to ensure that the cadastral fabric that the public relies upon is as sound as possible. There are situations where clarification is needed or changes to a plan may be required based upon the review of this office. A request may come from a Crown Survey Technician or a Crown Surveyor directly. Or it may come from a client or a member of the public looking for information. It is always the responsibility of the surveyor to assist by dealing with these requests in a timely manner. As John said, we owe it to the public and other members to respond to these queries in a timely manner to resolve issues related to

boundaries. Let's ensure that we continue to follow this advice to maintain the reputation of the AOLS and public confidence in this profession.

I began these remarks by looking back at previous notes and reports. One thing that strikes me is how constant some of these messages have been and, in many cases, how long it has taken to deliver on them. As Surveyor General, I have the privilege of serving as the Crown's representative on the AOLS Council and I am encouraged by the direction the Council is taking to move the profession forward.

A professional governance review is an important initiative that acknowledges that long-held perceptions of regulated professions are changing and all professions need to look in the mirror and adapt to meet public expectations. I look forward to the final results from the Fair Fees for Field Notes Task Force and further discussions on the role of coordinates within the cadastral framework.

This pandemic has brought massive disruptions to everyone's lives. It has impacted people's health, welfare, and trust in public institutions. In a much different context, my namesake from New Jersey sings that someday we will look back on this and it will all seem funny. While we all anxiously await that time that COVID-19 is in the rearview mirror, I doubt it will seem funny. However, there will be a time when we will look back and gather again to break bread and raise a glass in person.

## **EXECUTIVE DIRECTOR'S PRESENTATION**

**BRIAN MALONEY:** Good morning. My name is Brian Maloney and it is my pleasure to serve as your Executive Director for this year and to present a report of our accomplishments for the year.

I did publish a report, so I am only going to touch on some highlights. In the past, I have given you a bit of an update on the functions of all our staff. I am going to pass on that this year. However, I will talk to some of the changes that have occurred.

I would like to thank Tom Packowski for his service as SRD Manager over the last three plus years. He certainly made a big difference in the operation of the department and I have been pleased with his progress. Paul Wyman has taken over the Manager's job and I really look forward to working with Paul over the coming months and years. He certainly brings a wealth of experience and a passion for learning, which I think is key for this position.

I also want to thank Julia Savitch. She extended her time away on maternity leave but ultimately decided not to come back. She gained her master's in business administration while working with us and has chosen to try to move on to a position that will challenge her a little more. I certainly appreciate her efforts over the last ten years or so that she was with us. We did decide to change the position and created a new job, Communications Specialist, and I am pleased to say that we

hired Dave Whitton to join us in January. He brings a wealth of communications experience dealing with regulators and technical organizations and I think he will be an excellent fit with our Association. I look forward to working with him, as well.

I do want to thank all staff and, particularly, Joyce Tenefrancia, our Administrative Assistant. She has gone way out of her way again this year dealing with the pandemic and being the sole person in the office shovelling snow and dealing with all kinds of responses to the public. I certainly appreciate her efforts.

We have continued to modernize our technology. We finally got rid of our antiquated phone system and moved over to a VoIP system, which makes it much easier to work remotely and is more in keeping with where we should be. We upgraded our Internet and tripled our capacity, which was badly needed. We moved away from our recording system over to Zoom and have been taking advantage of that. It offers more functionality than our previous system. We moved to electronic voting and have been developing an online membership database. That is going to make a big difference in the future by allowing us to put our register online. We are one of the few regulators that does not have their register online. It will give us much more capacity in terms of some of the services to our members. It will also allow us to do some of the reporting in an automated fashion that we had for our dashboard. We are now moving to outsourcing the indexing and filing of the Land Registry Office plans coming into the Survey Review Department. Not only does that save money but it also makes the plans more accessible for our consultants who do not work in the office.

One of the things that I have been pleased with is our focus on proactive regulation. We put together a few guides this year that we hope our members will take advantage of. One is on constructions guidelines and another on business best practices. I did publish a draft paper on research practice in the quarterly magazine. I really hope that members do take advantage of these. They are on the website and I encourage you to have a look at them.

We did undergo an HST audit this past year and that was certainly not a fun event. It was as a result of our change in fiscal year that CRA did not communicate to us very well. So, we were offside in our filing, which drew their attention. Unfortunately, when we did get into it, we found some weaknesses in our process. So, we ended up going back two or three years on our own volition and found that we owed almost \$50,000. We did deal with that. We paid and we have renewed our practices and processes. I think that we are on track to not having any further problems. To be honest, I anticipate another audit but I think that we will come through it clean.

We continue to be challenged in terms of attracting members both technical and professional to our profession. Gavin, Maureen, and I met with the Dean of Engineering at the Lassonde School of Engineering and the Chair of Civil

Engineering at Ryerson University, as well as the Minister's office to discuss how we can actually ensure that we have an education program there for our members. I continue to work toward an online degree program. Ontario and our AERC provided feedback to the new curriculum that we expect to be finalized shortly. We are optimistic the universities across the country are going to come together and help us move this thing forward. We are hoping that our new Communications Specialist will assist us with our Public Awareness Committee and Geomatics Recruitment and Liaison Committee. We are going to put a social media strategy in place this year to help attract students as well.

I continue to be amazed with the support that we get from our members. This year we had 210 unique members supporting six statutory and 23 other committees and task forces. All of them are working hard and doing good work.

We are continuing to improve as a regulator and I am proud of the progress we have made over the past year. On Wednesday, I talked to you about the changes to the *Surveyors Act* and how we are trying to move that forward. I wanted to touch again on the two reviews that we did have done. The first was the psychometric review that was completed for the registration processes. It identified several areas for improvement as one would expect. I am impressed that AERC has started to move forward on many of those and have committed to completing those within the next year. That will put us in a place of complete compliance with the newly posted requirements under the *Fair Access to Regulated Professions and Compulsory Trades Act*. That is certainly a good achievement. The other review was the Richard Steinecke report that we heard about on Wednesday afternoon. Of the 31 recommendations that he made, 16 of those we can implement without statutory change. In fact, we had already implemented two at the time that I prepared this report.

We are working in challenging times. I can tell you that I have been impressed. Our members are busy. They have the highest workloads they have ever had. Yet, they are still contributing to the betterment of the profession. We have all kinds of changing legislative requirements. The changes to FARPACTA under Bill 27 are going to challenge us in figuring out how to respond to those. Regulators are under as much scrutiny as they ever have been. However, I believe that we are on the right track to improvement, and we can demonstrate that we take the public interest seriously. I have certainly been pleased with the way that Council and committees have taken on the challenges in front of us. I am proud to be a surveyor and I am proud to be your Executive Director.

Finally, I should mention that the Executive Committee have seen fit to extend my contract for another year. I certainly look forward to serving you and working with you over the course of the next year. Thank you.

## **REGISTRAR'S PRESENTATION**

KEVIN WAHBA: Thank you everyone for attending the 2021 Registrar's AGM report. My oral report will speak to two of the more substantial areas that the Registrar deals with on a consistent basis. The Academic and Experience Requirements Committee and the Complaints Committee.

As you can see, on the presented slide, the number of academic evaluations in 2021 increased relative to applications processed in 2020. You will notice that there has been a steady increase of applications received until 2019 where a drop in applications can be seen.

In January 2022, the AERC assessed an additional 21 applications for academic evaluations. This is almost twice the number of applications processed in January of last year and may be an indicator that the quantity of applications may on the rise. You can also see that the number of applications we received in 2020 well exceeds the number received in years proceeding 2014. Overall, the trend still seems to be fairly promising.

In contrast, you can see that the amount of articling applications by the Association has remained on a steady trend. Currently, we have 93 articling students. This number tends to vary depending on how many applications we receive at each meeting, the students being sworn in after taking their final exams, and from those who drop out at certain times throughout the year.

In November of 2021, the AERC implemented the third round of professional examinations, which was delivered in an entirely online, remote format. Since 2020, the new format was delivered to 84 candidates who took all or a combination of the three components of the professional exam.

November 2021 was also the fourth delivery of the plan check component of the exam, which requires candidates to check a plan using supplementary information such as underlying plans, field notes, calculation sheets, pin printouts, and deeds registered on the subject property.

As you can see on this slide, the total number of members has levelled off over the past few years. There were several members who retired, but they were mostly offset by the number of surveyors who were commissioned since the 2020 AGM. You will also notice that the number of C of As has dropped, but this could possibly be explained, at least in part, by the number of firms we have seen be purchased and amalgamated with others. Overall, I think this is good news and the membership should be pleased with how the numbers from a high level seem to be levelling out.

We also have two articling students seeking to obtain their AOLS designation outside the cadastral branch and several others who have applied for academic

evaluations for streams outside of cadastral surveying. Moreover, several individuals have inquired as to how they may obtain a certificate of registration.

As for the Complaints Committee, the total number of formal complaints received last year was 20, which was 10 less than in 2020 and almost two above the average over the past 10 years. Most complaints seem to derive from deficiencies in members' research, communication issues, and contractual issues between the surveyor and the client. Eighteen of the complaints received in 2021 were from members of the public and two were from AOLS members.

Since 2019, the Association has been keeping statistics of informal inquiries we receive from the general public. Some of these come to us strictly by email but most tend to come by members of the public calling into our office. You can see that most of the inquiries are fairly straightforward questions regarding how they can find a surveyor in their area or if a member is currently in good standing. Many other inquiries relate to individuals requesting advice on how they can resolve a boundary dispute with their neighbour. The Association always tries its best to direct members of the public to the correct channels. There have been several calls that I have received throughout the year that end with a recommendation that they retain a surveyor to assist them with their particular issue.

Although there have not been many over the past year, the most contentious calls tend to revolve around allegations that a client's surveyor has overcharged them or that they have not been able to communicate effectively with the surveyor. As Registrar, I am obligated to act in the public interest, as is our membership, and in doing so, I do my best to discharge that duty while keeping in mind impracticalities such as unnecessary delays and inefficient approaches to resolving issues. Many times, I have found myself acting as a mediator between surveyors and their clients and sometimes between two surveyors.

With that said, understanding the several avenues of recourse available to the general public is certainly in the public's best interest. So, I explain to members of the public the different options available to them. For example, when dealing with fee disputes, I explain that a client would have the option of submitting a complaint to the Fees Mediation Committee or even the Complaints Committee depending on the particular facts and desired outcome of any given situation. Common sense often leads me to the opinion that in some instances, communication between the surveyor and the client may have broken down entirely. This is often why they call the Association. So, on occasion, I recommend that I act as a third party and attempt to mediate the issue as a first step to potentially resolve the issue in a much shorter timeframe and save the stress of the client and surveyor of going through a more formal channel. This approach has often yielded favourable outcomes to all of those involved.

I have been successful in this approach with many of these issues, but there are instances when the situation ultimately requires Committee intervention. Also, there are instances where such an approach would be inappropriate.

That concludes my presentation. Thank you everyone for attending my report. I hope that you enjoy the rest of the meeting.

## **INTERIM REPORT FOR THE FEES FOR FIELD NOTES TASK FORCE**

ANDREW MANTHA: This is the interim report for the Fees for Field Notes Task Force.

The Task Force was originally charged by Council to review the 2017 SurveyMonkey results on fees for survey notes. A final report was first submitted to Council in 2019. After review, receiving input from the members, and presenting the results at the 2018 AGM, Council approved Bulletin 2020-01, which set suggested tariff rates for field notes based on the 2017 numbers. At that time, Council also advised we would monitor the ongoing situation with the field note rates.

Bulletin 2020-01 further stipulated that Council would review the suggested rates biannually. Noting that the original rates came from the 2017 poll of the members, Council authorized a new survey in 2021. To allow for fair comparison, the original survey questions basically remained unchanged. However, we did add one final question, which was whether the members were satisfied with the existing situation now that the Council had been working with the 2020-01 Bulletin. The results of that question were 49% satisfied and 51% dissatisfied. That is out of 140 responses. It should be noted that our original poll of the members in 2017 garnered less than 100 responses.

The increased number of responses to the poll show that this is still a contentious issue with the membership. We note that the number of firms using third-party hosting options for their records was 55 out of the 140 submitted responses. Curiously, however, of the 55 respondents, their approval of the current Bulletin also sits at a basically 50/50 split. So, statistically it does not seem to matter how members file their records when it comes to satisfaction. You either like it or you do not.

The Task Force also noted that this issue was clearly an Ontario situation. In reaching out to other associations across the country, it soon became obvious that the issue of fair cost for field notes is something exclusive to AOLS. Any attempt that we made to see how other jurisdictions have addressed this issue has shown that they have not addressed it because they have not had it.

Council is determined to work with the members to come up with a common solution to this issue. We remind all members that field notes only have value because they were recorded under the guidance of a licensed member of this



Association. It is an association founded with the principal objective of regulating the profession in the interest of public protection. If we cannot solve this, there is always a chance that external forces will.

I just want to take a step back and look at the Task Force's mandate. Our original terms of reference in 2019 were to determine:

- if AOLS can set policies that require surveyors to charge reasonable fee for survey notes
- if the AOLS can define what constitutes "reasonable"

This Committee updated this to add a third, which is to determine whether further action is required based on our subsequent polling of the membership. Council and the Task Force agreed that the public will always be best protected by the open access of information between surveyors. To this end, Council has pushed several initiatives to further transparency and open the exchange of survey records. This includes the creation of the Provincial Survey Records Index, the commissioning of a SurveyMonkey questionnaire on field notes, and the creation of the Fees for Field Notes Task Force to compile and review the data.

AOLS Bulletin 2020-01 is not the only one in effect on this issue. You will note that AOLS Bulletin 1982-14 states that the issue of field notes exchange is not new. It also states that one of the major causes of poor surveys is the lack of proper research or field notes. It reminds members that the *Surveys Act* and common survey practice require the best evidence available be obtained and must include the field notes available in your area. If we move up to Bulletin 1988-31, it dealt with a lack of research and was issued to further remind members of the importance of field and research notes, including the undertaking of proper research of other surveyors' field notes.

Council and the Task Force are aware of the sensitivity of the field note issue. We acknowledge that the copyright of these records will always rest with the surveyor who prepared the original notes or purchased said notes from the original copyright holder. We are also aware that some firms have spent large sums of money to compile their field note indexes. We further acknowledge that many firms have full-time staff maintaining those records.

There are also the large storage costs associated with housing them. In AOLS Bulletin 2007-01, Section 9 states that: "A reasonable charge based on members' costs for storage, maintenance, searching, retrieval, reproductions, and transmittal of information may be assessed. The policy for the set charges shall be available and reciprocal agreements between firms may be negotiated."

At the request of Council, the 2019 Task Force tried to determine what a reasonable cost would be based on Section 9. This moves us up to our last AOLS

Bulletin 2020-01. The 2017 SurveyMonkey and the Bulletin set out the following suggested maximum fee options for field note searches:

- No more than \$150 a plan and field note requests from a digital self-serve system
- No more than \$150 a plan and field note requests made in person or by email and to include all records of the immediate vicinity of the requested property
- No more than \$100 per hour in search time for larger projects

The Bulletin did make allowance for exceptions that may warrant higher fees but it placed the onus on the charging surveyor to justify that with those returns.

The Task Force feels that Bulletin 2020-01 was properly moved by Council and the responses from the 2017 SurveyMonkey reflected what they considered a fair cost of the notes they supply to other survey firms. As business people, every surveyor has the best ability to discern their own costs for supplying field notes. Where no fees were assessed, it was found that those surveyors similarly expected to pay no fees when they requested field notes. These reciprocal agreements are actually encouraged in Bulletin 2007-01 and are still encouraged today.

So, the results of the 2021 SurveyMonkey show that the issue of field note costs is not consistent across the various regional groups. In Hamilton and District, 15% of their members do not charge for notes versus 19% in South Central. Overall, the average was about 26% of respondents who charge no fee. In the areas that do, the median fee averages about \$50 for a single note, with South Central being an outlier at about \$160 per search. The cost for full plans seemed to average out across the various regional groups at about \$150.

The Task Force feels that the numbers allowed for in Bulletin 2020-01 require no change without further evidence. The problem now appears to be how these numbers are being applied.

That is where we are right now. The Task Force feels that it is unfair to suggest any further changes to Council without gathering more information. Our earlier SurveyMonkey polls concentrated solely on what was being charged for field notes and failed to address what Bulletin 2007-01 identified as “reasonable charges based on members’ costs.” Council approved an RFQ for an independent firm with sufficient knowledge of the importance of survey records to create a questionnaire for a cross-section of the C of A holders to identify and support their costs for supplying field notes.

The questionnaire is being finalized and circulated. The summary results will appear on the AOLS website for everyone to review. Upon receiving the final numbers, the Task Force will review them, prepare a suggested course of action, and forward a final report to Council for its final review.

It is our hope that we can come up with a fair solution to this long simmering problem. Stay tuned.

Thank you for your time. Thank you to the members of the Field Notes Task Force who work diligently on your behalf.

## **DEFERRED MONUMENTATION UPDATE**

**MART HIMMA:** My name is Mart Himma and I am the Chair of the Monument Protection Committee. I will be providing an update on deferred monumentation.

Overview: The Monument Protection Committee was asked by Council to look at implementing deferred monumentation. The Committee members have determined that it is feasible to do so and initially recommended the amendments to the Regulations under the *Surveyors Act* as outlined in their report to Council entitled “Monumenting Ontario’s Cadastre – Past and Future.” Those amendments consisted of defining a “deferred monument” under O. Reg. 525/91 Section 1(1) as a “deferred monumentation” is pin, cut cross, iron bar, plastic bar, rock bar, rock plug, rock post, short standard iron bar, or standard bar that cannot be set into the ground prior to the registration of a plan of subdivision due to unstable soil conditions or imminent destruction of the bar. Deferred monuments will be replaced by monuments described in clause 2(1)(a) to (h) within one year of the registration date of the plan of subdivision that utilized the deferred monumentation.

As an initial pilot project, deferred monumentation would only be allowed under Section (5) of O. Reg 525/91 (subdivision plans) and would consist of the following verification clauses:

- When deferred monuments have been utilized on the plan of subdivision, there shall be a statement on the plan of subdivision to call an Ontario Land Surveyor to determine the final placement and type of bar as indicated in clauses 2(1)(a) to (h).
- When deferred monuments have been utilized on a plan of subdivision, the surveyor shall prepare field notes in plan form as defined by amended O. Reg. 216/10 within one year of the registration of the plan of subdivision and have those deferred monumentation field notes in plan form be indexed in the Provincial Survey Records Index.

However, after consideration by the AOLS Council and the Surveyor General of Ontario, the Committee was directed to explore other potential solutions such as the use of “coordinates as monuments,” which are likely to provide a better solution and should be further considered before moving forward with the recommendations.

Background: The AOLS has considered deferred monumentation at least twice in the past and rejected moving forward for a variety of reasons. There were reports prepared in the 1970-80s and one in 2001. At the 2021 AGM there was a request in the Open Forum that Council reconsider deferred monumentation again. The matter was referred to the Monument Protection Committee for recommendations.

Over the past several months, the Monument Protection Committee has looked at how to implement deferred monumentation, resulting in their initial report entitled “Monumenting Ontario’s Cadastre – Past and Future.” The Committee limited their thinking to options that could be achieved through amendments only to the Regulations to the *Surveyors Act*. The Committee considered past reports, looked at the experience of other jurisdictions, discussed options with the Municipal Surveyors Committee and government officials such as the Examiner of Surveys for Ontario.

Goals: Initially, the issue was referred to this Committee so as to enable a higher survivability rate of monuments following land development, thereby increasing the certainty of boundaries and lowering the cost of repeated resurveys. Monumentation would be driven by the land developers’ orderly construction schedule and not be constrained by the *Registry Act*, which has the requirement for full monumentation of a plan of subdivision prior to registration. Unnecessary work would be reduced. The time required to complete subdivision plans would be reduced, thereby helping to speed up the development process. Municipalities are constantly changing subdivision configuration based on zoning and phasing (sewage capacity). Surveyors try to get an advance start on the monumentation but quite often have to reset some bars.

Issues Considered: The Committee considered the following issues:

- How should we ensure that monuments are planted following the deferment period? The change in O. Reg. 216-10 would require the indexing of a completion of monumentation, in the form of “Field Notes in Plan Form” in the PSRI.
- The creation of “Field Notes in Plan Form” under O. Reg. 216-10 would have other benefits, such as indexing of products such as assumption surveys and municipal road works monumentation inventories.
- What is the deferment period? Initially, we proposed a one-year period. However, the AOLS membership could establish a “sweet spot period” for deferment.
- What should deferred monumentation apply to? As stated earlier, only subdivision plans. We had much discussion about “Part Lot Control Reference” plans or subdivision by reference plans. This process was driven by site plan approval, not the *Planning Act*, and encompasses a higher volume of survey plans, which we initially felt should be avoided.

Ensuring that Monuments are Planted: Previous reports considered elaborate bonding schemes to ensure that surveyors would have the funds to go back and plant monuments following the deferment period. This was initially utilized in other jurisdictions but has now been eliminated as it is difficult to enforce. The Municipal Surveyors Committee also confirmed that there was no interest by municipalities for additional measures in subdivision agreements.

It was also deemed that the AOLS, as a regulator, should not be involved in the production environment of survey bonds. Other jurisdictions have successfully implemented deferred monumentation without bonds.

The Committee's recommendation is to rely on surveyors to negotiate their own arrangement and plant the monuments without oversight or bonds and discover and deal with any shortcomings through normal regulatory processes. Possibly consider if the AOLS Survey Review Department would initially provide special SRD tracking numbers to plans that utilize deferred monumentation.

Post Reflection: Implementing the recommendations discussed will only address the limited number of subdivision plans. Since most developments use reference plans for further subdivisions, most monuments would still need to be set prior to actual construction. Therefore, this will not result in a significant positive change. This has no impact on the status quo but does provide a legal avenue for surveyors to defer monumentation when necessary and create a regulatory framework for the AOLS membership to follow.

Among Committee members there was a consensus that monumentation did not hold up the development process. Lengthy approval processes did, causing surveyors to monument multiple times.

Integrated surveys have been a requirement for subdivision and reference plans for over a decade. Most surveyors have the technology and ability to create and work with geodetic coordinates. A "coordinates as a monument" approach could have larger benefits than deferred monumentation and should be explored.

Recommendations to Council: There was consensus among Committee members that deferred monumentation recommendations should be set aside and the Monumentation Protection Committee be tasked with considering the benefits and issues in implementing a "coordinates as a monument" approach and report back to the Council with recommendations. The resolution was presented for consideration at the last AOLS Council meeting.

That is the end of my presentation. I will leave any questions to the Open Forum and I trust that this report has been thorough.

Thank you.

## PROFESSIONAL SURVEYORS CANADA

JAMES DORLAND: Hello. My name is James Dorland, the Ontario Director of Professional Surveyors Canada, or PSC.

PSC, in essence, advocates for professional surveyors across Canada and is focused on public awareness and engagement. Our vision is that all Canadians understand and value the role of the professional surveyor. We accomplish this by promoting member value, supporting our members with marketing and services, and engaging in partnerships to deal with regional, national, and international concerns on behalf of our members.

As an advocacy body, PSC can provide funds that support the profession by undertaking activities that are necessary for professionals but inappropriate for regulators and their public service mandates. Professional Surveyors Canada can focus solely on the present and future needs of its professional members.

This year marks a significant achievement with the launch of the P.Surv designation, which took four years of focused effort. This designation is intended to unify the national discussion of our profession. A single term usable in all Canadian jurisdictions and associated with both professional ethics and practice standards. This is similar to initiatives taken by other Canadian professions and is available to licensed PSC members.

This year also sees the release of *P.Surv* magazine, a national publication dedicated to the surveying profession. It provides a shared space for discussion of all relevant issues and the fostering of collective ideals.

We have implemented an interactive web map this year. It is available on our website for use by the service-seeking public.

Later this year, PSC will be sending out invitations to participate in a national salary study. It will support several initiatives and we would appreciate your participation.

A new focus initiative this year will be a federal grant application to support a national study of labour force and academic capacity. This study will be used to determine the best way to increase the number of people entering our industry by providing greater access to accredited online education training. There will be three important objectives. One, to identify the demand for emerging fields of technologies and attract sufficient talent to meet these demands. Two, increasing the access to and development of accredited online college and university programs to service both urban and remote regions of the country. Ideally, the talent would be sourced locally through this program and online learning. Three, assist in the creation of a national coordinating body for survey education and training.

Our initiative will support the existing ACLS CBEPS program by providing:

- An industry labour force study.
- A national education benchmark to guide and meet the needs of the industry.
- A technical education syllabus streamlined with a professional stream providing a clear path to potential professional status.
- Support for online education capacity.
- Validation of a national coordination body.

In short, the entire initiative is intended to provide an attractive option for potential technical staff and their continued development throughout Canada, as PSC members have identified this as a fundamental concern for our profession. For more information, a full write-up can be found in the first edition of *P.Surv* magazine, which is now available on the PSC website.

Again, this year we have partnered with ACLS to jointly host the National Surveyors Conference. It is a hybrid event available online and in person in Ottawa from May 11 to 13, 2022. We encourage all survey professionals to join the national discussion and participate. Additional CPD hours are available for those who attend the presentations and the educational seminars.

PSC is an active voice against unauthorized practice, which is in line with our advocacy mandate. We use marketing tools, solicit independent legal advice, and pursue relationships with all levels of government to communicate the importance of licensed professionals.

On the international stage, we continue to maintain important relationships. These relationships allow us to share knowledge on common and emerging issues facing the international surveying community that we are a part of. We currently hold MOUs with other national advocacy bodies in the United States, Spain, and Australia.

I thank you for your time. I would like to encourage all licensed surveyors listening to join Professional Surveyors Canada. It is only through the support of your membership that our volunteer Board of Directors has the needed resources to undertake important initiatives intended to benefit you, the licensed professional surveyor.

Thank you.

GAVIN LAWRENCE: Thank you for your reports. A donation has been made in each of your names to the York Region Food Network.

### **SWEARING IN OF THE NEW PRESIDENT**

GAVIN LAWRENCE: We will now swear in the new President, who will assume responsibilities following this meeting. We now ask Ed Herweyer to introduce our incoming President.

ED HERWEYER: Hello. My name is Ed Herweyer. I have the pleasure of introducing your newly minted President, Andy Shelp. I have known Andy since 1986 when we both joined AOV. In other words, a good long while.

Andy's northern Ontario angle has history and meaning. The *Reader's Digest* version of Andy's early life includes Kirkland Lake and North Bay. Somewhere in that history he learned some invaluable life skills that are still in play today. No, not his ability to strip down and repair the carburetor in his chain saw, which he still does. Nor his ability to make bush pickets with a pen knife. More likely, it has something to do with the ability to spend many nights in a canvas tent with four other people, none of whom have had a bath in a month. This is resilience.

It also gave him a very clear focus on the need to get a meaningful education, a career that provides opportunity and challenges, life, business opportunities, and the resilience we have all needed or will need to deal with economic uncertainties and professional challenges. Think of the significant legislative professional practice changes of the 80s, the ADs, the Competition Bureau event, the Copyright quagmire, another recession, constitutional challenges, and a gangbuster economy that gives us more work than we can handle. We have issues with our post-secondary institutions and the resultant shortage of career-oriented, educated candidates to run our profession for the next 50 years.

Did I mention legislative regulatory changes to even better protect the public? It certainly does sound like we need an idea-driven, forceful, and focused President. Perhaps, I should say another idea-driven, forceful, and focused President. We have been blessed to have a number of Presidents with those characteristics. We have all benefited from their skills and volunteerism.

The history of our profession has significant episodes of "things happen." As a group and with the leadership examples of past Councils and our ability to provide meaningful service and interaction, we and the public are, I think, at a good place.

Probably, I have not mentioned resilience for at least a minute or so. Most of us know other professionals – think architects, engineers, and lawyers – that have a fleeting connection to their professional organization. Contrast that with our group of relatively small numbers and very high acceptance of the notion that we need to be involved. We must be involved to have a meaningful professional home that we share.

Let me share a few details about the new guy. I admit to struggling a little with the conflict between truth and a good story. Accept life as a journey. I have chosen six items that provide an introduction to Andy with words that resonate with me:

- Challenging: While some events are self-inflicted, think about an elite participation in iron man events, marathons on different continents, and life events that happen. Resilience is definitely in play.



- **Diverse:** From his northern Ontario experience and life to Carleton University, Ryerson University, the University of Toronto, to surveying and living in Bermuda for a couple of years, to becoming a partner at AOV in 2000, to building a house, additions, tree forts, and canoes, and some serious landscaping adventures. I am good with that diverse description of this guy.
- **Unrelenting:** The man does not have an off button. Whether it is taking care of family, business ventures, pursuit of excellence in surveying, working with articling students, even as far as humouring his partners. The gear selector is set to performance. His foot is heavy on the gas.
- **Outspoken Nature:** Enough said on that. If you want more details, Andy will gladly straighten out your perceptions and misconceptions.
- **Intelligent:** This has taken me some 36 years to say. Andy is one smart person.
- **Stubborn:** Really? While he has always played both team and individual pursuits, he unequivocally will ensure you understand his point of view. A quiet conversationalist? Not, really.

I, of course, could go on but I will likely get the burning buzzer any moment now.

The membership of professionals in the surveying industry will be intensely served by Andy through high performance and a focus to breathe even more life into our robust profession. Put your running shoes on. Things will be happening.

Andy, on behalf of AOV, our families, the survey profession as a whole, the AOLS staff, all the volunteers we have and will have, we wish you success and a very fulfilling role as President. Your commitment to our profession is acknowledged and appreciated.

Have I mentioned resilience? All the best. Thanks.

GAVIN LAWRENCE: I will now ask our Registrar to conduct the swearing-in ceremony.

KEVIN WAHBA: I, Kevin Wahba, Registrar of the Association charge you, Victor Andy Shelp, to accept the office of President of the Association of Ontario Land Surveyors knowing that you have been duly elected to such position by the will of the majority of the members of this Association and being aware that this high calling demands that you must not misplace the trust placed in you.

Your efforts to fulfill your duties must be sincere and earnest at all times. Before the membership of this Association, I ask that you pledge yourself to such service and recite your declaration. Are you prepared to so serve us?

ANDY SHELPH: I pledge myself to such service. I, Andy Shelp, promise that I will keep and preserve the rights, statutes, and liberties of this Association and pledge

myself to foster the development of the Association to its highest level of professional excellence, believing that in so doing, our profession may best fulfill its obligation to the people of this province and the government.

KEVIN WAHBA: I hereby install you, Victor Andy Shelp, as President of the Association of Ontario Land Surveyors with all the rights, privileges, and authorities of this office with the understanding that your term of office will begin on the Saturday immediately following this annual general meeting. Even as you are invested with the Chain of Office, may you be invested with the power and strength to discharge the duties of the same and lead this Association to new heights of dedication to service.

GAVIN LAWRENCE: It has become a tradition that at this time the outgoing President presents the Chain of Office to the new President and the new President presents the Past Presidents' pin and gavel to the outgoing President.

It is also a tradition that the significant others of the new and outgoing presidents exchange gifts to recognize their sacrifices and contributions to their partners' success. Belinda Lawrence will now present the AOLS medallion to Tanis Browning-Shelp in recognition of her past and future contributions. In turn, Tanis will now make a presentation to Belinda in recognition of her contributions during the past year.

ANDY SHELP: Thanks, Ed for the introductions and the kind words, some of which I will remind you of continually.

Good afternoon, everyone. Thank you for attending the 130th AOLS annual general meeting. Let's hope this is the last virtual meeting we have as I look forward to seeing you all again in person. If this does not work out next year, I am having it at my house.

I would also like to thank Gavin for his enthusiastic and relentless commitment to the Council and his role as President over the last year. Given the circumstances and restrictions of having to navigate new platforms for meetings and conducting AOLS business as President, he has truly done an amazing job. This has not been an easy term for him and I hope to continue his good work and live up to the expectations that he and others before him have established. Thanks again, Gavin.

I also need to take a moment to thank my business partners and the incredible staff we have the pleasure of working with. This next year will be busy and I know I have all of their support.

Lastly, I would like to thank my family. My wife Tanis; my son North, yes, like the direction; and my daughter Sidney. They are always there for me, no matter what crazy thing I do next. Present crazy thing included.

As Ed mentioned, we go back a long way as does my relationship with surveying. I come from a small town in Northern Ontario and started surveying at 14. As they say, you can take the boy out of the bush, but you cannot take the bush out of the boy. My life, professionally and not, has taken me many places but I think my roots are what keep me grounded. As some of you may know, I tend to call them like I see them, which can be good and bad depending on the circumstances.

While others may disagree, I think this is a good trade. It has enabled me to ask questions when I do not understand things and question things that I understand but do not agree with. It has made my time on Council and committees interesting.

In early February, I watched what was going on in Ottawa, a mile from my house, and recognized the world has been going through some very difficult times. People are tired and looking forward to things getting back to normal. Albeit it will most likely be a new normal for now. I am not sure how this affects the survey world but it certainly affects the business world.

Our industry is going through a few challenges right now. We are seeing unprecedented demand for our services in the wake of educational institutes closing from lack of enrolment. We are seeing opportunities to provide meaningful employment to people that lack the qualified talent pool from which to draw. This is troubling for the future.

Through our ongoing dialogue with existing program providers, we hope we can encourage institutions to introduce new programs both at the technical and professional level and to maintain their existing ones. We are an aging group and we need these programs to ensure the longevity of our illustrious profession.

As we look to the future, these relationships become more important than ever. From the world of our former Executive Director and his love of demographics, we knew this day would come. Now is the time to be more vigilant with programs across the country, not just the Ontario-based ones.

For those who do not know, there seems to be a growing movement across Canadian self-governing professions to relinquish their acts in favour of more governmental legislative oversight. I am not sure what all that means yet but I understand that it is an umbrella act that oversees multiple professional organizations. The AOLS has been working hard with FARPACTA to ensure that we are meeting the requirements of our present Act and ensure parity and transparency in our obligations. Perhaps, we can position ourselves favourably to avoid a heavily monitored legislative approach to self-governance.

As you are aware from earlier presentations, the AOLS has commissioned an independent study into its operations. The study had some recommendations for the Association going forward. We have set a path to completing these very soon.

The road forward for surveying and the profession is always full of challenges. During my time at AOLS we had a Competition Bureau investigation. We saw the fall of our inaugural university program. We have had a Constitutional challenge. We have had a Supreme Court of Canada appearance, which in itself is very cool. However, we also saw the introduction of the York Geomatics Engineering and Science programs. The continued success of the University of New Brunswick programs. The introduction of a provincial-wide records database and many other success stories.

With those programs, the ongoing influx of foreign-trained professionals, and the increased ability to do proper research, the AOLS is poised for continued success, but we must keep pushing. No matter what the challenge, we have always come out the other side a little stronger than before.

We are small but we are mighty. I anticipate my time as President will yield its own challenges but, like those who came before me, we will face these challenges head on with strength, professionalism, and grace.

Lastly, I would like to acknowledge the continued hard work of the staff of the AOLS offices and our Executive Director, Brian Maloney. When I was asked to be President, I agreed only if Brian was to stay on as Executive Director for my term. His wife agreed, he agreed, and so did I. Brian is highly efficient, organized, and concerned about the profession and its members. I, we, are truly lucky to have him. Thanks, Brian. I look forward to working together.

I am excited about the next year and look forward to working with the existing and new councillors. Let's hope that at least some of it is in person.

Thank you.

## **RESULTS OF THE POSTER CONTEST**

**GAVIN LAWRENCE:** This year, as in past years, we've held a poster contest for university graduate students. Maureen Mountjoy has given me the results of the contest.

This year, we had 12 posters submitted and they were judged by a panel of three OLSs: Boney Cherian, Brian Coad, and Reuben Mc Rae. Thanks to our judges.

This year's winners are:

- First Place – Prize of \$2,000: Mahya Jodeiri Rad from York University.
- Second Place – There was a tie. Nacer Naciri and Ding Yi from York University will each win \$1,500.
- Third Place – Prize of \$1,000: Shamil Samigulin from York University.

- Fourth Place – There was a tie. Ahmed Elamin from Ryerson University and Evangelos Bousias Alexakis from York University will each win \$750.
- Fifth Place – Prize of \$500: Sogand Talebi from York University.

## **OPEN FORUM – PART TWO**

GAVIN LAWRENCE: We are now moving into part two of the Open Forum. I can confirm that no resolutions were received. We will now carry on with any items remaining from Wednesday.

I would like Andrew Mantha to report on a question regarding pricing of surveyor records. Over to you Andrew.

ANDREW MANTHA: Thank you, Gavin. The issue, as we know, is ongoing. Hopefully I addressed most questions that people had in the report that was presented prior to the break.

From the first crack at this, we determined just what members were willing to pay and what they thought was fair pay. The second half of the prong is always what is the cost. That is what the Committee is working on now.

We have picked an outside source to go through and poll C of A holders only on this one to gain an idea of the costs associated with maintenance of their records. At that point, we are going to go through the results, all of which will be posted on the website. We will ensure complete clarity and transparency on this matter.

We have always maintained that the cost of obtaining records can never become a barrier to doing research. This issue goes way back. Actually, Paul Wyman mentioned today that when he joined in 1968, this was an issue. To date, we as members are very fortunate that we have been allowed the opportunity to address this issue on our own through the Task Force.

There has always been a Sword of Damocles hanging over us that if we cannot get our stuff together somebody from the outside is going to make a decision for us on this matter.

That is where the Committee goes. We are a live and vibrant group. We will be reporting back to the members over the next few months.

GAVIN LAWRENCE: Next, we have Simon Kasprzak reporting on monumentation requirements.

SIMON KASPRZAK: Thanks, Gavin. A lot of this detail was covered in the previous session. To sum it up, the Monument Protection Committee has been reviewing the option to create deferred monuments in plans of subdivision. As you all know, this would require changes to O. Reg. 525/91 and O. Reg. 216/10.

Over the last twelve months, the Committee has been working on determining what this would entail for plans of subdivision. The challenge is that most plans of subdivision are further subdivided or monumented with reference plans that create easements or further division of blocks in that subdivision. To create deferred monumentation for reference plans was outside of the scope of feasibility. The volume of the reference plans that is involved made this unfeasible.

So, Council looked at this and determined that rather than approaching this as a deferred monumentation problem, we should consider coordinates as monuments. That is where the Committee is at, and Council has put that recommendation back to them. That is what that Committee will be working on over the next year.

GAVIN LAWRENCE: Next up, we have Brian Maloney, who will speak to the *Surveyor's Act* and legislative concerns.

BRIAN MALONEY: Thank you, Gavin. I do not think that I am going to say much. I spent 30 minutes on this on Wednesday afternoon, which is why we deferred the question to today. I will just leave it at that. If there are any questions, I would be glad to answer them.

Regional Group Chairs who have yet to see me on this topic, I would love to come out and meet with you. Clearly, we want feedback from members, and we will keep you involved as we develop options and try to move some of our thinking forward.

GAVIN LAWRENCE: Next, we have the Provincial Survey Records Index and Saša Krcmar will be reporting on that.

SASA KRCMAR: Thank you, Gavin. Hello everyone and I guess I should apologize for the format of this open forum that we are not able to have an immediate dialogue and questions. This format at least lets us talk about some of the issues that were presented as important to the membership.

I do not want to quote a bunch of numbers. I think Andy did a good job in terms of all that. I think that numbers will just get people lost. What was identified from the membership's interest was just an update on the PSRI and what is going on with it. That is the approach that I want to take on two or three items that might be of interest to the overall group.

First, I will mention we are at about 3.3 million records in the system, and I will note that number will be expanding very rapidly. There are a lot of firms that are in the process of scanning your stuff. I can tell you that at our firm we are in the process of doing a lot of the field notes, I can easily see hundreds of thousands, if not millions of records being added over the coming years. I think that we have to look at the PSRI as a transition. We are moving toward something that will be great but it will take some time.

Second, I will talk about the loading. The established systems, the LSR and Pimarc in Ottawa were easy to enter but now we are dealing with the independents. Those people have to get their stuff in. As we all know, it was mandatory as of June 2021. So, I think now it is just working with each of these to get the system up and running. That is getting there. It is taking some time. I will note that a few firms have approached the Association to be exempted from loading their historical records. I think that has been a reasonable approach with the Association. This is not intended to be a stick approach. It is really intended to help everybody. Some will be a little longer than others.

Next, I will mention that if you want to help this system as we move forward, Michael Power and the team have told us that the way they geolocate is with PINs, ARN numbers, or municipal addresses. If you are able to load those, it helps place the records. They are also doing an alternative approach, if there is a record with a PIN and there was another one without, but the legal descriptions are the same, they are using information to cross-reference it. They are trying to help. As a group, if you want to help the process, enter more information into your systems.

You probably got a nice letter from Brian in the fall. Thank you, Brian. I don't think you're going to like the letter that is coming from Kevin. There are quite a few firms that have not implemented the loading. They know it is mandatory, but I think part of it is just the transition issue, I think that will happen over the next little while.

Usage. I would say that since it became mandatory, we have had about 133 firms doing about 36,000 searches. That is the only number I am going to give you. We all know that the ones that are working in Toronto and the GTA are getting tabular information and not your located information. That will change over time. We will see continued usage.

The last point that I will mention is just to say that we have invested heavily in this system. We think the original budget was around \$120,000 per year. I wanted everyone to know that simply because it is our system, and we are paying for it. When you are concerned about your annual dues and all the fees going on, the reality is by making this a better system we are all going to benefit.

I would suggest that with the new surveyors the budget will get better, but we all have to realize there is a lot of money invested here. We should make it as useful as possible.

GAVIN LAWRENCE: Thank you, Saša. I appreciate that response. I will deal with the diversity, equity, and inclusivity portion. I asked Amar to provide a report this morning but I will just highlight a couple of items, as well.

The Committee drafted and updated the terms of reference, completed a jurisdictional scan looking at equality, diversity, and inclusivity, EDI actions, reviewed a variety of support resources, had diversity content added to the website,

and made recommendations to the Continuing Education Committee regarding EDI training. It made recommendations to AERC about including EDI as a component of articling. They also created a policy for Council on land acknowledgement and are preparing a webinar to discuss bias against women.

Next, we have Andy Shelp, who will deal with the external reviews.

ANDY SHELP: Thank you, Gavin. As Bob Dylan once said, the times they are a-changin'. Certainly, the presentation on Wednesday by Irwin Glasberg about FARPACTA with the Fairness Commission, Marisa Sterling with her comments on equity, diversity, and inclusivity, and Richard Steinecke about the external review, Council certainly understands that the times they are a-changin'.

To that end, we reviewed the recommendations made by the Steinecke Report and are moving in those directions. I think that Brian alluded to that a couple of minutes ago. We are moving in the direction of looking at those we deemed to be appropriate and have implemented some of those external review comments and recommendations. I think that I will just leave it at that.

GAVIN LAWRENCE: Thank you, Andy. Next, we have Saša Krcmar chatting about continuing professional development.

SAŠA KRCMAR: Thanks, Gavin.

How are we doing on CPD? I would say that we are still in the double digits of people that have not got their requirements from the latest cycle that just passed. The ones that are involved are aware of that. Notices are being sent out and they will need to address that.

I would suggest to you that nowadays there are really lots of online sources available to get those CPD points. Join the committees, join Council. Let's put some names forward. There are ways to get your points. It is a reasonable thing. I am probably ten times over the ones that I need but that is what you have to do when you are part of a profession that you love and care about.

GAVIN LAWRENCE: Thank you, Saša. Thank you as well to Council and the AOLS staff. I do appreciate all the hours and work that you put in and the heavy lifting that has been done in the back.

I wanted to provide participants an opportunity now to enter any questions in the question-and-answer section.

GAVIN LAWRENCE: What efforts are being made to get MTO records into the PSRI?

BRIAN MALONEY: It has been something that we have been kind of toying with and playing with for some time. We actually did a pilot project in one of the regions and proved that we could import their data using their GIS system.



However, the bottom line is that we have no hammer. So, we would certainly like to do it, and we can do it, but we need MTO to be agreeable. The Regulation that we put forward does not bind the Crown. There is nothing that we can do to force the Crown or MTO to participate.

GAVIN LAWRENCE: Could you talk a bit more about PSRI?

SAŠA KRČMAR: There are several issues with the PSRI and we know we are meeting regularly about getting the data sorted and cleaned. One of the problems is that the LSR and Pimarc systems do have a lot of free text information, which has caused issues with automating. We are definitely continuing to work through it. It is a work in progress and, as the issues arise, Michael Power and team are told about them and try to fix that up.

BRIAN MALONEY: We originally did the load in terms of the alpha codes from the LROs. So, we got it from MGCS and that is what we originally loaded. We think that we were fairly close out of the gate but we know that we have had some challenges. One of the challenges relates to some of the records through LSR and Pimarc. We have some challenges with different municipalities, in particular, being used there. Where it makes sense and where we knew what it was, we have been building alias tables. So, if someone is using a historic municipal name but we know where it tracks through, then that gets loaded into an alias table. We are strengthening that over time. We cannot go in record-to-record and correct errors. We are going to meet with LSR and Pimarc in the near future and have some conversations about how we resolve that. We do have many records. In the case of LSR, I think somewhere around the 3,000 to 4,000 mark that have not made their way through because of typos. In the case of Pimarc, unfortunately it is a much larger number to deal with. We need to sit down and work our way through that. If we start with data that is not clean, it is extremely difficult to deal with it. For those records that come in through the PSRI, we do force you to hit a table. Therefore, we know it is going to be loadable and findable. There is no issue there. Unless you fail, you get a message advising that and you have to correct it.”

GAVIN LAWRENCE: Why are none of last year’s AGM presentations on the GeoEd site?

BRIAN MALONEY: Last year was the first year we did it virtually and we did put all of them back up in the system for PheedLoop for a couple of weeks following the meeting. We are doing the same thing again this year. One of the challenges was that we did not want to just put the sessions up and have people essentially walk around registration. We rely on the funds that come in to pay for the speakers, the technology, and all the rest of it. That is part of the challenge. The other part is it depends on the speaker and the intellectual property rights we have discussed or negotiated with them. In some cases, we have been very clear as to the usage. We will put it up for two weeks following the meeting and it is only available to those who are registered and then it goes down. We would have to renegotiate those

deals with those speakers. In some cases, there are no issue and the speakers would be quite willing to leave them up. In other cases, there were specific agreements set.

GAVIN LAWRENCE: With respect to field note searches, can there be formal outreach to other provincial associations to see what methods they are using to deal with this issue?

ANDREW MANTHA: I will say that we kind of did do this and we get more of an incredulous response from the other associations saying what kind of problem is this? They do not know that it exists because their systems of field note sharing and the regulations and acts they work under did not bring about this problem in the first place. This is an Ontario-based problem and we are looking for an Ontario-based solution.

BRIAN MALONEY: The only thing I would add is that different jurisdictions have different situations. In the case of some, they require any monuments that are set to be on plans that are recorded. That makes a difference in terms of where things go. We will have to take that into account when that is reviewed. It certainly makes sense to me to look at those and I know the Committee already did.

GAVIN LAWRENCE: It would be great to have a single database to do research in the future. That is just a comment.

GAVIN LAWRENCE: Instead of deferred monumentation for subdivision plans, have they discussed the option of setting only the key bars, i.e., where the SIBs are required? Those bars would have to be set prior to registration, then the blocks would get monumented with the SRPR plans. The regulation should then be changed so that both front bars should be set.

BRIAN MALONEY: It is one of the options that the coordinates as monuments would consider. I think that is right in line with the kind of thinking that perhaps you only establish street lines or just limits of the subdivision. The external boundaries of it and the internal monuments do not get set. That is part of what will be looked at over the course of the discussion.

GAVIN LAWRENCE: Those are all the questions and comments.

## **CONCLUSION OF THE MEETING**

GAVIN LAWRENCE: I want to thank our guests from other jurisdictions for virtually attending our meeting. Normally, we would have an out-of-province president say a few words, but technology and scheduling has challenged us in this regard. We do thank you for participating though.

Chris Fox is this year's Chair of the Annual General Meeting Committee. Chris, please provide the AGM Report.

CHRIS FOX: Thank you, Gavin.

I am pleased to report that we had a grand total of 593 attendees at this year's meeting. The breakdown consists of 445 Ontario land surveyors, 47 articling students, 13 retired members, six associate members, one honorary member, one lay councillor, 10 delegates, 20 exhibitors, six speakers, 18 students, and 18 non-members.

I would also like to take this opportunity to thank all of the members who sat on the Committee and all of the staff at the AOLS. Everyone worked really hard to put together a great meeting. For a long time, we were set to have this in person in Ottawa, which would have been great. Unfortunately, the circumstances dictated otherwise. It was very challenging to change gears at the last moment. Thanks again to everyone for all your hard work.

I am extremely hopeful that we will be able to have next year's AGM in person and I hope to see you all there.

GAVIN LAWRENCE: Thank you, Chris. I would like to thank the AGM Planning Committee. This certainly has been another challenging year for planning given the on-off changes with COVID.

This year's Committee was:

- Chair: Chris Fox
- President: Gavin Lawrence
- Parliamentarian: Russ Hogan
- Sergeant-at-Arms: Saeid Sedaghat
- Vice-President: Andy Shelp
- Hospitality: Ed Herweyer and Mart Himma
- Exhibitors: Shawn Leroux and Gary Irwin
- Executive Director: Brian Maloney
- Meeting Coordinator and Registration: Lena Kassabian
- Registration Tech Support: Penny Anderson

I also want to thank Onik Nazarians for his great job editing the recordings and the staff at Redstone for their solid support.

I will remind you that we have recorded the sessions. All sessions will be put up again and remain on our AGM portal for another couple of weeks if you missed any portion or want to review a session.

Next year's AGM is planned to be held in Niagara Falls and we are optimistic that we will be able to get together in person again. We are looking forward to a great event from March 1-3, 2023. Past President Russ Hogan has agreed to chair the AGM Committee. Over to you, Russ.

RUSS HOGAN: Thanks, Gavin. I would like to invite everyone to next year's AGM. As Gavin just mentioned, it will be March 1–3, 2023 at the Sheraton Fallsview again. It is always a great place for a meeting. It is one of the more popular places to have an AGM.

I am very optimistic that we will be able to hold the meeting in person next year. That will certainly help with camaraderie.

I look forward to working with the Committee to plan and put on next year's AGM. Hope to see everyone there.

GAVIN LAWRENCE: Thank you, Russ.

I would like to ask the Sergeant-at-Arms if we had any rule breakers during the meeting?

—(The Sergeant-at-Arms duly noted that he tried to catch some rule breakers but he was unsuccessful. He added that he would appreciate any donations for the Educational Foundation.)

GAVIN LAWRENCE: I will now ask that the Sergeant-at-Arms remove the Standard Measure. Following the video of him doing so, this meeting is adjourned.

Thank you to our membership, Council, and to those doing the heavy lifting in the back. Stay safe and take care. This meeting is adjourned.

—Whereupon proceedings adjourned at 1:10 p.m.

## PHOTOGRAPHS

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**Sergeant-at-Arms Saeid Sedaghat, OLS**



Sergeant-At-Arms Saaid Sedaghat presenting the Standard Measure at the Opening Ceremonies

## 2021/2022 COUNCIL



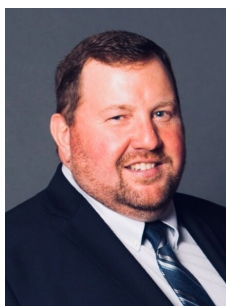
Gavin Lawrence  
President



Andy Shelp  
Vice-President



Andrew Mantha  
Past President



Trevor McNeil  
Senior Councillor



David Kovacs  
Senior Councillor



Amar Loai  
Intermediate Councillor



Simon Kasprzak  
Intermediate Councillor



Ron Berg  
Junior Councillor



Saša Kremer  
Junior Councillor

**2021/2022 COUNCIL**



W. Bruce Clark  
Surveyor General



Andrew Dowie  
Lay Councillor



Martha George  
Lay Councillor



Brian Maloney  
Executive Director



Kevin Wahba  
Registrar

*Missing: Lay Councillors John General, James Hunt, and Peter Meerveld*



**NEW SURVEYORS**



**Prakhar Shrivastava**



**Sasan Ansariramandi**



**Mohamed Aroos**



**Junnel Bravo**



**Amanda Bulua**



**Phil DeJong**



**Bennett John Faulhammer**



**Daniel Gautron**



**Kosala Gunathillake**



**Humair Mallik**



**Jonathan McArthur**



**John Alec Monahan**



**Stuart Malcolm Moore**



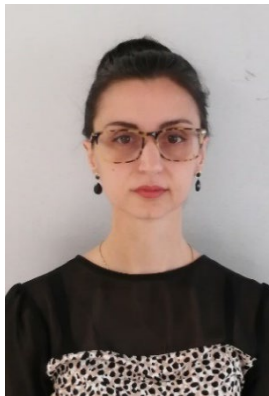
**Jeffrey Allan Pengelly**



**Alycia Robinson**



**Mathew Benjamin Thomas**



**Anna Tsvetanova**



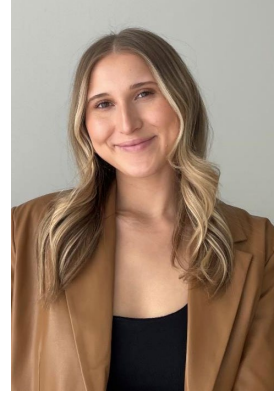
**Thomas Cortens**



**David Recchia**



**Ario Hadian**



**Victoria Donko**



**Daniel Berc**



**Coel Storey**



**Registrar Kevin Wahba**



**The Past President's gavel was presented virtually to Gavin Lawrence**



**Incoming President Andy Shelp wearing the new Chain of Office**



**Andy Shelp and Tannis Browning-Shelp**

**Belinda Lawrence  
receiving the gift  
to the outgoing  
President's wife  
on behalf of Tannis  
Browning-Shelp**



**The AOLS medallion  
was presented,  
virtually, to Tannis  
Browning-Shelp**



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# **SURVEYOR GENERAL'S REPORT 2021**

**W. Bruce Clark, BSc, OLS, OLIP, ALS, Surveyor General**

Bruce.Clark2@ontario.ca

Mapping and Information Resources Branch

Ministry of Natural Resources and Forestry

Published: February 28, 2022

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## **Introduction**

Welcome to my first Surveyor General's report. For those of you who don't know me, I was appointed the 23rd Surveyor General of Ontario on April 30th, 2021.

I've been a member of the Association of Ontario Land Surveyors for 30 years although I spent the last 14 years practicing land surveying in Alberta.

I returned to Ontario for the opportunity to participate in some extraordinary activity within the survey profession and contribute my energies towards moving the Office of the Surveyor General forward as leaders of change. This Office is built on strong foundations that we will rely on to address current and upcoming challenges.

With the legal responsibility to manage all surveys and legal descriptions on Crown land, the Surveyor General also has the duty to maintain original plans, field notes and instructions related to these surveys. As a result, I'm updating my knowledge of Ontario's legislation, policy and survey practices including the management and patenting of Ontario's vast Crown lands. I've been greatly assisted by the team of dedicated professionals within the Office of the Surveyor General. I am continually impressed by their expertise, experience, and commitment to public service.

My predecessor, Susan MacGregor, is a tough act to follow. She always put the protection of the public's interests first, conveyed technical information clearly and delivered hard messages to the Association's membership as required. I will strive to do the same.

2021 was another year of change for our office. We said goodbye to several long-term colleagues who started their retirements and welcomed new land surveyors from outside the ministry and province. This is a significant achievement as it is vitally important that survey professionals remain in the public service to provide direction and guidance to government.

In addition, the Ministry of Natural Resources and Forestry amalgamated with the Ministry of Northern Development and Mines although our priorities and direction continue to be the same. Working remotely presents unique challenges for our teams, particularly onboarding and training new staff although we've continued to maintain a high productivity rate. And certainly, the pandemic continues to show the

need for us to streamline and modernize our processes to be part of a digital government. We continue to scan our collection of nearly 125,000 historic records and will make them available online.

I invite you to read the report to learn more about our teams and their incredible work.

Sincerely,  
W. Bruce Clark  
BSc, OLS, OLIP, ALS

### **Crown Land Surveys Unit**

Land surveys and legal descriptions define clear boundaries which protect property rights, avoid landowner disputes and support policy that enables economic investment and preserves Crown Title.

#### Who we are

- Coordinator, Vacant
- Senior Crown Surveyors, Prakhar Shrivastava
- Crown Surveyor, Roger Grose, Michael Matthews
- Project Manager, Karen Hoover
- Crown Land Technologists, Thomas Guilbeault, Alex Gawlina, Mike Bar, Bruce Johnson and Rachel Dyson
- Survey Records Clerk, Lisa Casselman
- Vacant: one Senior Crown Surveyor, two Crown Surveyor and one Records Clerk position

#### What we do

- Issue survey instructions to surveyors for Crown location and mining claim plans and review all plans prior to accepting and filing with our office.
- Provide descriptions for parcels shown on Crown location plans.
- Assist our ministry's Regional Operations Division, other ministries, private sector surveyors, and the public with survey inquiries or requests for information.
- Procure surveys for Crown land for districts or other ministries.
- Provide support for mapping products for Indigenous Affairs Ontario, Ministry of the Environment, Conservation and Parks as well as the Ministry of Municipal Affairs and Housing.
- Provide surveying support to Indigenous Affairs Ontario related to settling claims with First Nations.
- Provide advice on legislation regarding surveys in conjunction with the ministry's Legal Services Branch.
- Provide advice to District Office regarding Land Titles Absolute applications with respect to Crown interests as adjoining landowner.

### In 2021, we

- Processed more than 800 requests for information.
- Supported Indigenous Affairs Ontario on numerous projects including Treaty 3 flooding claims and other land claims.
- Issued survey instructions and approved a plan of survey for a 3,300-hectare mining site near the City of Timmins, the largest and most complex mining survey in our history.
- Received 231 new Crown survey submissions and authored 174 legal descriptions.

### **Parcel Mapping and Georeferencing Unit**

Descriptive maps and legal descriptions are critical support for the regulation of Ontario's Crown land as well as land claim negotiations. Geographic names are an integral part of society and essential for navigation, mapping, emergency response and resource management.

### Who we are

- Coordinator, Jennifer McMurray
- Project Manager, Ouvry Roberts
- Cadastral Data Support Officer, Audrey Parr
- Provincial Geodesist and Geographic Names Board Secretary, J. Morgan Goadsby
- Geodetic Control Survey Specialist, Hassan Ibrahim
- Geodetic Control Analyst, Robert Hamer
- Crown Parcel Specialist, Donna Gertridge
- Land and Resource Data Support Officers, Michael Vanderdoelen, Daniel Carbone, Steven Groulx, Nicholas Kaluzny, Drew Gertridge, Élysa­b­eth Théberge
- Provincial Geographic Names Specialist, Yves Blanchard
- Vacant: Geographic Names Records Clerk

### What we do

- Manage data and mapping to define property or parcel boundaries, administrative and provincial boundaries, First Nation Reserves, federal lands, and the province's original township fabric.
- Produce descriptive maps of land parcels that require a legal definition to support regulations such as:
  - Provincial Parks and Conservation Reserves
  - Wildlife Management Units
  - Fire Zones
  - Fish Management Zones
  - Wild Rice Harvesting Areas
  - Local Service Board Area
  - Far North boundary

- Greenbelt, Oak Ridges Moraine, Niagara Escarpment and Parkway Belt
- Produce maps to support descriptions for legal agreements and negotiations with Indigenous communities.
- Support the Ontario Geographic Names Board by seeking public input on name applications and maintaining approximately 60,000 official feature names.

In 2021, we

- Supported the Geographic Names Board’s consideration of 38 name proposals resulting in 20 recommendations to the Minister of Northern Development and Mines, Natural Resources and Forestry.
- Maintained current membership of the Ontario Geographic Names Board with the re-appointment of the Board Chair for a three-year term.
- Created mapping products that bridge the gap between thematic maps and survey plans for 14 Indigenous communities.
- Developed 11 regulation plans for the legal descriptions of provincial parks for the Ministry of the Environment, Conservation and Parks and development control boundaries for the Niagara Escarpment Commission.
- Upgraded staff skill sets to include ArcPro as our standard mapping software.
- Continued to improve and modernize data maintenance tools.



*Caption: Example of a descriptive plan for Frontenac Provincial Park demonstrating the complex and precise location of the regulated area extents. The boundary from left to right, follows the Water’s Edge (WE) to the Southern limit of the road allowance and extended (S RA EXT) to the intersection of the Water’s Edge (WE), to the Northern limit of the road allowance 8 (N RA), to the western limit of the road allowance (W RA), to 10.05 m North of the centreline of the road (10.05 m N CL RD). Descriptive plans support the legal description for regulated boundaries, including provincial parks, conservation reserves, wildlife management units, fish management zones and much more.*

**Geodetic activities**

A geodetic control network contains highly accurate survey points that provide positional reference for surveying and mapping and allow for accurate engineering and infrastructure construction. The Office of the Surveyor General’s geodetic team collaborates with municipal, provincial and federal governments to improve and

maintain these control networks.

The Control Survey Information Exchange (COSINE) database is the official source of control survey information for Ontario. In 2021, we improved the usability and reliability of the database as well as our maintenance procedures. COSINE Online provides users with access to geodetic control data. We also improved COSINE quality control and assurance procedures.

The geodetic team continued to work with other agencies to improve our geodetic reference system. The 2021 Canadian Geodetic Reference System (CGRSC) meeting focused on the possible future implementation of new horizontal and vertical reference systems in Canada. These systems are promoted by the United States National Geodetic Survey for North America and include:

- North American Terrestrial Reference Frame 2022 (NATRF2022) horizontal datum
- North American-Pacific Geopotential Datum 2022 (NAPGD2022) vertical datum

We expect the new vertical datum to be equivalent to the Canadian Geodetic Vertical Datum 2013 (CGVD2013) which is used across Canada with over 20,000 benchmarks already available through COSINE.

The implementation of one datum by all geodetic agencies in Canada would lead to the adoption of a specific version and epoch of NAD83-CSRS horizontally and CGVD2013 (with a specific version of the Canadian Gravimetric geoid) vertically. This would position provincial and national agencies to evaluate and potentially adopt the NATRF2022 horizontal and NAPGD2022 vertical datums in the future.

The Ontario Digital Levelling Vertical Control Survey Specifications were updated to include a section on the establishment of precise elevations and/or 3D control points that can be included in the COSINE database. These specifications will be available through Geodesy Ontario in early 2022.

To access COSINE Online, or for more information about geodetic activities, visit Geodesy Ontario or email [geodesy@ontario.ca](mailto:geodesy@ontario.ca).

### **Foundation geospatial data**

The Office of the Surveyor General is within the ministry's Mapping and Information Resources Branch. In addition to surveying, the branch provides information management services and acquires, maintains, and makes geomatics data and services available to government, partners, and Ontarians. High-quality, authoritative foundation geospatial data ensures accurate mapping and supports sound decision-making for government, businesses, and the public.

Examples of foundation geospatial data:

- roads
- water
- utilities
- wetlands
- elevation
- imagery
- COSINE (provincial geodetic control)
- geographic names
- township fabric

This foundation data is referenced by the survey community when developing survey plans or planning survey activities and is available from Land Information Ontario.

#### Ontario hydro network

This year we updated water mapping for over 16,000 km<sup>2</sup> in southern Ontario including the Lake Erie shoreline. We also collaborated with Natural Resources Canada's National Hydro Network team to provide input on the design of the new National Hydrographic Network.



*Caption: A sample of the 2021 mapping along Lake Erie. The blue line shows current mapping and the red line shows older mapping which demonstrates shoreline erosion over time.*

#### Advancing the topographic map

Users of survey and geomatics software and web mapping applications reference the topographic map cache regularly for authoritative mapping. Vector-based map cache technology allows for faster update times, less storage space, supports better display quality and printing, and allows for dynamic labeling with clearer text. In 2021, cartographers made improvements to the cache including clear labelling of lots, concessions and road features making it easier for users to identify and locate features.



*Caption: A screen capture from the Make a Topographic Map application that displays the topographic map cache. Many data layers are available including roads, waterways, buildings and trails.*

### Imagery

Land Information Ontario (LIO) coordinates partnerships to collect imagery across the province. The partnership approach provides cost savings to all parties, allowing access to the imagery at a cost typically in the range of \$four–six per square kilometre.

In the spring of 2021, the LIO Imagery Acquisition Program acquired over 49,000 km<sup>2</sup> of high-resolution leaf-off imagery in central Ontario, from Parry Sound in the south, west to Thessalon and north to Timmins. Project partners shared in the cost of acquisition and included private sector companies, conservation authorities, municipalities, and the provincial and federal governments. This imagery will be available for purchase in 2022.

LIO coordinates imagery acquisitions across Ontario on a five-year cycle. The imagery is multi-spectral, with a spatial resolution of 16 cm for southern Ontario and 20 cm for north-central Ontario. Ground control is established for each project area, resulting in a horizontal accuracy of 45 cm for southern Ontario and 50 cm for north-central Ontario. Stereo data is also available to partners at no additional cost. Elevation data generated from these projects includes an imagery-derived, unclassified, digital surface elevation model accurate to plus two meters.

Survey firms are invited to participate in future shared-cost imagery acquisitions and gain access to their selected imagery as soon as it is available. Planning is currently underway for the next acquisition of imagery in Northwest Ontario in the spring of 2022. We are also in the planning stages for the third collection program, which proposes to recollect imagery across the province from 2023 to 2027.

Surveyors can purchase imagery products and access elevation products through an open data license. More information is available on GeoHub or by emailing [imagery@ontario.ca](mailto:imagery@ontario.ca).

### **Looking ahead**

In closing, I would like to emphasize how proud I am of my team who have continued to provide vital services to Ontarians throughout the pandemic. Our

surveying, geodetic and mapping work is not always easy to do remotely and their perseverance and innovation continues to be greatly appreciated. I would also like to acknowledge their willingness to collaborate with colleagues in the Mapping and Information Resources Branch, across the ministry and OPS on projects and initiatives.

Moving forward together, the Office of the Surveyor General will focus on delivering our services and identifying new opportunities to improve our processes while meeting public expectations. We will continue to commit significant time and resources to the digitization of our survey records collection as well as the historical annotated maps, correspondence, and documentation for Ontario's official geographic names. We will establish a technical working group with our Northern Development and Mines colleagues to streamline the various mining processes including survey instructions, file submission and plan review as identified in our business process mapping exercise. We will also move forward with our colleagues in the Ministry of Government and Consumer Services toward the electronic submission of Crown survey plans. Further ahead, we will undertake preliminary investigations to develop a public-facing web portal for accessing Crown survey records.

It's going to be an interesting journey but as we go forward, don't hesitate to reach out to myself or any of the Office Surveyor General team with questions or concerns.



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**EXECUTIVE DIRECTOR’S REPORT**  
**2021**  
**Brian Maloney, OLS**

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The Executive Director is the senior staff officer of the Association, responsible to the President and Council of the Association. In addition to formal roles as Secretary to Council and Treasurer of the Association, the Executive Director implements decisions of Council, promotes the welfare and image of the Association, promotes liaison between all segments of the Association and other organizations, government bodies and the public, and ensures the efficient day-to-day operation of the Association office.

This report will cover the period from January 1, 2021 to December 31, 2021 under the general headings of Staff, Administration, Strategic Planning, Membership, Government Relations, and Public Relations.

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**Staff**

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The Association’s staff complement for 2021 included a total of 12 staff members (including five Ontario Land Surveyors). In addition, we had five Ontario Land Surveyors on contract to assist the Survey Review Department (SRD) with the Peer Review Program.

During 2021 we did have a couple of staffing changes. Tom Packowski elected to retire after providing excellent service as our Survey Review Department Manager. I thank Tom for the work he has done to improve the operations of the Department. He stayed on through to the end of December to assist in the transition and complete systematic reviews. Fortunately, we were able to attract Paul Wyman to the Manager’s position; I look forward to working with him. Our Program Manager, Julia Savitch, decided to use her skills elsewhere and resigned. She provided excellent service to the Association in the 10 years she worked with us, and I wish her success in her future endeavours. We did take advantage of this to re-evaluate our staffing and decided not to fill the Program Manager position. Instead, we created a new position, Communications Specialist, that we expect will help improve our public communications, particularly using social media. It also allows us to transition duties to and from other staff, which should result clearer responsibilities, help balance workloads, and make succession planning easier. The position was filled in January of 2022 with David Whitton, who has extensive communications experience.

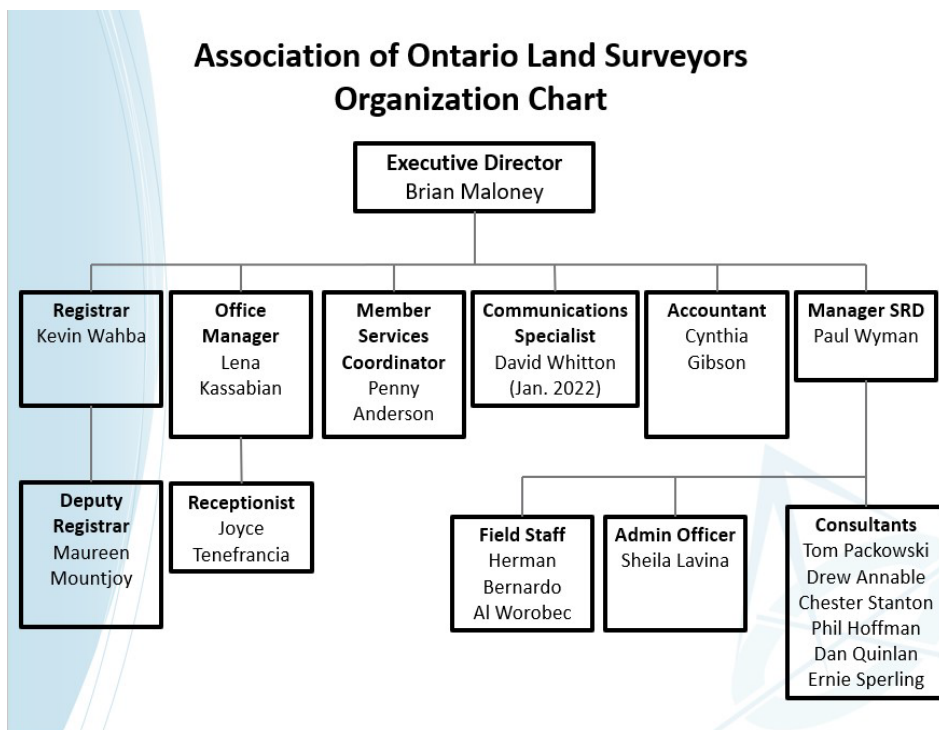
The complete staff list at the end of 2021 is as follows:

*Brian Maloney, OLS*

*Executive Director*

*Kevin Wahba, OLS*  
*Maureen Mountjoy, OLS*  
*Lena Kassabian*  
*Penny Anderson*  
*Joyce Tenefrancia*  
*Cynthia Gibson*  
*Paul Wyman, OLS*  
*Tom Packowski, OLS*  
*Al Worobec, OLS*  
*Sheila Lavina*  
*Herman Bernardo*

**Registrar**  
**Deputy Registrar**  
**Office Manager**  
**Member Services Coordinator and Webmaster**  
**Administrative Officer**  
**Bookkeeper / Accountant / Controller**  
**Survey Review – Manager**  
**Survey Review – Manager (completing reviews)**  
**Survey Review – Field Survey Examiner**  
**Survey Review – Administration Officer**  
**Survey Review – Survey Review Department Examiner**



The following provides a brief background of staff members.

**Brian Maloney** joined the AOLS as **Executive Director** in February 2019, just prior to the Annual General Meeting. He was the owner and operator of Fiducial Points Consulting, which he operated for five years. He retired from the Ontario Ministry of Natural Resources (OMNR) eight years ago, where his last position was Acting Assistant Deputy Minister, Corporate Management and Information Division. In his previous role as Director, Mapping and Information Resources Branch, he was responsible for setting the direction for information management

and the geographic information program for OMNR and Ontario. As such, he led the development of an Information Management Strategy and implementation plan for OMNR and also led an initiative that defined information management roles for the Ontario Public Service. Brian completed major information components of Ontario's Land Information Infrastructure (policy, technology, and major data components such as the Ontario Parcel and the Ontario Road Network). He also brokered many cost- and information-sharing agreements with private sector, government, and non-governmental organizations to leverage capacity to deliver information services and products, and provided national leadership through a variety of federal and national committees. He is a former Surveyor General Ontario and a past president of the AOLS. He holds an Honours B.Sc. with a Specialist in Survey Science from the University of Toronto.

**Kevin Wahba** joined the AOLS as **Registrar** in January 2019. He is a graduate of York University with a Bachelor of Engineering (Geomatics Stream). He also holds a Bachelor of Laws from Dundee University in Scotland. As well as being an Ontario Land Surveyor, he is also registered as a lawyer with the Law Society of Ontario, which is a real asset to the AOLS. He has lectured in the survey law courses at York University and has practised both as a lawyer and a surveyor. He is responsible for delivering on the many statutory provisions included in the *Surveyors Act*.

His principal duties include supporting the Academic and Experience Requirements Committee and the Complaints Committee by preparing their agendas and minutes and ensuring that all correspondence emanating from these committees is processed expeditiously.

In 2021, Kevin supported the AERC in processing academic evaluations and articling applications, as well as assisting with examinations and the annual lecture course, and presiding over the Convocation Lunch. He also prepared the agendas and minutes and processed the files for Complaints Committee meetings.

Kevin participated in a Discipline hearing, dealt with several referrals from the Survey Review Department, provided administrative assistance to the Fees Mediation and Registration Committees, participated in the Professional Standards Steering Committee, and responded to numerous inquiries from both members and the public. He also attended Council meetings, represented the AOLS as a member of the CBEPS Board, acted as liaison to the Office of the Fairness Commissioner, and conducted Registrar's Investigations as required.

**Maureen Mountjoy** is a graduate of the first class ('76) of the Survey Science program at Erindale College, University of Toronto. In 1978, she was the second woman to become an Ontario Land Surveyor. She has been the **AOLS Deputy Registrar** and Editor of the *Ontario Professional Surveyor* magazine since the fall of 2000. She is also the Secretary and Chief Administrative Officer of the AOLS

Educational Foundation and works closely with the colleges and universities whose students benefit from the awards generated from the Foundation. Maureen is a non-voting member of the Academic and Experience Requirements Committee (AERC), a member of the Public Awareness Committee (PAC), the Geomatics Recruitment and Liaison Committee (GRLC), the University and College Liaison Committee (UCLC) and the Underground Utilities Committee (UUC). She is also a member of the Best Practices Committee of the Ontario Regional Common Ground Alliance (ORCGA). She attends many trade shows and career fairs to promote our profession and works closely with faculty and students in the Geomatics program at York University. She is the AOLS representative on the York University Geomatics Engineering/Geomatics Science Advisory Committee.

Maureen continues to work with secondary schools to expand the Specialist High Skills Major (SHSM) “Introduction to Surveying” course to raise awareness of surveying as a career. Her tireless work promoting our profession should continue to pay dividends in the form of new members.

**Lena Kassabian** has been with the AOLS since August 2005. As **Office Manager**, she ensures the AOLS office is running smoothly, and that staff and members’ expectations are met in a timely manner.

Lena is deeply involved with the AERC. She is responsible for processing evaluations and articling applications for students seeking their designation as an Ontario Land Surveyor. She meets with prospective candidates and engages them in the process in a positive fashion, and ensures that all applicants receive the necessary materials. She takes great joy in helping local and internationally trained candidates achieve their goals.

Lena also scouts out locations for annual general meetings, Council meetings, AERC events, the Geomatics picnic and other meetings and seminars. She negotiates contracts for these events and organizes them. Along with all of the above, Lena is the key organizer of the Association’s annual general meeting.

**David Whitton** joined the AOLS in January 2022 as **Communications Specialist**. He has a Master of Fine Arts in Creative Writing, an honours Bachelor of Arts in English and Philosophy and a Bachelor of Applied Arts in Journalism. He has experience in writing, editing, book production, and producing annual reports and bulletins for technical and regulatory organizations. He has also authored two books and brings social media skills.

His responsibilities will include improving our social media presence, editing our website, producing our *In Sight* newsletters, and ultimately editing the *Ontario Professional Surveyor* magazine. He has also recently started taking the Council minutes. He is looking forward to getting to know our profession and its members.

**Penny Anderson** has been with the AOLS since June 2012 as **Member Services Coordinator**. She is certified in Web Design and Development from Sheridan College and obtained her Information Systems Management Certification at Ryerson University. She has her PMP Certification through Sheridan College.

Her role involves managing the membership database, scheduling membership dues, and updating website content (this is transitioning to David). Penny is the channel for members' information changes, REACH bulletin distributions, and assistance to members on how to navigate the website and set up membership accounts online.

Penny also provides support to the Executive Director in generating demographic reports and acts as our technology expert within the office.

**Joyce Tenefrancia** is the **Receptionist and Administrative Assistant**. She joined the AOLS in June 2016. Joyce is your first point of contact with the Association. She is the AOLS administrative officer at reception, answering the telephone, responding to emails, opening the mail, and generally meeting and greeting those who come into the office.

She supports almost all the AOLS staff, and various committees, specifically the AERC and Complaints Committee. Daily, she acts as service conduit for a variety of stakeholders. The AOLS membership and extended community is important to her. If you don't know which staff member you should be contacting, ask Joyce and she will send you in the right direction! She has been the one constant in the office throughout the pandemic.

**Cynthia Gibson** joined the AOLS in April 2018 as our **Bookkeeper/Accountant/Controller**. She is responsible for our financial wellbeing, for all processes of recording accounting information, analyzing its components, and producing monthly financial statements for management. All these steps are vital for us not only to know our current financial performance, but also to forecast future activities and make them financially feasible.

Cynthia also does all year-end procedures including preparation of various tables, schedules and reports that auditors need to prepare for annual financial statements. As we want to manage our funds wisely and gain interest on investments, we have several investment portfolios. Cynthia records accrual interest revenue based on monthly financial reports and adjusts this in annual financial statements.

Liability insurance, although handled by the insurance broker, is incorporated into our accounting system. We are also involved in the whole process as we receive premiums paid by members prior to paying the portion to the insurance broker.

Other current operations handled by Cynthia include payroll, reconciliations with banks and government bodies, and preparation of annual reports for Revenue Canada. Cynthia is working toward becoming a Certified Professional Accountant.

**Paul Wyman** joined the Association as **Manager of the Survey Review Department (SRD)** in September 2021. Paul brings a wealth of experience, having operated several firms providing a variety of surveying services, and as a part owner of three leading-edge alternative service providers. He has taught geomatics, and also worked for the federal government contracting and overseeing surveying services. He was a consultant performing reviews for the Survey Review Department in the past. Lastly, he understands the operations of the AOLS, having been a past president. His enthusiasm for learning and passing on knowledge to others makes him an ideal candidate as Manager of the SRD.

Paul, the SRD staff, and the consultants at the Survey Review Department are constantly trying to improve the operation of the department. This year they modified the Plan Submission Log to address firms with multiple offices and moved toward electronic filing of Land Registry Office plans to improve efficiency. It is worth reminding members that every comprehensive review undergoes a review by a second consultant to attempt to remove any bias.

Paul has also been active on the Continuing Education Committee and on the Professional Standards Committee, which are great fits with his AOLS position.

**Al Worobec** joined the Association as **Field Survey Examiner of the Survey Review Department (SRD)** in early January 2014. Al is a graduate of the Survey Science program at Erindale College, University of Toronto (U of T). Al brings a wealth of experience from his many years in private practice and from his involvement in Association activities, most recently as the 2009 President. Al works on a part-time basis completing field reviews.

**Sheila Lavina** has been with the AOLS since March 2010 and has worked as the Administration Officer. In September 2014, she transferred to the role of **SRD Administrative Officer**. Sheila acts as a liaison between the SRD and the participating firms. Other duties consist of ordering and maintaining supplies, coordinating meetings, and assisting in planning day-to-day operations. Sheila's main responsibility is to make sure activities between the firms and SRD are organized and completed within the time allotted. She has been instrumental in maintaining statistics and developing historical reports.

She is dedicated to serving our AOLS members as well as members of the public. Part of her dedication is in ensuring that all meetings of Council and committees are scheduled, and reminders are sent out prior to each meeting. This has really helped to ensure attendance at our meetings.

**Herman Bernardo** has been with the AOLS since November 2010 as **Survey Review Department Examiner Assistant**. His responsibilities include coordinating deposited plans by OLS/firms received from land registry offices, as well as inspecting comprehensive reviews' supporting documentation for missing material.

Herman assists the Field Survey Examiner with field examinations, so he is often out of the office, working in the fresh air all over Ontario. He also fulfills the logistical needs for field operations.

He is our go-to person whenever something needs to be assembled, disassembled, moved, or fixed in the office.

The staff at "1043" all put in a tremendous effort on behalf of the members. The Association is here for public protection and staff take that role seriously. We believe that working with our members and making the Association strong is another way that we protect the public. Most of the AOLS staff have been working from home for the majority of this last year due the COVID-19 pandemic.

## **Administration**

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The office remained closed to the public this year due to the COVID-19 pandemic. Although we were hoping to move back to the office in some fashion near the end of the year, this was delayed again with the Omicron variant emerging. Most of us continued to work from home, but Joyce Tenefrancia kept operations going and was the lone employee that remained in the office to deal with mail, phone calls, etc. She continued to go above and beyond expectations to ensure that the AOLS continued to operate effectively.

We have continued implementing our IT strategy. Our ancient phone system was moved to a VOIP system, making it easier to work remotely and improving our ability to access messages. Our internet connection was upgraded to improve reliability and performance. We moved away from GoToMeeting in favour of Zoom, which has improved functionality. We implemented electronic voting, which has made voting more convenient for members and is saving us the cost and effort of dealing with paper ballots. We drafted detailed specifications for a new membership database that will be connected to our website. We were able to contract with our existing website provider to implement this and development is underway. We recently outsourced the filing of registered and deposited plans within the Survey Review Department, moving to a digital system that saves us courier and filing costs and allows plans to be accessed remotely by our reviewers.

With cooperation from the Ministry of Northern Development, Mines, Natural Resources and Forestry, we successfully amended three regulations under the *Surveyors Act* (O.Reg. 1026, 216/10 and 525/91) to address long overdue changes.

Several policy issues were addressed over the year:

- Land Acknowledgement Policy
- Updated SRD Plan Log Requirements
- Update to the Bulletin on Sketches
- Construction Guidelines
- Business Best Practices
- Draft Paper on Researching Practices

Further training was organized related to discipline and was well received.

We implemented a new banking function that allows members to make electronic transfers directly to the AOLS, thereby saving credit card transaction fees while enabling easy fund transfers. We were subject to an audit of our HST submissions by the Canada Revenue Agency (CRA). We discovered some issues with our systems and processes in responding to the audit. We went back through our records of our own accord and found that we had underpaid almost \$50,000 in previous years, which was corrected with CRA. As a result, we have implemented new systems and processes to ensure that HST is properly accounted for and paid.

### **Strategic Planning/Directions**

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We renewed the five-year Strategic Plan again this year in a hybrid meeting held in Kingston. There was strong support for the existing direction, but increased emphasis has been added to modernizing the *Surveyors Act* and improving our regulatory functions. As noted below, we remain concerned about attracting sufficient talent to the profession and plan to develop a social media strategy to help. Concerns persist regarding our diversity, equality, and inclusivity practices. There is still strong support to continue implementing our risk management approach.

Our key priorities and actions remain focussed on education, increasing public and government awareness, risk management, and legislative changes. Activities were reviewed and refined at every Council meeting.

Despite COVID-19 challenges, I am pleased to say that we have been able to move forward on most of the implementation plans outlined in the strategy. Highlights include:

- implementing an Inclusivity and Diversity Committee, which has already started recommending changes (e.g., Continued Professional Development; inclusion with articling processes)
- hiring a Communications Specialist
- completing risk reviews of the Discipline Committee and the Academic Experience and Requirement Committee
- conducting a psychometric evaluation of our registration practices and



- moving forward with implementing the recommendations
- conducting an external regulatory review and moving forward with considering all 32 recommendations
- developing a project plan for modernizing the *Surveyors Act* and working our way through the plan, developing a library of relevant documents, drafting a paper on future technology and societal impacts on the profession, developing a stakeholder consultation plan, describing the future exclusive mandate associated with a one-licence model, starting to compile administrative challenges and external reviews of our processes
- working with our colleagues from across Canada to move forward the “Toward an Online Degree” project
- moving forward on a variety of training for committees, and
- continuing to work with educational institutions to ensure a supply of professional and technical staff for our profession (e.g., we worked with Sir Sandford Fleming College to establish a surveying program).

## Membership

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We continue to face the challenge of maintaining enough surveyors to meet the public’s needs. This shortage has been exasperated by the pandemic, which seems to have significantly increased the demand for surveys. We conducted a labour-needs survey this year and found that we could use an additional 70 surveyors. We also completed another salary study so that we can highlight the attractive salaries that surveyors can earn. We have a large demographic of surveyors over 60 years of age who will inevitably retire. Fortunately, we had an increase in the number of licensed surveyors this year. This is a tribute to the work of our Registrar and the Academic Experience Requirements Committee, who were able to provide online examinations. The number of Certificates of Authorization declined slightly to 163 because of firm consolidations/purchases.

AOLS committee work is a key resource that benefits the Association. It allows us to involve active practitioners, while at the same time containing our costs using volunteers. This year we had 210 unique committee members participate in six statutory committees and 23 active committees or task forces. All committees and task forces have continued to meet as required and make progress despite the pandemic. This is fantastic for an association of our size. We continue to support these committees and task forces with staff and consulting resources as requested.

We did manage to put on eight webinars this year with a mixture of professional and formal offerings. In total we offered 22 professional hours and 14 formal hours of continuing professional development. We held our first ever virtual Annual General Meeting, which had the largest attendance ever. Despite a few minor issues, the meeting was a success. Although we had arranged for an in-person meeting this year in Ottawa, we were forced to change to a virtual meeting again because of the continued COVID pandemic spread.

## **Public Relations**

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The Public Awareness Committee oversees most of the Association's activities in public relations. In addition to preparing brochures and articles, the Committee provides support to the membership and hosts promotional activities at trade fairs, conferences, and career fairs. The Committee's outreach activities were severely limited again this year due to the COVID-19 restrictions. They worked with other committees to prepare material and resources that will be extremely helpful as regular events return. With leadership and funding from Rudy Mak, funding from Van Harten Surveying Inc., and efforts by Don Wright of Running Rabbits Productions, they were able to produce a 22-minute documentary about surveying. This will be unveiled at the AGM. Our Geomatics Recruitment and Liaison Committee participated in virtual events aimed at students to help promote surveying as a career (e.g., Science Rendezvous).

Four information-packed issues of *Ontario Professional Surveyor* were published along with *In Sight* articles every two weeks, which are widely read. The Public Awareness Committee and Deputy Registrar Maureen Mountjoy are to be commended for their efforts.

The Executive Director and Registrar held several meetings with the Fairness Commissioner and his staff. The Executive Director and President met with the Minister's Office, the Dean of Engineering at the Lassonde School of Engineering, and the Chair of the Civil Engineering Program at Ryerson University to address the need for surveyors. The Executive Director also met with several government staff (e.g., the Director of Land Registration, Director of Mapping and Information Services, Examiner Surveys) to maintain government relations.

Three letters were sent to ministers throughout the year regarding the importance of surveyors to the economy of the province and proposed changes to the *Fair Access to Regulated Professions and Compulsory Trades Act*.

## **Executive Directors' Meetings**

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We continue to be very active on the national front in seeking solutions to strengthening our profession as a whole. Executive Directors/Chief Executive Officers met quarterly and shared information and solutions. We have all been interested in legislative changes occurring in British Columbia and Alberta.

## **Summary**

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I would like to thank President Gavin Lawrence and all of Council for their help over the past year. I also especially want to thank all the staff at 1043 and all

committee members for their continued efforts and work toward the betterment of our Association and profession.

Brian Maloney, OLS  
Executive Director  
Association of Ontario Land Surveyors

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# REGISTRAR'S REPORT

## For the year 2021

### Kevin Wahba, OLS, LL.B., B. Eng.

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The Registrar is appointed by Council under Section 3.(8) of the *Surveyors Act* and is responsible for overseeing the statutory responsibilities of the Association of Ontario Land Surveyors.

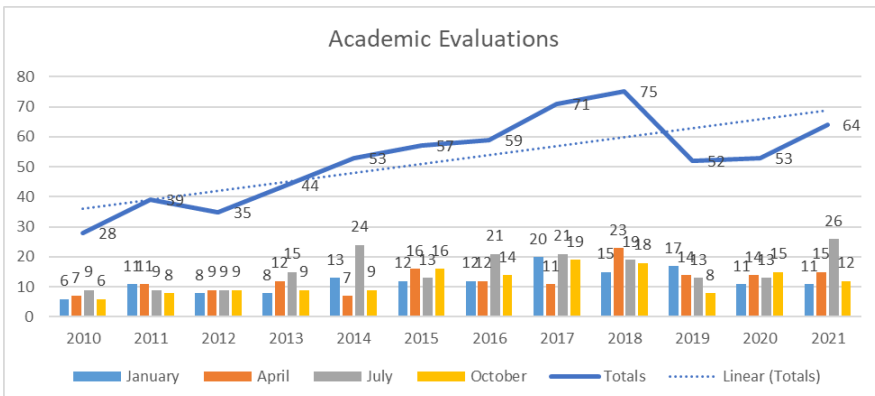
The Registrar's activities are concentrated primarily in the areas of Academic and Experience Requirements, Public Inquiries, Licences, Certificates of Registration, Certificates of Authorization, Complaints and Discipline.

### Academic and Experience Requirements Committee (AERC)

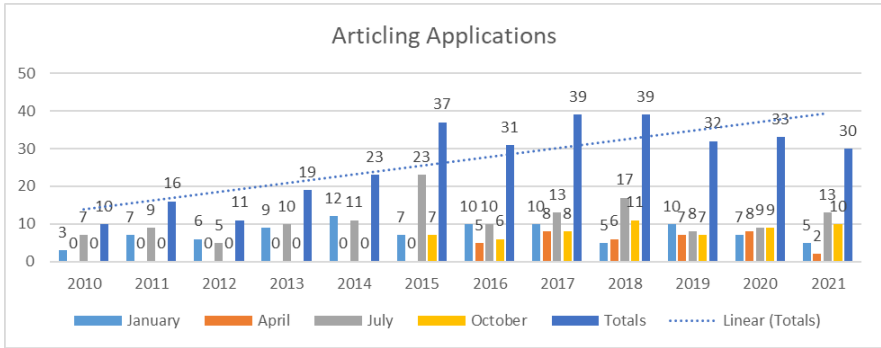
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The Registrar is not a voting member of the Academic and Experience Requirements Committee, but carries out its administrative activities, including preparation of the agendas, motions and minutes for each meeting. On behalf of the Committee, the Registrar also responds to requests for information regarding academic evaluations, requirements for membership, articling, monitoring, and examinations. Deputy Registrar Maureen Mountjoy assists in coordinating the activities of the Committee, in consultation with the Registrar and the AERC Chair, ensuring that all relevant issues are brought to the Committee's attention. In 2021, the Registrar presented four articling information sessions, assisted with the Statutes, Oral and Written Professional Examinations, organized and participated in the annual Professional Lecture Course.

Thirty (30) new students entered into articles during 2021, and nine (9) students' articles expired or were cancelled. As of February 3, 2022, there are ninety-three (93) articling students, an increase of three (3) over last year. Four (4) of the thirty (30) articling applications approved were submitted by females. The Academic and

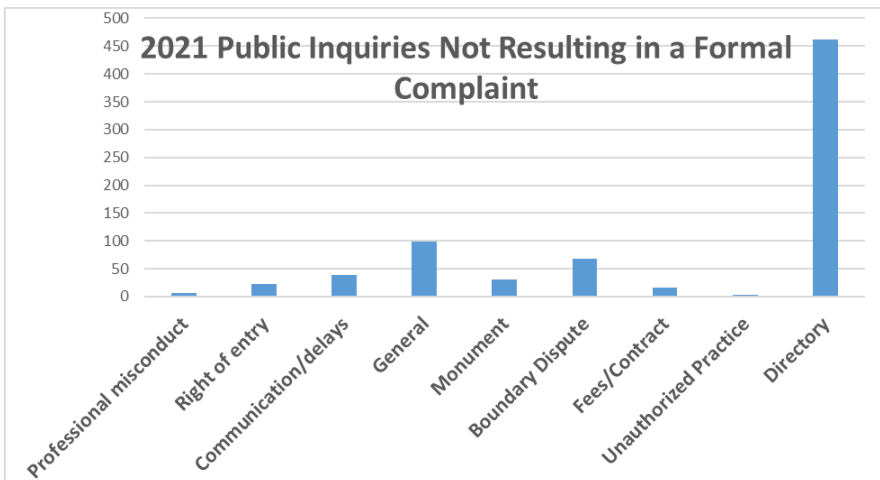


Experience Requirements Committee also approved sixty-four (64) academic evaluations during 2021. Nineteen (19) of the 2021 evaluations (29.7%) were internationally educated applicants. Eight (8) of the 64 were female applicants. The following charts provide a graphical illustration of these statistics.



## Educational Services

The Registrar responds to inquiries from both the membership and the public. Many requests for information are satisfied during the initial contact, but others require research and written responses after appropriate discussions with other surveyors, staff and occasionally Council. Typical issues included non-OLS activity in cadastral surveying, right-of-entry inquiries from the public, concerns from the public regarding lack of response from members for various reasons, and requests from the public to assist in encouraging members to honour their business and/or financial responsibilities. It is often possible to resolve issues at this level and avoid a formal written complaint, which by statute, must be directed to the Complaints



Committee. The following chart provides a graphical illustration of the various inquiries received by the AOLS during the year of 2021:

### **Compensation Fund**

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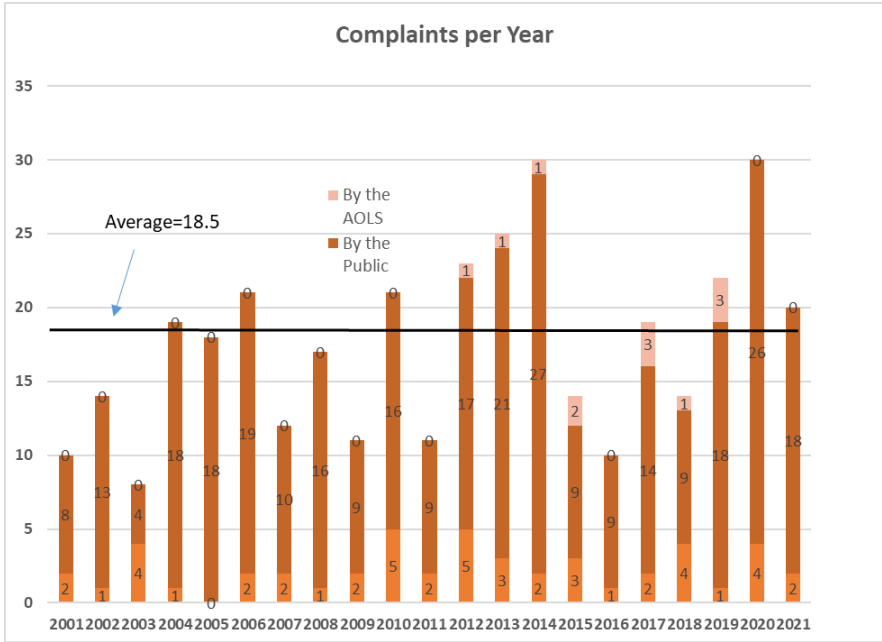
One application to the Compensation Fund was received during 2021. The Compensation Fund is set out under Section 33 of the *Surveyors Act*. Council established a Compensation Fund Committee in 1998, and delegated its powers pursuant to Section 33 (10) of the *Surveyors Act* to this Committee, made up of the Executive Director, Registrar and Finance Councillor, for any application up to \$5,000.

### **Complaints Committee**

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Formal complaints regarding the actions or conduct of a member of the Association must be filed in writing with the Registrar. The Registrar acknowledges receipt of the complaint and notifies the member who is the subject of the complaint. The member is provided with a copy of the complaint letter and materials and is given at least two weeks to provide an explanation and supporting documentation in response. The member's response is provided to the complainant, who is also allowed two weeks to make any further response, and the member is also provided with the complainant's second response and allowed to make a final submission. The Registrar compiles all of the information submitted by both the complainant and the surveyor and presents the file, without comment, to the Complaints Committee in a timely fashion. The Registrar also acts as the recording secretary of the Complaints Committee and distributes all correspondence and decisions resulting from the Committee meetings. The Registrar is not a member of the Committee and attends meetings at the request of the Committee to provide information and administrative support. This committee makes extensive use of their secure area of the AOLS website for the exchange of information, and committee meetings are held using Zoom, allowing members from all areas of the province to easily participate.

Thirty (20) new complaint files were opened in 2021, compared to thirty (30) in 2020. The Committee held ten (10) teleconference meetings during 2021. Eighteen (18) of the twenty complaints originated from members of the public and two (2) from Association members. The Committee issued fifteen (15) final and two (2) interim decisions during 2021. Interim decisions usually request specific action on the part of the surveyor. If the surveyor complies, the interim decision becomes final and no further action is required. If the surveyor does not comply, the Committee must reconsider the matter and determine an appropriate course of action. Of the fifteen (15) final decisions issued in 2021, three (3) referred a member to AOLS Council for further action. The following chart shows the total number of complaints per year from 2000 to 2021, the average number over that period being 18.5 per year.



### Discipline Committee

One new discipline hearing was completed in 2021. The hearing was concluded when the panel accepted a joint submission agreed to by both parties. The decision in this case was published in the *Ontario Professional Surveyor* magazine and were also posted on the AOLS website. One Mediation Agreement resulting from a Council referral was also published to the AOLS website.

### Registrar's Investigations

Section 30 of the *Surveyors Act* allows the Registrar to undertake an investigation where the Registrar believes that there are reasonable and probable grounds that a member of the Association has committed an act of **professional misconduct** or **incompetence**, or that there is cause to refuse to issue, or to suspend or revoke a Certificate of Authorization. No Registrar's Investigations were initiated during 2021.

### Registration Committee

The Registration Committee is a statutory committee, created under Section 9 of the *Surveyors Act*, having a Statutory Power of Decision that allows it to hold a hearing under the *Statutory Powers Procedure Act*. When the Registrar proposes to revoke or refuse to issue a licence, Certificate of Registration or Certificate of Authorization, or proposes to issue one of these subject to conditions, the member

or applicant may appeal to the Registration Committee, who must then hold a formal hearing.

Regulation 1026 of the *Surveyors Act* requires that this committee approve applications from members who wish to be in charge of more than one survey office. Five applications were made during 2021.

### **Survey Review Department Referrals**

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During the past year, several firms were referred to the Registrar from the Survey Review Department pursuant to Regulation 1026, S.40(8), subsequent to a Comprehensive Review. Most referred files are closed after the firms provide satisfactory explanations and/or implement remedial procedures to address the concerns identified in the review report. Some may undergo a follow up review to assess progress in addressing the concerns. No members were referred to the Complaints Committee during 2021 as a result of a Survey Review Department referral to the Registrar.

### **Licences, Certificates of Registration and Certificates of Authorization**

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The Registrar is responsible for the issuance and renewals of Licences, Certificates of Registration and Certificates of Authorization (C of A). Since the 2021 AGM, twenty-three (23) new Licences and several new or revised Certificates of Authorization were issued. As detailed in the Statistics section below, there has been an increase of 1.3% in the overall number of professional members, an increase of 1.6% in the number of licensed members and a decrease of 6.5% in the number of Certificates of Authorization as of February 3, 2022.

### **Elections and By-Laws**

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The Registrar oversees the distribution and counting of ballots for voting on by-laws, regulations, and elections to Council. By-laws 2021-01 and 2021-02 were approved by secret vote of the membership since the 2021 AGM, and elections for the two 2022 Junior Councillor positions were organized.

For the 2022 Council, Vice-President Andy Shelp was acclaimed as President and Councillor Dave Kovacs was acclaimed as Vice-President. Four members were nominated as candidates for the two Junior Councillor positions. At the time of writing this report the election results have not been determined.

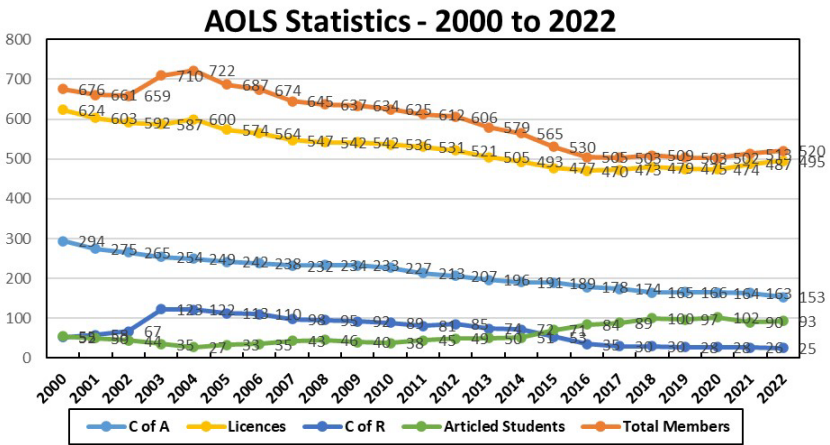
### **Statistics**

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Below are some relevant statistics of the Association, current to February 3, 2022.



	As of February 3, 2022	last year	change	%change
Total Membership	520	513	+7	+1.3%
Licences	495	487	+8	+1.6%
Certificates of Registration	25	26	-1	-4.0%
Certificates of Authorization	153	163	-10	-6.5%
Members who have passed away	12	1		
Retired Members	133	139	-6	-4.3%
Newly commissioned members since the last AGM	23	34	-11	-32.0%
Articling Students	93	90	+3	+3.3%
Associate Members	29	36	-7	-19.4%



The above chart illustrates the trends in our membership over the past 22 years, during which we have seen a decline of 20.7% in the number of licensed members. Total membership during this period has decreased by 156, a drop of 23.1%. The number of Certificates of Authorization has declined from 294 in 2000 to 153 as of February 3, 2022, a drop of 48%. This, in part, may be because many firms have been bought out and amalgamated with others over the past few years. The number of articling students has risen steadily from a low of 27 in 2004 to the current number of 93, an increase of 344%.

# **SURVEY REVIEW DEPARTMENT (SRD) ANNUAL MANAGER'S REPORT FOR YEAR 2021**

**Presented by Paul C. Wyman at the AOLS Annual General Meeting  
March 2022**

**Tom Packowski, OLS, Manager, Survey Review Department  
January to September, 2021**

**Paul C. Wyman, OLS, Manager, Survey Review Department  
September to December, 2021**

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While I have the privilege of preparing and presenting the 2021 SRD Annual Report, much of this year's hard work was completed by Tom Packowski, who retired as manager in September of 2021. I inherit a department that is financially solvent, well run, and meeting its mandate. Tom has not completely retired as he has become the SRD consultant undertaking the annual systematic reviews.

The Survey Review Department (SRD) operates under the Inspection Program of the *Surveyors Act*, O. Regulation 1026, Section (40). The SRD is totally funded by the sales of Plan Submission Form stickers, currently at a cost of \$19 per sticker. With the 30% increase in sticker sales this past year, the department operated at a surplus for 2021, so no increase is anticipated in the near future.

While both physical and digital stickers are available, we are promoting a transition to digital stickers. There are a few advantages, such as:

- there is little or no delay in obtaining the digital stickers – we send them to you by email;
- there is a cost savings to the AOLS in printing, shipping, and labour;
- there is a cost savings to the survey firm for not having to apply a physical sticker to a plan print and transport it to the LRO.

Physical or digital, firms must log the use of individual sticker numbers as set out in By-law 2020-02.

From revenues, we pay the overhead and salaries of staff – manager Paul Wyman, administrative officer Sheila Lavina, assistant examiner Herman Bernardo, and OLS field examiner Al Worobec. Revenues also cover the fees for OLS comprehensive review consultants – Drew Annable, Phillip Hofmann, Danny Quinlan, Ernest Sperling, and Chester Stanton and OLS systematic review consultant Tom Packowski.

SRD financial reporting is based on the AOLS fiscal year, which runs from

November 1 to October 31. We select the firms for the five-year comprehensive review cycle and the plans for the systematic reviews using the calendar year, in keeping with our legislation. Please note that the comprehensive reviews start with a field inspection of at least one plan under review for each firm. To minimize costs, we normally start these inspections in the spring and do not complete the comprehensive reviews until March/April of the following year.

In the fall of 2021, AOLS initiated a change in the storage and selection of plans from the land registration offices (LRO). Currently, we receive the hard copy plan containing the Plan Submission Sticker and these are stored in several file cabinets at the AOLS office. These are then used as part of the process to select projects for review. This is a time-consuming and space-consuming process. We have contracted with a supplier to receive and index digital copies of the plans. Staff can view the plans and index online and download the plans as necessary. This will reduce our labour costs and save badly needed space at the AOLS office. This change will take place in 2022 and will result in a small change in the use of Plan Submission stickers. All plans will record the Plan Submission sticker number in a manner similar to the current process for digital plans submitted to the LRO.

AOLS has also undertaken the creation of a new internal database that will contain the SRD numeric review data that is now stored in individual reports. The combination of these two new processes will improve SRD analysis to better direct our work. Additionally, it will help identify subject matter for the AOLS continuing education program.

I wish to reinforce, *plead* with the membership to take the time to provide all the relevant data for the comprehensive reviews. The consultant can only base their review on the material provided. If materials are not provided, the reviewer can only assume it does not exist or was not used for the project. When firms provide data after the initial review, it may take the consultant several hours to redo the review incorporating this new data. AOLS Council By-law 94-3 provides that SRD may charge a fee of \$500 to recover costs for the late submission of requested review materials. This is a waste of YOUR money. Let's get it right the first time!

For the 2021 year, the SRD opened 72 comprehensive reviews, which is above average, and added six referral reviews from the Registrar. This has put a strain on our capacity but at the writing of this report (end of January) we have completed 46 (64%) and substantially completed 85%. We expect the workload for 2022 to be approximately 40 comprehensive reviews – a more average number. As noted previously, the new AOLS database will allow us to undertake improved analysis in future years, but in preparation for the move to that database, I have been able to extract some data from the 46 comprehensive reviews completed for 2021.

- 6 (13%) reviews have been referred to the AOLS Registrar for substandard work
- 72% had at least a minor issue with research (generally LRO research)

- 37% had at least a minor issue with underlying surveys research (generally field notes)
- 98% had at least a minor issue with field procedure
- 74% had at least a minor issue with measurement verification/quality control
- 46% had at least a minor issue with plans recording the method of survey
- 70% had at least a minor issue with survey reports

AT 98%, field survey issues are the most cited and survey firms need to focus on staff training to improve field note recording and field survey procedures.

We have completed 254 systematic reviews for 2021. The following are a few statistics based on issues noted in those reviews:

Year	Plans Checked	Integration (%)	Method/Evidence (%)	Minor/Comment (%)
<b>2021</b>	<b>254</b>	<b>27 (11%)</b>	<b>08 (3%)</b>	<b>61 (24%)</b>
2020	205	26 (13%)	08 (4%)	45 (22%)
2019	297	41 (14%)	13 (4%)	61 (21%)
2018	254	50 (20%)	15 (6%)	52 (20%)
2017	245	59 (24%)	22 (9%)	118 (48%)
2016	248	99 (40%)	22 (9%)	111 (45%)

A cursory examination of the systematic review statistics indicates improvement in plan preparation over the years. We can further improve with continued attention to regulations/best practices and improved understanding of the survey-integration process.

Both the systematic and comprehensive reviews are undertaken by our consultants, who base their comments on the common law and court decisions, provincial statutes and regulations, and AOLS by-laws and best practices. To assist surveyors and their staff, much of this information is available on the AOLS website. Additionally, there are many checklists prepared by the AOLS Professional Standards Committee available on the AOLS website (section on Survey Practice under Best Practices), including a construction survey checklist.

Over the past two years, the department has had to adjust to the realities of COVID-19, resulting in virtual office visits, mainly using Zoom technology. We appreciate

that Zoom meetings require audio/video technology and are not always ideal. I thank the membership for their cooperation and believe that this process has not affected the integrity of the reviews themselves.

The comprehensive review process concludes with an invitation to the firm to take part in an opinion survey regarding their experience with the process. These opinion surveys are confidential if the firm so chooses. The surveys are sent to the SRD Committee, where they are reviewed and tabulated. Matters of particular importance are raised by the Committee at the regular meetings held between the SRD Committee and the SRD Manager. I encourage you to take part in the opinion survey as part of your comprehensive review. Your comments and suggestions help improve our processes. Thank you for the work of the Survey Review Department Committee (Chair Gabriel Laframboise) and for their guidance and oversight during this last year.

Respectfully,

Paul Wyman, OLS  
Manager, AOLS Survey Review Department

## INDEPENDENT AUDITORS' REPORT

To the members of  
Association of Ontario Land Surveyors,

### *Opinion*

We have audited the accompanying financial statements of Association of Ontario Land Surveyors, which comprise the statement of financial position as at October 31, 2021, and the statements of operations and changes in fund balances and cash flows for the period then ended, and a summary of significant accounting policies and other explanatory information.

In our opinion, the accompanying financial statements present fairly, in all material aspects, the financial position of Association of Ontario Land Surveyors as at October 31, 2021, and its results of operations and its cash flows for the period then ended in accordance with Canadian accounting standards for not-for-profit organizations.

### *Basis for Opinion*

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Association in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### *Responsibilities of Management and Those Charged with Governance for the Financial Statements*

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

### *Auditor's Responsibilities for the Audit of the Financial Statements*

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a

going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Toronto, Ontario  
February 9, 2022

A handwritten signature in black ink that reads "RSSM LLP". The letters are stylized and cursive.

RSSM LLP  
Licensed Public Accountants



ASSOCIATION OF ONTARIO LAND SURVEYORS  
STATEMENT OF FINANCIAL POSITION  
AS AT OCTOBER 31, 2021

	General Operating Fund	Liability Insurance Fund	Claims Reserve Fund	Compen- sation Fund	Total October 31, 2021 (Note 10)	Total October 31, 2020 (Note 10)
	\$	\$	\$	\$	\$	\$
<b>ASSETS</b>						
<b>CURRENT</b>						
Cash	829,999	41,979	186,398	-	1,058,376	951,811
Investments (note 2)	1,174,811	845,421	2,270,529	150,000	4,440,761	3,422,890
Accounts receivable	23,958	-	-	-	23,958	557,900
HST recoverable	48,350	-	-	-	48,350	-
Inventory	100,669	-	-	-	100,669	98,346
Prepaid expenses	60,806	-	-	-	60,806	66,718
	<u>2,238,593</u>	<u>887,400</u>	<u>2,456,927</u>	<u>150,000</u>	<u>5,732,920</u>	<u>5,097,665</u>
<b>COLLECTIONS</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>1</b>
<b>CAPITAL ASSETS (note 3)</b>	<b>126,767</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>126,767</b>	<b>135,427</b>
<b>TOTAL ASSETS</b>	<b>2,365,361</b>	<b>887,400</b>	<b>2,456,927</b>	<b>150,000</b>	<b>5,859,688</b>	<b>5,233,093</b>
<b>LIABILITIES</b>						
<b>CURRENT</b>						
Accounts payable and accrued liabilities	61,089	-	-	-	61,089	94,887
HST payable	-	-	-	-	-	6,108
Deferred revenue (note 5)	970,174	-	-	-	970,174	775,643
	<u>1,031,263</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>1,031,263</u>	<u>876,638</u>
<b>FUND BALANCES</b>						
Invested in capital assets	126,767	-	-	-	126,767	135,427
Discipline reserve	11,416	-	-	-	11,416	9,879
Externally restricted	-	887,400	2,456,927	150,000	3,494,327	3,550,581
Unrestricted	1,195,471	-	-	-	1,195,471	660,124
Building reserve	444	-	-	-	444	444
	<u>1,334,098</u>	<u>887,400</u>	<u>2,456,927</u>	<u>150,000</u>	<u>4,828,425</u>	<u>4,356,455</u>
<b>TOTAL LIABILITIES AND FUND BALANCES</b>	<b>2,365,361</b>	<b>887,400</b>	<b>2,456,927</b>	<b>150,000</b>	<b>5,859,688</b>	<b>5,233,093</b>

COMMITMENTS (NOTE 4)

APPROVED ON BEHALF OF THE COUNCIL:

\_\_\_\_\_  
Executive Director and Treasurer

\_\_\_\_\_  
Finance Councillor

**ASSOCIATION OF ONTARIO LAND SURVEYORS**  
**STATEMENT OF OPERATIONS**  
**YEAR ENDED OCTOBER 31, 2021**  
(Comparative period January 1, 2020 to October 31, 2020)

	General Operating Fund			Restricted Funds				
	Budget 2021 (12 months) (Note 7)	Actual 2021 (12 months) (Note 10)	Actual 2020 (10 months) (Note 10)	Liability Insurance Fund	Claims Reserve Fund	Compensation Fund	Total 2021 (12 months) (Note 10)	Total 2020 (10 months) (Note 10)
	\$	\$	\$	\$	\$	\$	\$	\$
<b>REVENUE</b>								
Fees and licences	1,456,690	1,462,545	1,202,148	-	-	-	-	-
Survey Review Department	697,000	624,192	528,380	-	-	-	-	-
Survey Records Index	132,900	134,000	100,000	-	-	-	-	-
Investment income	25,000	89,245	7,236	418,234	-	12,161	430,395	59,624
Cost-related activities	237,500	278,873	371,929	-	-	-	-	-
Continuing education	30,000	10,093	6,219	-	-	-	-	-
Book sponsorships and sales	-	40	-	-	-	-	-	-
Insurance premiums	-	-	-	1,633,212	550,000	-	2,183,212	2,099,090
Credit card fees	14,000	17,872	12,353	-	-	-	-	-
Other income	14,000	4,620	3,183	-	-	-	-	-
	<u>2,607,090</u>	<u>2,621,480</u>	<u>2,231,448</u>	<u>2,051,446</u>	<u>550,000</u>	<u>12,161</u>	<u>2,613,607</u>	<u>2,158,714</u>
<b>EXPENSES</b>								
Salaries, benefits and consultants	756,120	761,932	629,284	48,000	-	-	48,000	40,000
Office and general	217,814	168,972	133,752	2,645	-	-	2,645	-
Survey Review Department	644,811	624,192	528,380	-	-	-	-	-
Survey Records Index	130,000	134,000	111,333	-	-	-	-	-
Building	51,800	32,687	29,731	-	-	-	-	-
Discipline expenses	100,000	28,463	29,531	-	-	-	-	-
Cost-related activities	243,000	186,342	326,924	-	-	-	-	-
Governance commission	142,500	36,900	35,699	-	-	-	-	-
Professional standards and practice commission	11,200	7,651	12,029	-	-	-	-	-
Outreach and professional education commission	57,100	37,693	31,517	-	-	-	-	-
Member services and other commission	24,100	2,274	1,587	-	-	-	-	-
Continuing education	33,500	10,093	6,219	-	-	-	-	-
Insurance premium	-	-	-	1,597,150	-	-	1,597,150	1,496,059
Claims against the fund	-	-	-	-	466,103	-	466,103	889,315
Credit card charges	14,000	17,677	12,611	-	-	-	-	-
Refund of insurance premiums	-	-	-	543,802	-	-	543,802	678,614
Cost of books distributed	2,000	789	5,747	-	-	-	-	-
Donations	-	6,250	6,250	-	-	-	-	-
Government remittances	-	49,502	-	-	-	-	-	-
	<u>2,427,945</u>	<u>2,105,417</u>	<u>1,900,594</u>	<u>2,191,597</u>	<u>466,103</u>	<u>-</u>	<u>2,657,700</u>	<u>3,103,988</u>
<b>EXCESS OF REVENUE OVER EXPENSES (EXPENSES OVER REVENUE)</b>	<b>179,145</b>	<b>516,063</b>	<b>330,854</b>	<b>(140,151)</b>	<b>83,897</b>	<b>12,161</b>	<b>(44,093)</b>	<b>(945,274)</b>

ASSOCIATION OF ONTARIO LAND SURVEYORS  
STATEMENT OF CHANGES IN FUND BALANCES  
YEAR ENDED OCTOBER 31, 2021  
(Comparative period January 1, 2020 to October 31, 2020)

	General Operating Fund				Restricted Funds			Total 2021 (12 months) (Note 10)	Total 2020 (10 months) (Note 10)
	Unrestricted	Invested in Capital Assets	Discipline Reserve	Building Reserve	Liability Insurance Fund	Claims Reserve Fund	Compen- sation Fund		
	\$	\$	\$	\$	\$	\$	\$	\$	\$
Fund balances at the beginning of year	660,124	135,427	9,879	444	1,027,551	2,373,030	150,000	4,356,455	4,970,875
Excess of revenue over expenses (expenses over revenue)	555,186	(10,660)	(28,463)	-	(140,151)	83,897	12,161	471,970	(614,420)
Investment in capital assets	(2,000)	2,000	-	-	-	-	-	-	-
Intrafund transfers (note 8)	(30,000)	-	30,000	-	-	-	-	-	-
Interfund transfers (note 8)	12,161	-	-	-	-	-	(12,161)	-	-
<b>FUND BALANCES AT THE END OF YEAR</b>	<b>1,195,471</b>	<b>126,767</b>	<b>11,416</b>	<b>444</b>	<b>887,400</b>	<b>2,456,927</b>	<b>150,000</b>	<b>4,828,425</b>	<b>4,356,455</b>

**ASSOCIATION OF ONTARIO LAND SURVEYORS**  
**STATEMENT OF CASH FLOWS**  
**YEAR ENDED OCTOBER 31, 2021**  
(Comparative period January 1, 2020 to October 31, 2020)

	General Operating Fund		Restricted Funds			Total 2021 (12 months) (Note 10)	Total 2020 (10 months) (Note 10)
	2021 (12 months) (Note 10)	2020 (10 months) (Note 10)	Liability Insurance Fund	Claims Reserve Fund	Compensation Fund		
	\$	\$	\$	\$		\$	\$
<b>OPERATING ACTIVITIES</b>							
Cash collected from members, customers and other sources	2,693,026	2,008,784	2,146,437	550,000	-	2,696,437	2,099,090
Investment income (loss)	56,646	(11,820)	87,772	-	7,837	95,609	119,956
Cash paid to suppliers and employees	(2,124,966)	(1,842,531)	(2,191,597)	(466,103)	-	(2,657,700)	(3,617,478)
	<u>624,706</u>	<u>154,433</u>	<u>42,612</u>	<u>83,897</u>	<u>7,837</u>	<u>134,346</u>	<u>(1,398,432)</u>
<b>INVESTING ACTIVITIES</b>							
(Increase) decrease in investments	(551,677)	(33,490)	(103,134)	-	4,324	(98,810)	(222,250)
Purchase of capital assets	(2,000)	(3,420)	-	-	-	-	-
	<u>(553,677)</u>	<u>(36,910)</u>	<u>(103,134)</u>	<u>-</u>	<u>4,324</u>	<u>(98,810)</u>	<u>(222,250)</u>
<b>NET INCREASE (DECREASE) IN CASH</b>							
	71,029	117,523	(60,522)	83,897	12,161	35,536	(1,620,682)
Cash position at the beginning of the year	746,809	627,417	102,501	102,501	-	205,002	1,827,553
Interfund transfers	12,161	1,869	-	-	(12,161)	(12,161)	(1,869)
<b>CASH POSITION AT THE END OF THE YEAR</b>	<b>829,999</b>	<b>746,809</b>	<b>41,979</b>	<b>186,398</b>	<b>-</b>	<b>228,377</b>	<b>205,002</b>

**ASSOCIATION OF ONTARIO LAND SURVEYORS  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE PERIOD FROM JANUARY 1, 2020 TO OCTOBER 31, 2021**

**PURPOSE OF THE ORGANIZATION**

The Association of Ontario Land Surveyors (the "Association") is an organization whose principal object is to regulate the practice of professional land surveying in Ontario and to govern its members and holders of certificates of authorization in order that the public may be served and protected. The Association is a corporation without share capital created under the laws of the Province of Ontario. It is not subject to either federal or provincial income taxes.

**1 SIGNIFICANT ACCOUNTING POLICIES**

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations.

(a) Fund Accounting

The Association follows the restricted fund method of accounting for contributions. Unrestricted contributions related to general operations are recognized as revenue in the General Operating Fund in the year in which the related expenses are incurred. Restricted contributions are recognized as revenue in the appropriate restricted fund in the year received.

Revenues and expenses related to program delivery and administrative activities are reported in the General Operating Fund.

The Liability Insurance Fund has been established to cover the costs of administering the professional liability master insurance policies. Member firms are covered by master policies with the Novex Insurance Company. The Association's deductibles under these policies are paid out of the Claims Reserve Fund.

The *Surveyors Act* requires the Association to maintain the Compensation Fund to relieve or mitigate loss sustained by any person as a consequence of the dishonesty or incompetence of any member of the Association in the practice of professional land surveying.

(b) Revenue Recognition

Revenue for the Survey Review Department, the Survey Records Index and Continuing Education are recorded as deferred contributions and are recognized as revenue of the General Operating Fund in the year in which the related expenses are incurred.

Fees and licences, credit card fees and other income are recognized as revenue in the period to which they relate.

Revenue from cost-related activities is recognized as revenue in the General Operating Fund in the year in which the goods are sold or when the services are rendered.

Unrestricted investment income is recognized as revenue in the General Operating Fund when it is earned. Restricted investment income accrued on the restricted funds is recognized in the fund balances as it is earned.

Revenue from insurance premiums is recognized in the Liability Insurance and Claims Reserve Funds in the year that the invoices are issued and collection is reasonably assured.

(c) Capital Assets

Capital assets are recorded at cost less accumulated amortization. Amortization is provided on a straight-line basis at the following annual rates:

Building	1/30
Furniture and fixtures	1/10
Computer equipment	1/3

If there is an indication that the capital assets may be impaired, an impairment test is performed that compares carrying amount to net recoverable amount, which is normally determined by estimating the sales less direct costs on an undiscounted basis over the remaining life of the asset. There were no impairment indicators in 2021.

(d) Donated Services

The work of the Association is dependent on the voluntary services of many members. Since these services are not normally purchased by the Association and because of the difficulty of determining their fair value, donated services are not recognized in these financial statements.

(e) Inventory

Inventory is recorded at the lower of cost and net realizable value, with cost being determined on an average basis. Net realizable value is the estimated selling price less costs to sell in the ordinary course of operations.

(f) Collections

The Association has a collection of historical artifacts and a library of books and publications. These collections are recorded at nominal value.

(g) Management Estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year. Significant areas requiring the use of management estimates include amortization of capital assets, long-lived asset impairment assessments, and allocation of administration expenses to various departments within the Association. Actual results could differ from those estimates.

(h) Financial Instruments

The Association initially measures its financial assets and financial liabilities at fair value, except for non-arm's length transactions. The Association subsequently measures all its financial assets and financial liabilities at amortized cost, except for investments, which the Association elected to measure at fair value. Changes in fair value are recognized in the statement of operations.

Financial assets measured at amortized cost include cash and accounts receivable.

Financial liabilities measured at amortized cost include accounts payable and accrued liabilities.

Financial instruments that will be subsequently measured at amortized cost are adjusted by the transaction costs that are directly attributable to their origination, issuance or assumption. Transaction costs for financial instruments that will be subsequently measured at fair value are recognized in the statement of operations in the period they are incurred.

## 2 INVESTMENTS

		<b>Fair Value</b>	
		<b>2021</b>	<b>2020</b>
Guaranteed investment certificates (GICs)	\$	411,945	\$ 203,439
Bonds		1,790,050	1,562,117
Equity		2,238,766	1,657,334
		<b>4,440,761</b>	<b>3,422,890</b>

The GICs and bonds mature from November 2022 to August 2085, and earn interest at rates between 2.955% and 4.986% (2020 – 2.063% and 6.75%).

### 3 CAPITAL ASSETS

	<b>Cost</b>	<b>Accumulated Amortization</b>	<b>2021 Net Book Value</b>	<b>2020 Net Book Value</b>
Building	\$582,677	\$(466,574)	\$116,103	\$117,049
Furniture and fixtures	243,295	(238,000)	5,295	6,291
Computer Equipment	103,737	(98,368)	5,369	12,087
	<b>929,709</b>	<b>(802,942)</b>	<b>126,767</b>	<b>135,427</b>

Amortization expense for the year is \$10,660 (2020 – \$12,626), of which \$6,460 (2020 – \$9,126) is included in office and general expense and \$4,200 (2020 – \$3,500) is included in the Survey Review Department expenses.

### 4 LEASE COMMITMENTS

The Association is committed under the terms of its non-cancellable equipment leases to make the following payments over the next 3 years:

	\$
2022	2,150

### 5 DEFERRED REVENUE

Deferred revenue relates to amounts collected in advance and is recognized into income in the period in which the related expenses are incurred or when the service is rendered.

	<b>2020</b>	<b>Funds Received</b>	<b>Revenue Recognized</b>	<b>2021</b>
Fees and licences	\$273,035	\$1,465,430	\$1,462,545	\$275,920
Survey Review Department	412,090	827,873	624,192	615,771
Survey Records Index	20,000	119,400	134,000	5,400
Continuing Education	59,665	12,118	10,093	61,690
Internship program	10,853	-	-	10,853
	<b>775,643</b>	<b>2,704,274</b>	<b>2,509,743</b>	<b>970,174</b>



## 6 FINANCIAL INSTRUMENTS

The significant financial risks to which the Association is exposed are credit risk, liquidity risk and market risk.

### *Credit risk*

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Association is subject to credit risk in respect of its accounts receivable, but has historically suffered very few bad debts.

### *Liquidity risk*

Liquidity risk is the risk that the Association will encounter difficulty in meeting obligations associated with financial liabilities. The Association is exposed to liquidity risk arising primarily from the accounts payable. The Association expects to meet these obligations as they come due by generating sufficient cash flow from operations.

### *Market risk*

Market risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk is comprised of currency risk, interest rate risk and other price risk.

### *Currency risk*

Currency risk is the risk that the fair value or cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. The company does not use derivative instruments to reduce its exposure to foreign currency risk. As at October 31, 2021, the balance sheet includes \$1,343,961 (2020 - \$1,100,943) of cash and investments denominated in foreign currency and converted into Canadian dollars.

### *Interest rate risk*

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Association has investments in bonds and GICs yielding fixed interest rates. Changes in the market yield rate can cause fluctuations in the fair value of the investments. The Association does not use derivative financial instruments to alter the effects of this risk.

## 6 FINANCIAL INSTRUMENTS (continued)

### *Other price risk*

Other price risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices other than those arising from interest rate risk or currency risk, whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market. The Association is exposed to other price risk through its investments in marketable securities invested in equity securities traded in an active market.

## 7 BUDGET

The budget figures are presented for comparison purposes only. They are unaudited and have been reclassified to conform with these financial statements.

## 8 TRANSFERS

During the year, the Association's Council internally restricted \$30,000 (2020 – \$30,000) to be used for discipline related matters. Transfers of this amount were made from the unrestricted fund balance to the discipline reserve fund within the General Operating Fund. The internally restricted amount is not available for unrestricted purposes without approval of the Council.

In 2007, the Council passed a motion to allow the Compensation Fund to accumulate to a maximum of \$150,000. Accordingly, in the year ended October 31, 2021, \$12,161 was transferred from the Compensation Fund to the General Operating Fund (2020 - \$1,869).

## 9 ALLOCATION OF EXPENSES

	2021	2020
	\$	\$
Salaries, benefits and consultants:		
Survey Review Department	27,600	23,000
Survey Records Index	3,000	3,000
Office and general:		
Survey Review Department	16,200	13,500
Building:		
Survey Review Department	14,700	12,250
Amortization:		
Survey Review Department	4,200	3,500

## **10 CHANGE OF YEAR END**

The financial year end of the Association was changed from December 31 to October 31 in 2020. Accordingly, the prior year financial statements were prepared for 10 months for the period from January 1, 2020 to October 31, 2020. As a result, the comparative figures stated in the statements of financial position, operations, changes in fund balances and cash flows, and related notes are not comparable.

## **11 FUTURE UNCERTAINTY RESULTING FROM THE PANDEMIC**

There is significant uncertainty around the long-term economic and business consequences of COVID-19. The extent to which COVID-19 impacts the future financial results of the Association will depend on future developments, which are highly uncertain and cannot be predicted, including new information which may emerge concerning the severity of COVID-19 and actions taken to contain the virus or its impact, among others. It is not possible to estimate the extent of the financial effects at this time.

ASSOCIATION OF ONTARIO LAND SURVEYORS  
2022 Budget

Page 1

SUMMARY OF INCOME AND EXPENSES

	Annual Budget			Change from 2021 Budget
	2021	Actual 2021	2022 Budget	
<b>REVENUE:</b>				
FEES AND LICENSES	1,456,690	1,462,546	1,507,120	50,430.00
SURVEY RECORDS INDEX	132,900	119,400	120,000	(12,900)
INTEREST	25,000	89,245	60,000	35,000.00
CONVENIENCE FEE ON CREDIT CARD CHARGES	14,000	17,872	14,000	0.00
COST-RELATED ACTIVITIES	237,500	278,873	348,500	111,000.00
CONTINUING EDUCATION	30,000	12,118	30,000	0.00
LEGAL/LEGAL CONSTITUTIONAL CHALLENGE COST RECOVERY	0	-	-	0.00
DISCIPLINE COST RECOVERY	40,000	30,811	40,000	0.00
BOOK GREAT LENGTHS SALES REVENUE	0	40	-	0.00
OTHER INCOME (Internship+York Un.incl.)	14,000	4,620	5,000	(9,000)
SUB-TOTAL AOLS	<u>1,950,090</u>	<u>2,015,524</u>	<u>2,124,620</u>	174,530.00
PLAN SUBMISSION REVENUE	697,000	827,872	792,400	95,400.00
SUB-TOTAL	<u>697,000</u>	<u>827,872</u>	<u>792,400</u>	95,400.00
TOTAL REVENUE	<u>2,647,090</u>	<u>2,843,396</u>	<u>2,917,020</u>	269,930.00
<b>EXPENSES:</b>				
SALARIES, BENEFITS AND CONSULTANTS	756,120	761,932	824,194	68,074.09
OFFICE ADMINISTRATION	185,814	162,513	265,314	79,500.00
SURVEY RECORDS INDEX	130,000	134,000	136,200	6,200.00
BUILDING	41,800	30,776	42,800	1,000.00
BUILDING - RENOVATIONS & REPAIRS	10,000	1,911	10,000	0.00
COMMITTEES & RELATED EXPENSES	234,900	90,767	248,600	13,700.00
DISCIPLINE RESERVE FUND	140,000	59,273	140,000	0.00
COST RELATED ACTIVITIES	243,000	186,341	354,000	111,000.00
CONTINUING EDUCATION	33,500	10,093	31,525	(1,975)
LEGAL NON DISCIPLINE	15,000	-	15,000	0.00
BOOK GREAT LENGTHS COST OF SALES	2,000	789	10,000	8,000.00
CREDIT CARD CHARGES	14,000	17,677	14,000	0.00
MISCELLANEOUS	-	-	-	0.00
AMORTIZATION	17,000	6,460	7,000	(10,000)
HST Payment for Previous Years	-	49,502	-	
SUB-TOTAL AOLS	<u>1,823,134</u>	<u>1,512,035</u>	<u>2,098,633</u>	275,499.09
SURVEY REVIEW DEPARTMENT	644,811	624,192	712,938	68,127.04
SUB-TOTAL	<u>644,811</u>	<u>624,192</u>	<u>712,938</u>	68,127.04
TOTAL EXPENSES	<u>2,467,945</u>	<u>2,136,227</u>	<u>2,811,571</u>	343,626.13
NET INCOME (EXPENSES) FOR PERIOD	<u>179,145.29</u>	<u>707,170</u>	<u>105,449</u>	(73,696)

SCHEDULES OF GENERAL REVENUE AND COST RELATED INCOME (EXPENSE)

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	Annual Budget 2021	Actual 2021	2022 Budget	Change from 2019 Budget
<b>FEE AND LICENSES:</b>				
OLS (Licensed) FEES	1,068,750	1,084,894	1,125,000	56,250.00
OLS (Registered) FEES	23,800	21,393	21,250	(2,550)
CERTIFICATE OF AUTHORIZATION	301,790	293,147	308,420	6,630.00
ASSOCIATE MEMBERS FEES	62,350	63,112	52,450	(9,900)
<b>TOTAL FEE AND LICENSES</b>	<b>1,456,690</b>	<b>1,462,546</b>	<b>1,507,120</b>	<b>50,430.00</b>
<b>OTHER INCOME:</b>				
MISCELLANEOUS REVENUE (e.g. Reach Bulletins)	14,000	4,620	5,000	(9,000)
<b>TOTAL OTHER INCOME</b>	<b>14,000</b>	<b>4,620</b>	<b>5,000</b>	<b>(9,000)</b>
<b>COST-RELATED INCOME OR (EXPENSE):</b>				
<b>REVENUE</b>				
EXAMS,LECTURE,EVALUATIONS	90,000	115,875	90,000	0.00
PUBLICATIONS & MATERIALS	500	5,638	1,500	1,000.00
QUARTERLY	47,000	45,935	47,000	0.00
ANNUAL GENERAL MEETING	100,000	111,425	210,000	110,000.00
<b>TOTAL REVENUE</b>	<b>237,500</b>	<b>278,873</b>	<b>348,500</b>	<b>111,000.00</b>
<b>EXPENSE</b>				
EXAMS,LECTURE,EVALUATIONS 8200 8205	85,000	74,736	85,000	0.00
PUBLICATIONS & MATERIALS 8210 - 8219, 8221- 8230	6,000	8,681	9,000	3,000.00
QUARTERLY 8260 8261	52,000	47,609	50,000	(2,000)
MEMBERSHIPS & SUBSCRIPTIONS 8220	-	-	-	0.00
ANNUAL GENERAL MEETING 4510:4999 2015	100,000	55,316	210,000	110,000.00
<b>TOTAL EXPENSES</b>	<b>243,000</b>	<b>186,341</b>	<b>354,000</b>	<b>111,000.00</b>
<b>TOTAL COST-RELATED INCOME(EXPENSE)</b>	<b>- 5,500</b>	<b>92,532 -</b>	<b>5,500</b>	

SCHEDULES OF COMMITTEE EXPENSES

	Annual Budget 2021	Actual 2021	2022 Budget	Change from 2021 Budget
<b>GOVERNANCE COMMISSION:</b>				
COUNCIL MEETINGS 2500	27,500	15,216	32,200	4,700.00
COUNCIL REGIONAL GROUPS 2501	2,000	280	2,000	0.00
COUNCIL APPROVED PROJECT FUNDING				0.00
Council approved Project Funding	100,000	27,192	100,000	
-Public Relations		-		
-Gull Lake		-		
-PSRI	-	-	-	
-BOOK PROMOTION 2504	10,000	-	-	(10,000)
- SURVEYORS NEEDED ? - DAVE HORWOOD 2503	-	-	-	0.00
REGISTRATION COMMITTEE 2020 ( STATUTORY )	500	-	3,000	2,500.00
FEES MEDIATION ( STATUTORY ) 2035	100	462	100	0.00
NOMINATING COMMITTEE ( STATUTORY ) 2110	100	-	100	0.00
EXECUTIVE COMMITTEE ( STATUTORY ) 2115	300	-	300	0.00
LEGISLATION REVIEW COMMITTEE 2216	2,000	-	10,000	8,000.00
	<u>142,500</u>	<u>43,150</u>	<u>147,700</u>	5,200.00
<b>PROF STANDARDS &amp; PRACTICE COMMISSION:</b>				
PROFESSIONAL STANDARDS COMMITTEE 2200	5,000	-	5,000	0.00
DIGITAL PLAN SUBMISSION TASK FORCE 2201	-	-	-	0.00
SRD COMMITTEE 5790	2,000	-	1,000	(1,000)
COMPLAINTS COMMITTEE 2040	2,000	559	5,000	3,000.00
DISCIPLINE COMMITTEE ( STATUTORY ) 2535	2,000	7,091	7,000	5,000.00
UNDERGROUND UTILITIES COMMITTEE 2230	100	-	100	0.00
MONUMENTATION PROTECTION COMMITTEE 2145	100	1	100	0.00
	<u>11,200</u>	<u>7,651</u>	<u>18,200</u>	7,000.00
<b>OUTREACH &amp; PROFESSIONAL EDUCATION COMMISSION:</b>				
PUBLIC AWARENESS 2560-61	21,000	22,659	25,000	4,000.00
GEOMATICS RECRUITMENT LIAISON COMMITTEE 2150	7,200	5,600	7,200	0.00
UNIVERSITY COLLEGE STUDENTS LIAISON COMMITTEE 2151	7,000	4,100	7,000	0.00
A.E.R.C. COMMITTEE ( STATUTORY ) and CBEPS 2510	20,000	5,334	20,000	0.00
CONTINUING EDUCATION	100	-	100	0.00
EXPANDED PROFESSION TASK FORCE	1,500	-	1,500	0.00
MUNICIPAL SURVEYORS	100	-	100	0.00
WEBSITE MAINTENANCE COMMITTEE 2185	200	-	200	0.00
	<u>57,100</u>	<u>37,693</u>	<u>61,100</u>	4,000.00
<b>MEMBER SERVICES COMMISSION:</b>				
AGM PLANNING COMMITTEE 2170	500	-	-	(500)
INSURANCE ADVISORY COMMITTEE 7260	500	-	500	0.00
ARCHIVES AND HISTORICAL 2010	1,000	-	1,000	0.00
AGM OPERATING TASK FORCE 2160	-	100	-	0.00
	<u>2,000</u>	<u>100</u>	<u>1,500</u>	(500)
PRESIDENT'S EXPENSES 2540	15,000	-	15,000	0.00
PUBLICATIONS 2570	5,000	2,072	3,000	(2,000)
AWARDS AND CITATIONS 2580	2,000	102	2,000	0.00
FINANCE COMMITTEE 2222	100	-	100	0.00
	<u>22,100</u>	<u>2,174</u>	<u>20,100</u>	(2,000)
<b>TOTAL COMMITTEE EXPENSES</b>	<u>234,900</u>	<u>90,767</u>	<u>248,600</u>	13,700.00

SCHEDULES OF OFFICE ADMINISTRATION AND BUILDING EXPENSES

	Annual Budget 2021	Actual 2021	2022 Budget	Change from 2021 Budget
<b>OFFICE ADMINISTRATION EXPENSES:</b>				
AUDIT & ACCOUNTING 1510	20,000	17,000	20,000	0.00
BANK CHARGES 1530	5,000	4,151	5,000	0.00
INSURANCE GENERAL 1535	21,000	21,817	23,000	2,000.00
INTERNET ACCESS 2187	4,500	2,471	4,500	0.00
WEBSITE MAINTENANCE & DEVELOPMENT 2188	58,000	44,950	136,000	78,000.00
WEBSITE HOSTING 2189	1,500	2,940	3,000	1,500.00
OFFICE SUPPLIES & EXPENSES 1560 1565	9,500	11,890	12,000	2,500.00
POSTAGE & COURIER 1570	10,000	14,548	14,000	4,000.00
STAFF SEARCH 1735	10,000	-	2,000	(8,000)
STATIONARY & PRINTING 1580	2,500	-	-	(2,500)
TELEPHONE 1590	9,000	7,942	9,000	0.00
COMPUTER SERVICES 1600	23,000	28,933	29,000	6,000.00
SOFTWARE UPDATES & SUBSCRIPTIONS 1602	11,000	4,597	5,000	(6,000)
CITRIX WEB EXPENSES 1603	-	-	-	0.00
COPIER LEASING & MAINTENANCE 1610 1615	10,000	10,906	11,000	1,000.00
EXECUTIVE DIRECTOR'S EXPENSES 1743	3,000	3,324	3,500	500.00
REGISTRAR'S EXPENSES 1746	2,000	2,327	2,500	500.00
DEPUTY REGISTRAR'S EXPENSES 1750	2,500	918	2,500	0.00
MISCELLANEOUS 1760	-	-	-	0.00
LESS ALLOCATION TO SRD 1790	- 16,686	- 16,200	- 16,686	0.00
<b>TOTAL</b>	<b>185,814</b>	<b>162,513</b>	<b>265,314</b>	<b>79,500.00</b>
<b>SALARIES, BENEFITS AND CONSULTANTS:</b>				
SALARIES 1700	740,223	737,124	777,851	37,627.44
BENEFITS & PENSIONS 1710:1720	87,773	97,908	119,048	31,274.64
STAFF TRAINING 1736	4,000	2,500	4,000	0.00
LESS ALLOCATION FROM INSURANCE	- 48,000	- 48,000	- 48,000	0.00
LESS ALLOCATION TO SRD 1794	- 27,876	- 27,600	- 28,704	(828)
<b>TOTAL</b>	<b>756,120</b>	<b>761,932</b>	<b>824,194</b>	<b>68,074.09</b>
<b>BUILDING EXPENSES:</b>				
UTILITIES 3010	18,000	11,808	18,000	0.00
INDOOR MAINTENANCE	10,000	5,076	10,000	0.00
V.B.V. OUTDOOR MAINTENANCE 3030	9,000	9,200	9,500	500.00
PROPERTY TAX 3040	7,500	7,619	8,000	500.00
INSURANCE 3060	12,000	11,773	12,000	0.00
LESS ALLOCATION TO SRD 1791	- 14,700	- 14,700	- 14,700	0.00
<b>TOTAL</b>	<b>41,800</b>	<b>30,776</b>	<b>42,800</b>	<b>1,000.00</b>
<b>AMORTIZATION:</b>				
AMORTIZATION 3000	12,000	10,660	12,000	0.00
LESS ALLOCATION TO SRD 1792	5,000	- 4,200	5,000	(10,000)
<b>TOTAL</b>	<b>17,000</b>	<b>6,460</b>	<b>7,000</b>	<b>(10,000)</b>

SCHEDULE OF CONTINUING EDUCATION

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	Annual Budget 2021	Actual 2021	2022 Budget	Change from 2021 Budget
REVENUE:				
CONTINUING EDUCATION-REVENUE ADJUSTMENT	-	-	-	0.00
SEMINARS	20,000	12,118	20,000	0.00
GEODETTIC PICNIC	10,000	-	10,000	0.00
TOTAL REVENUE	<u>30,000</u>	<u>12,118</u>	<u>30,000</u>	0.00
EXPENSES:				
CONTINUING EDUCATION COMMITTEE 2070	-	-	-	0.00
CONTINUING EDUCATION SUBSCRIPTIONS 2071	4,500	914	2,525	(1,975)
CONTINUING EDUCATION WEBINARS 2072	1,000	-	1,000	0.00
SEMINARS	20,000	9,178	20,000	0.00
GEODETTIC PICNIC 8255	8,000	-	8,000	0.00
TOTAL EXPENSES	<u>33,500</u>	<u>10,093</u>	<u>31,525</u>	(1,975)
NET INCOME OR (EXPENSE)	<u>(3,500)</u>	<u>2,025</u>	<u>(1,525)</u>	1,975.00

Surplus as of October 31, 2021 \$63,753

LEGAL NON-DISCIPLINE

	Annual Budget 2021	Actual 2021	2022 Budget	Change from 2021 Budget
REVENUE:				
REVENUE	-	-	-	0.00
TOTAL REVENUE	<u>-</u>	<u>-</u>	<u>-</u>	0.00
EXPENSES:				
LEGAL GENERAL 1540	15,000	-	15,000	0.00
LEGAL - CONSTITUTIONAL CHALLENGE 1541	-	-	-	0.00
TOTAL EXPENSES	<u>15,000</u>	<u>-</u>	<u>15,000</u>	0.00
NET INCOME OR (EXPENSE)	<u>- 15,000</u>	<u>-</u>	<u>15,000.00</u>	0.00

BUILDINGS - RENOVATIONS & REPAIRS

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	Annual Budget 2021	Actual 2021	2022 Budget	Change from 2021 Budget
EXPENSES:				
RENOVATIONS & REPAIRS 3050	10,000	1,911	10,000	0.00
TOTAL EXPENSES	<u>10,000</u>	<u>1,911</u>	<u>10,000</u>	0.00

Surplus for Building Fund as of October 31, 2021 \$0

SURVEY RECORDS INDEX

	Annual Budget 2021	Actual 2021	2022 Budget	Change from 2021 Budget
REVENUE:				
SURVEY RECORD INDEX FEES	132,900	119,400	120,000	(12,900)
TOTAL REVENUE	<u>132,900</u>	<u>119,400</u>	<u>120,000</u>	(12,900)
EXPENSES:				
ADMINISTRATION 9210	30,000	3,000	200	(29,800)
CONSULTANTS 9215	100,000	131,000	136,000	36,000.00
TOTAL EXPENSES	<u>130,000</u>	<u>134,000</u>	<u>136,200</u>	6,200.00
NET INCOME or (EXPENSE)	<u>2,900.00</u>	<u>(14,600)</u>	<u>(16,200.00)</u>	(19,100)

DISCIPLINE RESERVE FUND

	Annual Budget 2021	Actual 2021	2022 Budget	Change from 2021 Budget
REVENUE:				
DISCIPLINE COST RECOVERY HEARING 1	40,000	-	40,000	0.00
DISCIPLINE COST RECOVERY HEARING 2	-	-	-	0.00
DISCIPLINE COST RECOVERY HEARING 3	-	-	-	0.00



DISCIPLINE COST RECOVERY HEARING 4		30,811	0.00	0.00
DISCIPLINE COST RECOVERY HEARING 7		-		0.00
TOTAL REVENUE	<u>40,000</u>	<u>30,811</u>	<u>40,000</u>	0.00
EXPENSES:				
REGISTRAR'S INVESTIGATION 2528	10,000	-	10,000	0.00
DISCIPLINE TRAINING	-	-	-	0.00
HEARINGS	100,000	-	100,000	0.00
-HEARING 2- DISCIPLINE	30,000	24,509	30,000	0.00
-HEARING 3- DISCIPLINE	-	-	-	0.00
-HEARING 4- DISCIPLINE	-	-	-	0.00
-HEARING 6- DISCIPLINE	-	-	-	0.00
-DISCIPLINE INVESTIGATION	-	-	-	0.00
-HEARING 8- DISCIPLINE	-	-	-	0.00
- HEARING 11 - DISCIPLINE	-	1,024	-	0.00
- HEARING 12 - DISCIPLINE	-	1,188	-	0.00
- HEARING 13 - DISCIPLINE	-	6,210	-	0.00
- HEARING 14 - DISCIPLINE	-	2,084	-	0.00
- HEARING 15 - DISCIPLINE	-	19,204	-	0.00
- HEARING 16 - DISCIPLINE	-	-	-	0.00
- HEARING 17 - DISCIPLINE	-	5,055	-	0.00
- DISCIPLINE CASES GENERAL	-	-	-	0.00
TOTAL EXPENSES	<u>140,000</u>	<u>59,273</u>	<u>140,000</u>	0.00
NET INCOME or (EXPENSE)	<u>(100,000)</u>	<u>(28,463)</u>	<u>(100,000)</u>	0.00

Surplus (Budget) as of October 31, 2021 \$11,416

Note: \$30,000 transferred in-year

	Annual Budget 2021	Actual 2021	2022 Budget	Change from 2021 Budget
REVENUE:				
PLAN SUBMISSION REVENUE	697,000	827,872	786,400	89,400.00
MISCELLANEOUS REVENUE	-	-	6,000	6,000.00
TOTAL REVENUE	<u>697,000</u>	<u>827,872</u>	<u>792,400</u>	95,400.00
EXPENSES:				
OFFICE EXPENSES 5540	5,400	3,889	5,400	0.00
POSTAGE & COURIER 5545	6,000	9,023	4,000	(2,000)
STATIONERY & PRINTING 5550	5,000	5,034	5,250	250.00
TELEPHONE 5560	7,700	5,576	5,500	(2,200)
COMPUTER 5570	7,500	6,360	7,000	(500)
COPIER 5580	700	785	700	0.00
SALARIES 5700	281,105	299,079	308,808	27,703.21
BENEFITS & PENSIONS 5710:5720	35,829	39,708	46,075	10,245.84
CONSULTANTS 5730	225,000	189,037	234,500	9,500.00
PLAN INDEXING & STORAGE	-	-	14,300	14,300.00
MANAGER'S EXPENSES & TRAVEL 5745	3,000	887	3,000	0.00
EXAMINERS' EXPENSE & TRAVEL 5750	30,000	18,315	30,000	0.00
DEPRECIATION 5755	-	5,000	5,000	10,000.00
ALLOCATION OF FACILITIES 5770	14,700	14,700	14,700	0.00
ALLOCATION OF GRL SALARY 5785	27,876	27,600	28,704	828.00
TOTAL EXPENSES	<u>644,811</u>	<u>624,192</u>	<u>712,938</u>	68,127.04
NET INCOME or (EXPENSE)	<u>52,189</u>	<u>203,680</u>	<u>79,462</u>	27,272.96

Surplus as of October 31, 2021 \$615,771

## BIOGRAPHIES

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### **Peter Joseph McGuinness, OLS# 1158 1939–December 19, 2019**



Peacefully at Margaret Bahen Hospice, Newmarket, on Thursday, December 19, 2019 at the age of 80 years. Peter McGuinness beloved husband of Mary-Lois McGuinness (nee Bennett) of Keswick. Loving father of Rita Whale and her husband Jim of Pepperlaw, Bill McGuinness and his wife Julie of Burlington and Peter Tim McGuinness and his wife Karen of Oakville. Grandfather of Helena and her husband Mark Earl, Ryan

Whale, Hannah McGuinness, Samantha McGuinness, Lauren McGuinness and Brendan McGuinness. Great grandfather of Emmett Earl. Fondly remembered by his extended family and friends. Retired Ontario Land Surveyor, Inspector with WSP and instructor at George Brown College. Resting at the Forrest & Taylor Funeral Home, 20846 Dalton Road, Sutton, Sunday, December 22, 2019 from 2:00–5:00 p.m. Funeral Mass will be celebrated in Our Lady of the Lake Catholic Church, 129 Metro Road North, Keswick on Monday, December 23, 2019 at 11:00 a.m. Cremation to follow. Memorial donations to Margaret Bahen Hospice would be appreciated by the family. Memorial condolences may be made at [www.forrestandtaylor.com](http://www.forrestandtaylor.com).

Source: [forrestandtaylor.com/tribute/details/1285/Peter-McGuinness/obituary.html](http://forrestandtaylor.com/tribute/details/1285/Peter-McGuinness/obituary.html)

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### **Ronald Howard Gunn, OLS# 946 September 8, 1927–January 19, 2021**

### **Harold Arthur Potten, OLS# CR 26 1944–February 16, 2021**

Harold passed away peacefully at Sunnybrook Hospital on February 16, 2021 at the age of 77 after a short-lived battle with Glioblastoma, an aggressive brain cancer. He leaves behind the three most important people in his life – Janet, his wife of 51 years and his daughters, Michelle and Diana. Harold was an Ontario Land Surveyor and Cartographer, working more than 30 years at the City of North York. He was also an amateur musician and a skilled carpenter. Everyone who knew Harold was touched in some way by his desire to be of help to them. Cremation has taken place. As per Harold's wishes, there will be no funeral service, but he did favour a gathering in the future when it is safe to do so, to celebrate his life.

**Walter Dennis Fisher, OLS# 1156**  
**1934–March 11, 2021**



Passed away peacefully at Hospice Simcoe on Thursday, March 11, 2021 with family at his side.

Dennis Fisher in his 86th year loving husband of 62 years to Patricia Fisher. Proud father of Bill Fisher, Kelly (Brent) Ellis, Kerry Fisher, Bridgette (Danny) Flahive, Mike (Tammy) Fisher and Jim Fisher. Cherished grandfather of Dan (Alexandra) Ellis, Jessica Ellis, Ryan (Kait) Flahive, Mike Flahive, Shannon Fisher, Erin Fisher, Jade Fisher and Cole Fisher also great grandfather of Addison, Fallon, Fionn, Brooks, Ronan and Smith. Dennis is also survived by his sister Nancy (Derrick) Armstrong. Predeceased by his brother Billy Fisher.

Interment St. Mary's Catholic Cemetery, Barrie. In lieu of flowers, donations to The Hospital for Sick Children or a charity of your choice would be appreciated by the family.

Source: [www.barrietoday.com/obituaries/fisher-walter-dennis-3541987](http://www.barrietoday.com/obituaries/fisher-walter-dennis-3541987)

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**William Albert Beninger, OLS# 873**  
**October 10, 1929–March 14, 2021**

BENINGER, William Albert (Bill) – passed peacefully at Peterborough Regional Health Centre, Ont. March 14, 2021. Born October 10, 1929, in Formosa, Ont., he was the son of Gregory Beninger and Christina Kuntz. Father of Michael (Nicci) and Robert (Julie Hinton). Grandfather of Christina Beninger (Florian Marx), Stefanie Beninger (Ruben Schlichting), Miranda Beninger (Michael Johnson), Carling Beninger, Nolan Beninger (Leah Simms-Karp) and Kelsey Beninger. Loving Great Grandfather to Eleanor Johnson, Ruby Beninger, Finn Beninger, Beatrice Beninger, and Lukas Marx-Beninger.

Bill Beninger is predeceased by his loving wife of 66 years, Enid (Fink). Together, Bill and Enid built W.A. Beninger Limited, Ontario Land Surveyors. Bill surveyed much of Peterborough County and points beyond. Bill and Enid loved their life on the farm, with their dogs and horses in Peterborough. Bill was the descendent of German immigrants and had an appreciation for nature, birds, pool, golf and great desserts.

Bill will rest close to the earth at Little Lake Cemetery beside Enid. Donations to the New Canadians Centre in Peterborough, the Alzheimer Society Peterborough or charity of choice are appreciated. Planting a tree or flower in Bill's name would also honour his love of nature. Thanks to Dr. Doug Turner and everyone at Princess

Gardens who made him feel at home.

The family has held a private celebration of life and online condolences may be made at [www.duffusfuneralhome.com](http://www.duffusfuneralhome.com).

Source: [www.duffusfuneralhome.com/obituary/william-beninger](http://www.duffusfuneralhome.com/obituary/william-beninger)

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**Talson E. Rody, OLS# 1096**  
**September 20, 1937–May 8, 2021**



His son, Eric Rody, shares the following words of remembrance for Talson:

It is with both sadness and fond remembrances that we announce the passing of Leo Talson Elliot Rody. Devoted husband, father and brother, Ontario Land Surveyor, pilot, feminist, wise man, atheist and sometimes karaoke crooner slipped the surly bonds of earth on Saturday, May 8th, 2021 at 83 years of age.

He will be deeply missed by his wife Adrianna, children Carole (George), Eric (Erin), Betty (Chuck) Sarah, grandchildren David, Alexander, Reese, Phoebe, Alexis, Sam and Charlie, Adrianna's children Nora and Tom and Adrianna's grandson Jesse, siblings Carole, Phillip (Jocelyne), Sharon and Beverley. Talson is the son of the late Germaine "Gerry" Rody and Philip Rody.

Talson was born in Timmins, Ontario in 1937, but the majority of his formative years were spent in North Bay. At a young age he developed a keen interest, some might say an obsession, with bush planes and flying which he ultimately pursued later in his prime. His mother Gerry was intelligent, principled, fearless, loving and dedicated to her children whom she raised alone. Gerry was recognized by a family friend and Premier Mike Harris in 1999 during the Speech from the Throne as a "real Canadian hero". With those same traits instilled in him by his mother, Talson would go on to achieve great success in life and in business.

After failed job attempts in western Canada, and after dropping out of the University of Toronto in the late 50s, Talson found himself at a crossroads. Hitchhiking home to North Bay he was positioned where Hwy 17 and 11 diverge east of Nipigon. He was offered a ride along Hwy 11 towards Cochrane and while not the preferred route he accepted and found himself in Cochrane. There he ultimately found his stride, raised his family and launched his legendary career.

Talson was commissioned as an Ontario Land Surveyor in 1961 and following a couple of successful partnerships in Cochrane, he formed T.E. Rody Ltd. Being intellectually curious and feeling that he didn't possess the necessary education to

lead the company into the modern era of mapping and measurement he returned to the University of Toronto, Erindale Campus in 1972 and obtained his bachelor of science all the while continuing to operate T.E. Rody Ltd remotely. He is almost certainly the only Ontario Land Surveyor to return to university to obtain a bachelor of science to broaden his knowledge. Professor Robert Gunn once remarked that he was the smartest student that he ever encountered. The decision to return to university proved to be a good one, culminating ultimately in the rise of one of the most formidable and respected land surveying companies in Northern Ontario with offices in Cochrane, Kapuskasing and Timmins. Never satisfied with the mundane he would prove both his and his staff's mettle with large, complex projects completed on a regular basis from the Quebec to Manitoba borders. The sheer body of work and the level of excellence sustained for decades by him and his crews is the benchmark by which all others can be measured. It is said that wisdom, if achieved at all, is gained later in life, but Talson exhibited wisdom early on as T.E. Rody Limited flourished. In the early 70s he implemented a company pension plan, a full benefit plan, paid best in industry wages and shared half of the profit with his employees. The business world would undoubtedly be a better place with more employers like Talson Rody. A true leader, his dedicated employees knew that he didn't place his interests ahead of theirs which fostered an unparalleled level of mutual respect. When asked what his biggest career accomplishment was he was quick to respond that it was the fact he played a part in his employees owning houses and putting their kids through college and university.

Talson was also actively involved in the Association of Ontario Land Surveyors business affairs which included being appointed President in 1990. A respected businessman in Cochrane, he held the office of president of the board of Trade in 1969.

Prosperity enabled him to pursue his love of aviation with the purchase of a Cessna 180 from the factory in 1977. Talson became a serious instrument rated aviator flying C-GPVZ on countless missions on business and with family and friends here, there and everywhere including the southern United States and Canada from Coast to Coast to Coast. He routinely arrived and departed Toronto's Pearson International airport amongst the 747's. He would recount with palpable excitement holding short for takeoff with a front row seat at night in the pouring rain awaiting the arrival of a passenger jet whose lights would faintly appear, growing intensely during final descent before finally bursting through the low level clouds landing in a glorious display of light and mist.

Despite the demands on Talson's time resulting from his commitment to T.E. Rody Ltd. his main focus was his family – whether it be regular vacations or religiously attending his kids sporting events and musical recitals. He was an avid Toronto Blue Jays fan, music aficionado (with the spectrum extending from classical jazz to rock and roll), regular member of the Arctic Bathing Club at Pools Lake and was known to bring the house down at many a karaoke bar. Determined not to grow old and sick he began jogging at age 50, running 3 miles 5 days a week religiously until late in his 70s. A stalwart, he participated in the Terry Fox Run for 30 years raising

thousands of dollars for this most worthy cause.

Whether it was a party at his house at 223 10th Avenue in Cochrane, a legendary T.E. Rody Limited annual company Christmas party or dining at a five star restaurant in Toronto, Talson knew how to lead a good time and ensure that those in his company would enjoy the festivities. This Cochranite was one of Canada's first adopters of the American Express card which was affectionately referred to as the Captain America Card by his employees. He would literally descend Cessna style to supervise staff far away from home and ensure that ample fine food and drink was enjoyed by his loyal crews.

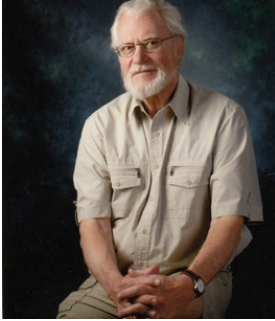
Shortly after officially retiring in 2000 Talson relocated to Toronto, married Adrianna and this inseparable duo enjoyed travelling, attending the symphony (and other cultural events) and spending time with friends and family. Talson really couldn't quit the profession of land surveying cold turkey as he continued to work in the capacity of a consultant with his son Eric.

Unfortunately, all good things and people reach the end. I'd like to think that when Talson departed this world, he did so flying a tail dragger, with Gordon Lightfoot's Early Morning Rain on high and a trace of purple haze trailing off behind him. Cremation has taken place with burial planned for the Cochrane Cemetery in mid to late summer when a proper send off can take place free of Covid-19 restrictions. Burial details will follow within the next month.

Talson suffered the ravages of Alzheimer's Disease and did not die on the terms that he wanted, but the compassionate care received at the Cheltenham Care Community seniors' residence greatly eased this burden. A donation can be made to the Alzheimer Society of Canada or the Terry Fox Foundation in memory of Talson.

His passing will be painfully difficult to come to terms with, but we will press on, taking solace in the example he set with his integrity and respect, tolerance and genuine concern for others.

**David Whitfield Lambden, OLS# 821**  
**March 11, 1929–June 4, 2021**



David Whitfield Lambden, born March 11, 1929, died peacefully at his home on June 4, 2021, surrounded by friends and family. David was born in Galt, Ontario, to Londoners Arthur Horace Lambden (1896-1989) and Enid Grace Richardson (1898-1940). Arthur and Enid immigrated to Canada in the early 1910s; they met and married in Galt, Ontario.

David was predeceased by his older brother John Richardson Lambden (1927 - 2017) and his younger sister Maryclare Arvilla Lambden (1947 – 2016), daughter Deborah Constance Mona Lambden (1954 - 1981) and grandson Nicholas Michael Andrew Lambden (1996 – 2007).

David was survived by children Christopher, Enid, Catherine, and John and 15 grandchildren and 32 great grandchildren from his first marriage.

He is also survived by Elizabeth Ann Rickards Lambden along with their three sons Robert, James and Andrew from his second marriage, and their three grandchildren Madison, Jake and Katie.

David studied at the University of New Brunswick, graduating with a Bachelor of Science (Honours) in Forestry in 1950. In 1951 David was licensed as a land surveyor in Nova Scotia, joined the Office of the Surveyor General in Ottawa in 1952, was licensed as an Ontario Land Surveyor in 1953 and a Dominion Land Surveyor in 1954. In 1955 David opened a private practice in Fort Frances, when he happily pursued surveys of isolated First Nation lands.

David loved the natural environment and thrived in his work. He was dedicated to his surveying activities involving water boundaries, First Nation claims, and grid work in the prairies. As a Forester, David knew fauna and flora as well as boundary law.

In 1957, Marsh Magwood, the Director of Titles of Ontario, appointed David as the first Examiner of Surveys. In that capacity, David drafted survey-related regulations that founded modern versions and wrote the first edition of the *Boundaries Act*. He also arranged for and introduced the deposit of “Description Reference Plans” in the Land Registry system.

In 1959, David moved towards new horizons and relocated to Australia, where onboard the ship he met Elizabeth Lambden, his wife. By 1960, David was registered as a surveyor in Victoria, New South Wales and Queensland. He received a Diploma in Town and Country Planning from the University of Sydney in 1963, has been a member of the R.I.C.S. since 1965, and, in 1967, was registered as a

surveyor in New Zealand.

David was in California from 1963 to 1966, and New Zealand in 1967 and 1968. He returned to Sydney in 1968 where he lectured in the School of Surveying at the University of New South Wales. As of 1972, David was a principal in the firm of Kent & Curdie Pty Ltd. and was business manager and editor of the Australian Surveyor at that time.

In 1974 David returned to Canada to lecture in the Survey Science program at the University of Toronto. David's contributions through lecture notes and materials, seminars at AOLS meetings and many publications were foundational to the knowledge of Ontario Land Surveyors today, especially with respect to legal survey principles.

Concurrently with teaching, David practiced as a consultant on survey-related issues. He appeared as an expert witness in several court cases, and participated as a fact-finder in settling First Nation claims. David continued his consulting business well after retirement as Professor Emeritus from the University in 1994.

In 2006, David was presented with the AOLS Professional Recognition Award. An annual scholarship was subsequently established in his name by the South Central Region of the AOLS.

Throughout his career as forester, surveyor, educator and consultant, David freely assisted surveyors, lawyers, former students, and the public—anyone with questions requiring his extensive knowledge and expertise.

David was generous and a true gentleman. The world—especially the surveying community—will not be the same without him.

Resting at the Gilbert MacIntyre and Son Funeral Home, Dublin Chapel, 252 Dublin Street, North, Guelph on Friday, June 11, 2021 from 12 to 4 p.m. and 7 to 9 p.m. To attend a visitation time, please RSVP on the funeral home website. Please note that masks or face coverings must be worn. Due to the current restrictions, the service will be private.



**Robert William (Bob) Mackey, OLS# 1063**  
**July 24, 1937–May 18, 2021**



It is with heavy hearts and gratitude for a life well lived that we announce the peaceful passing of Robert William “Bob” Mackey on Tuesday, May 18, 2021 at Grey Bruce Health Services in Meaford in his 84th year.

Born on the Mackey family farm on the St. Vincent-Collingwood Townline on July 24, 1937, Bob was a son of the late Bill and Gertie (nee Walters) Mackey.

Bob will be missed dearly by his best friend and wife of more than 61 years, Janet (nee Almond) Mackey of Meaford.

He was the proud father of Scott and his wife Jenny Mackey of Chatsworth and Lynn Mackey-Noll and her husband Michael Noll of Sarasota, Florida. Bob was the fun loving Grandpa of Meaghan, Robert and Adam Mackey and Opa of Jarika and Julia Noll.

He was predeceased by his brother Art Mackey (late Arlene) and will be remembered fondly by his sisters-in-law Rosemary Eagles (late Jack), Laurie Adams (Ken) and was predeceased by his sister-in-law Dianne Elliott (Roy). Bob will be remembered fondly also by his many nieces, nephews and their families.

Bob enjoyed life, family and many friends. He graduated from the University of Toronto and started his career as an Ontario Land Surveyor and later became a Real Estate Broker. He served his community as a St. Vincent Township Councilor, Trustee for the Board of Education, served as a former Board of Director for the Grey Bruce Regional Health Services, was a long standing member of the Maple Leaf Shooting Club, and a Past Master of the Masonic Lodge in Thornbury. He was an avid baseball fan and umpired locally for 35 years. Bob enjoyed yearly trips to Florida to visit Lynn’s family.

A celebration of Bob’s life will be held at a later date when health restrictions allow and it is safe for family and friends to gather. A private family service of interment will take place at Thornbury-Clarksburg Union Cemetery.

As an expression of sympathy, donations to the Meaford Hospital Foundation would be appreciated and may be made through the Ferguson Funeral Home, 48 Boucher St. E., Meaford, ON N4L 1B9 to whom arrangements have been entrusted.

**William James Bowman, OLS# 1278**  
**1942–August 2, 2021**



William James (Jim) Bowman, 79, of Dinorwic, passed away on August 2nd, 2021 from heart failure.

Jim was born in Kirkland Lake Ontario and attended school in New Liskeard, Ontario where he met his wife to be (Carolyn).

After graduating from high school, one of his first jobs was working in northeastern Ontario for H. Sutcliffe Ltd (Survey and Engineering Co), which

inspired him to further his education at University of Toronto and led to his 50 year career as an Ontario Land Surveyor.

After meeting Carolyn (aka Toots) in high school, the pair went on to eventually marry and had their daughter (Angie). They also became legal guardians of his sister's children, Pam and Tim Pettman in 1976.

Jim and his family moved to Dryden in 1974 where he and his wife operated a land surveying business for over 40 years.

From early childhood Jim was a dog lover. He enjoyed being outdoors but was also an avid reader. He could be described as a do it "yourself" and spent his retirement enjoying and maintaining his property on Dinorwic Lake.

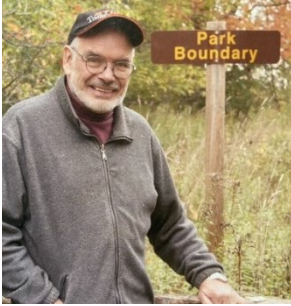
Anyone who knew Jim knew that he was a strong (but gentle), kind and quiet soul.

Jim was predeceased by his sister (Elizabeth), his father (Bill) and mother (Ella). He is survived by his wife Carolyn (aka Toots), his children (Angie, Tim and Pam), his brother (Peter), and grandchildren (Lucas, Olivia, Stephanie, Ryan, Alexandria and Ben).

No services will take place, as Jim requested, but we do appreciate your love and support during this difficult time.

If friends and family so desire a donation can be made in Jim's name to the Dryden Regional Health Centre or the Canadian Heart and Stroke Foundation through Stevens Funeral Homes, P.O. Box 412, Dryden P8N 2Z1.

**Peter J. Williams, OLS# 1211**  
**1938–August 6, 2021**



It is with great sadness that the family of Peter John Williams announces his passing on August 6, 2021 at the age of 83 years.

Peter will be deeply missed by his common-law wife of 45+ years Doris “Bobbi” Panter, and children; Stephanie Williams (Jon), Geoffrey Williams (Sharon), Susan Neagle (Andrew), step-daughter Susan Panter (Rodney); predeceased by step-daughter Claire Martineau (Mike). He will also be lovingly remembered by his grandchildren; Sarah, Amy, Clement, Tirzah, Zoephina, Isha, Laura, Daniel, Matthew & Michael. He will also be missed by his colleagues and close family friends Stephen Coles and Christine Verstraete.

Memorial Service to be Announced. Online condolences may be made at [www.imfunerals.com](http://www.imfunerals.com). In Memoriam Funeral Services Inc. has been given the honour to serve the Williams Family.

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**Malcolm Hugh MacLeod, OLS# CR029**  
**1934–October 24, 2021**



Malcolm Hugh MacLeod, eighty-seven years of age, died peacefully at his home in Salt Lake City, Utah on October 24, 2021. Born in Toronto, raised in Collingwood, Malcolm attended Royal Military College and graduated from the University of Toronto with a Civil Engineering Degree. Malcolm was travelling in Europe when he met Carole on the ski slopes in 1959 and they were married in May 1962 in Garmisch-Partenkirchen, Germany. They made their homes in Toronto and Georgetown before moving to Salt Lake City in 1997. A man ahead of his time, Malcolm was a futurist, a visionary, a devoted Dad and proud G'dad and Ducks. Together with Carole they raised four children, daughter Kimberly and three sons, Malcolm (Kelly), Stephen (Judy) and Andrew (Kendra). He will be lovingly remembered by his ten grands, Courtney (James), Laura, Liam, Scott, Elise, Sean, Laird, Sam, Emily (Aaron), and Jeff.

All his life Malcolm embraced outdoor life! He was an avid skier, mountain biker, and world traveller. Winters were spent on the slopes at Caledon and summers on the East Coast with the last week reserved for family camp at Kitchikewana. Much time was spent around a cribbage board with endless banter and joyous laughter. Over their 59 years of marriage, Malcolm and Carole loved the Arts and Sciences

attending theatre, symphonies and lectures at the U as often as they could.

Diagnosed with Alzheimer's, Malcolm's rock was Carole – his caregiver extraordinaire. The family is most grateful to Dr. Susan Cochella and the staff at University of Utah Health for the care and kindness shown to both Malcolm and Carole. Malcolm made an impression on everyone he met, with his gregarious attitude and zest for life. The next time you're at Caledon you may just hear him yodeling as he cruises down the slopes for that second last run! Have a Group Hug and think of Malcolm!

A Memorial Service was held on Saturday, October 30, 2021 at 10:00 am followed by coffee and pastries at Starks Funeral Parlor, 3651 South 900 East, Salt Lake City, Utah.

A Celebration of Life will take place in Ontario in the spring - date and time TBD.

In lieu of flowers, the family would appreciate donations to the Alzheimer's Society or the charity of your choice.

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**Marc P. Payette, OLS# 1778**  
**1958–November 1, 2021**



It is with the heaviest of hearts that we announce the unexpected passing of Marc Payette on November 1, 2021. Marc is mourned, cherished, and survived by his parents, Bunny and Jean-Guy Payette, and his siblings Denise (Bob Scott), Renée (Fram Engineer) and Vincent. Marc is the beloved uncle to Alex, Amanda and Anna Engineer who will honour his memory. Though Marc's passing was sudden, his family knows he is at peace and has reunited with the love of his life and soulmate, his late wife Cindy Manley.

A celebration of his life will be held in Spring of 2022 at the family cottage, his favorite place, surrounded by his family and friends. We love you Marc. Rest well.

Condolences/Tributes can be made to Hulse, Playfair & McGarry.

Source: [www.hpmcgarry.ca/memorials/marc-payette/4774523/obituary.php](http://www.hpmcgarry.ca/memorials/marc-payette/4774523/obituary.php)

**Lawrence (Larry) George Woods OLS# 1135**  
**July 3, 1937–November 19, 2021**



It is with profound sadness that the family announces the death of Larry at St. Joseph's Hospital on Friday, November 19, 2021, aged 84, after a very long and courageous battle with sarcoidosis. He was the beloved husband of Shirley Loker (59 years) and adored father of Laura and her husband Randy Cronsilver, Lisa, Lynn and her husband Darryl Burtch, and Louise. Dear Grampa of Kathryn and husband Mark, Tyler, Natalie, Jordan, Amanda, Curtis, Colin, Alexander, Devin, Aliya and Jamie, and Great-Grampa of Cameron and Keelie. Brother of Vilma and her husband John Bedell. Predeceased by his younger brother, Sidney Kenneth Woods (2012). Dear brother-in-law of Lorena Koike-

Woods, Bob Loker and Geraldine, Roy Loker and Rachel. Lovingly remembered by many cousins, nieces, nephews and great-nieces and nephews. Larry was born in Timmins, on July 3, 1937 to parents Sidney William and Merna Woods (nee Thomson).

After graduating from Dundas District High School in 1957, he took an apprenticeship with his father to become an Ontario Land Surveyor, receiving his certification in 1963. He joined the family firm – Sidney W. Woods Engineers and Surveyors and later opened his own business, L. G. Woods Surveyors in Dundas. He lived his life with great love for his family and friends and the community. He was a Rotarian for 49 years and a Past President of the Hamilton Homebuilders Association. He served on the Wentworth County Board of Education for 11 years. His interests included, but were not limited to, travelling, dancing, fishing, cooking, reading, and gardening.

Fully vaccinated family and friends will be received for visitation on Friday, November 26th from 4pm to 8pm at the Dodsworth-Brown Funeral Home, 378 Wilson Street, Ancaster, ON L9G 2C2.

Funeral service to be held at the Funeral Home on Saturday, November 27th at 11:00 a.m. Proof of full vaccination will be required to enter the building. Cremation to follow. Interment at Grove Cemetery, Dundas at a later date.

In lieu of flowers, memorial donations may be made to Hamilton Downtown Rotary Club. Due to serious allergies any flower arrangements must not contain roses, poinsettias, or lilies, and a scent-free environment is requested. Kindly refrain from wearing colognes or perfumes. Please sign the online Book of Condolence at [www.dbancaster.ca](http://www.dbancaster.ca).

Source: [www.arbormemorial.ca/en/dbancaster](http://www.arbormemorial.ca/en/dbancaster)

**Dino Astri OLS# 1650**  
**1961–December 17, 2021**



Dino passed away peacefully at home surrounded by loved ones on December 17, 2021 at the age of 60, after a 3 year battle with a brain tumour. He is survived by his wife & best friend Carla. Three children Tanya (Dave), Krista (Rob), and Bradley (Lily). Three grandchildren Nova, Dakota & Isaiah. Loving parents Leona & Dino Sr. In the spring of 2020, Dino officially retired after 32 years as a well respected Ontario Land Surveyor. He founded Dino Astri Surveying Ltd. in 2005, which was one of his proudest accomplishments.

Dino was well loved for his sense of humour, generosity and telling a good story over a glass of wine or by the pool. Dino enjoyed spending his time with his family and friends, his two dogs, camping and on the golf course.

Special thanks to family and friends who drove Dino to his treatments, as well as the medical staff at St. Mikes Hospital, Sunnybrook Hospital and Royal Victoria Hospital.

According to Dino's wishes, cremation has taken place and the family will celebrate Dino's life at a later date.

In lieu of flowers please consider donating to the Simcoe Muskoka Regional Cancer Program at Royal Victoria Hospital to help bring Cancer treatment closer to home. Cremation entrusted to Marshall W. Driver Cremation & Burial Service, 19 Ross St., Barrie, ON.

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**Eric Lawrence Ansell OLS# 1543**  
**May 1, 1952–December 24, 2021**



Eric passed away on December 24th, 2021 at Hospice Peterborough at the age of 69 after a long courageous battle against cancer.

Eric was married to Debbie (nee Jardine for 44 years and had one son, Trevor (daughter-in-law Bliss). He was born in Toronto on May 1, 1952, to Robert and Jean Ansell (nee Taylor and was the youngest of three children. He is survived by his wife, son, and his brother Douglas. He is predeceased by his parents, his stepmother Marion, and his sister Susan Day.

Eric was very fortunate to have a very large group of golfing buddies. The group played mostly at Pine Crest Golf and Country Club but made an annual trek down to Alexandria Bay (for the past 25 years) for a week of golf and too much eating and drinking. It was his wish that the group all get together and play an annual round of golf in his honour with a taste of scotch (or Irish whiskey) in his honour.

Eric's early years were in Scarborough and Agincourt until moving to Peterborough at the age of 8. He attended Edmison Heights Public School, and Adam Scott CVI, (he was a proud founding member of ROMEOS). He attended Ryerson University and the University of Toronto.

Eric was a professional land surveyor, and he obtained his Ontario Land Surveyor commission in 1982. He operated ANSELL SURVEYING, a small professional land surveying firm which enjoyed a varied practice mainly in the Peterborough County area. He later joined the Office of the Surveyor General, Ministry of Natural Resources and Forestry and was Coordinator of Crown Land Surveys and Deputy Surveyor General for Ontario, until his retirement in 2016. He was president of the Association of Ontario Land Surveyors in 2013 and was the first recipient of the association's Life Membership Award for his contributions to the associations. Eric wanted to thank all of the staff of the Peterborough Cancer Clinic and Hospice Peterborough. Everyone including clerks, nurses, doctors and volunteers gave exceptional care and were always cheerful and kind.

In lieu of flowers, donations to Hospice Peterborough would be appreciated by the family. There will be a private family Celebration of Life held a later date. Online condolences may be made at [www.highlandparkfuneralcentre.com](http://www.highlandparkfuneralcentre.com).

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**Gordon Henry Wood, OLS# 856**  
**November 22, 1928–December 11, 2021**



Gordon Henry Wood passed peacefully in his suite at Amica Newmarket after a long and challenging struggle with several health issues. He will be sadly missed by his wife of 68 years, Ruth Mary and his three adult children Cathy (Warren), Elizabeth, and David (Gwen); his four grandchildren Erin (Andrew), David (Maggie), Katlyn (Bradley) and Jonathan (Aimee) and his three great grandchildren Olivia, Henry and Cameron. He is predeceased by his parents Henry and Bessie, sister Elaine (David), his in-laws Perry and Edna, son-in-law Andrew and great-granddaughter Alexandra.

Gordon was the eldest child of Henry and Bessie Wood, born in North Toronto. He and his younger sister Elaine had a very special bond. Gordon enjoyed growing up in North Toronto and was a serious student. He particularly enjoyed sports and played hockey and football. He attended Lawrence Park Collegiate Institute (LPCI)

and formed lifelong friendships with a group of fellows who later, with their wives were referred to as “The Gang.” Gordon was industrious even from a young age and worked hard, including the summers of delivering bread on his bicycle on Toronto Island. Gordon attended University of Toronto, Ajax Campus for Engineering. He was too young to participate in World War 2 but gained insights into the War from attending University with many returning Veterans. Shortly after University, he met his soon to be wife Ruth Mary who attended Teachers College with his sister Elaine. Ruth Mary and Gordon were married in 1953 in Keswick, Ontario.

Gordon started his life-long career with Ontario Hydro as an Engineer in 1951, using his time off to complete his Ontario Land Surveyors degree. Cathy was their first born in 1955 in their small apartment at Shepherd and Yonge before they transferred to Williamsburg shortly after Cathy’s birth. Sadly, Gordon’s mother Bessie passed away at a very young age and was only able to meet one of her grandchildren. During their time in Williamsburg, their second daughter Elizabeth was born. Williamsburg was a long way from family and many trips back to central Ontario allowed for family time.

Gordon was transferred from Williamsburg to Belleville in 1957 where their son David was born. The family lived in Belleville for 4 years before moving to Barrie in 1961 where they lived for 5 years. The Wood family was happy to relocate to Barrie with the close proximity to family in Toronto and Keswick. During their time in Barrie, they enjoyed many family gatherings at Ruth Mary’s parents in Keswick and Gordon’s family in Toronto, as well as family visits with relatives in Sunderland. While continuing to work for Ontario Hydro, Gordon was a Land Surveyor requiring him to travel and be away from family much of the week. After many years of this lifestyle, he took an office position in Toronto Head Office that allowed him to be home with family. In 1967, the Wood family moved to Toronto into their home on Yonge Blvd. where they lived for over 50 years.

Gordon was very much a family man which is why he gave up his love for the outdoors for a desk job to be home more with Ruth Mary and his children. He was very involved in his children's lives and they had many wonderful family vacations camping, travelling, staying in motels and visiting around Ontario and across Canada. Gordon supported his children in their many activities and could be found out in the cold, flooding an ice rink, driving to hockey, swimming or a friend’s house.

Gordon promoted post-secondary education and was very pleased with his children's educational pursuits. He was very proud that each of them was able to achieve a post-secondary education and to develop successful careers. Gordon was also very pleased when his children found their partners that were supportive and family oriented. He readily welcomed each one into the family.

After 35 years, Gordon retired in 1986 from Ontario Hydro, now Hydro One and began a well-deserved life of leisure. Ruth Mary and Gordon joined the Toronto Cricket and Curling club where Gordon became very involved in Curling. Gordon



was very competitive and very successful as a curler then became involved in bridge. In summer, he loved golf and travel, visits with family and friends and time at the cottage. Many winters found the Woods in Victoria BC to enjoy the milder climate and allow for visits with Elizabeth and her family in Squamish. Both were very involved at Fairlawn United Church and participated actively on numerous committees and as long-term members of the congregation.

Gordon and Ruth Mary thoroughly enjoyed their roles as Grandparents to Erin, David, Katlyn and Jonathan and spent much of their travel/vacation time being a part of their lives visiting Dryden and Squamish and welcoming their visits to Toronto. They were thrilled to also become Great grandparents and treasured their visits with Olivia, Henry and Cameron.

In 2019 Gordon and Ruth Mary made the hard decision to sell their family home and moved to Canterbury Retirement Residence in North Toronto. With increased health needs, they moved to Amica in Newmarket and were closer to their daughter Cathy. Ruth Mary continues to reside at Amica. Despite health challenges, Gordon remained a true gentleman with a strong will to live. He was a wonderful son, brother, husband, father, grandfather and friend and will be greatly missed.

In lieu of flowers, donations can be made to the Kidney Foundation of Canada in Gordon's memory.

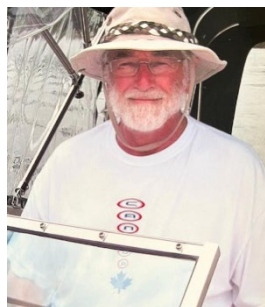
A Private Interment for immediate family was held at Queensville Cemetery on Wednesday, January 12, 2022.

While the family wishes you could all be with them in their time of loss, they appreciate your kind words and condolences. Please take a moment to share a message or condolence by clicking on the "Guestbook" tab above.

Source: [www.arbormemorial.ca/taylor/obituaries/gordon-henry-wood/75852](http://www.arbormemorial.ca/taylor/obituaries/gordon-henry-wood/75852)

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**Michael Brooke, OLS #1274**  
**March 17, 1945–February 28, 2022**



It is with profound sadness that we announce the passing of beloved husband, father, brother and grandad, Michael Brooke, on February 28th at the age of 76. He is survived by wife Patricia, sister Jane, children Jeff and Tracy, daughter-in-law Charlene, and his six wonderful grandchildren Taylor, Tegan, Ali, Camryn, Julian and Findley. Mike died peacefully after a brave battle with aggressive colon and liver cancer, with family by his side. Born in Thetford, England, Mike emigrated to Canada with his parents and sister at the age of 10. The family

called various Toronto neighbourhoods home, until moving to Aurora in 1959. It was there that Mike met and fell in love with Pat, and they were married in 1968.

Mike's job as an Ontario Land Surveyor took them north to Sudbury, where they raised their children, made many friends, and created numerous fond memories. Over time Mike revealed himself to be a man of many interests. Involved in Scouts for years growing up, he continued this pursuit as a Scout Leader, as well as enjoying plenty of camping, canoeing and fishing. His leisure time was also filled skiing, playing tennis, golf, guitar, messing around with his significant model train layouts, or dancing the night away with Pat.

Above all though, he proved himself a wonderful husband and father, always putting his family first, showing loving support in good times and bad, working hard to make life happy for his wife and children.

Mike was able to enjoy nearly 20 years of happy retirement with Pat in their most recent home of Victoria Harbour – with yet another set of great friends. He busied himself with boating, photography, badminton, serving as President of the Georgian Shores Seniors Club, and traveling with friends and family. Not least, he got to be a Grandad. He was wonderful at that too. The whole family, his many friends, and everyone else he touched with his humour, generosity and simple decency will cherish their memories, but miss him dearly nonetheless.

For those interested in donations, please consider the Canadian Cancer Society or the Alzheimer Society of Canada.

Information about visitation and service arrangements may be found at Nicholls Funeral Home Midland, Ontario.

Source: [www.arbormemorial.ca/nicholls/obituaries/michael-edward-brooke/80035](http://www.arbormemorial.ca/nicholls/obituaries/michael-edward-brooke/80035)

## 2022 ANNUAL REPORT

### – Active Membership – (as of March 2, 2022)

Branches: Cadastral, Geodetic, Geographic Information,  
Hydrographic, Photogrammetry

1926	ABDEL SHAHID, Aziz Branch: C// OLS, OLIP, 2010-Jan-18	1591	ALDWORTH, Geoffrey G. Branch: C// OLS, OLIP, 1986-Jun-18
2104	ABDUL ALI, Mohamed Aroos Branch: C// OLS, OLIP, 2021-Jul-15	2053	ALLISON, Tyler Branch: C// OLS, OLIP, 2019-Jul-26
1802	ADAMS, Kim C. Branch: C// OLS, OLIP, 1997-Feb-19	2069	ALREFAAI, Emad Branch: C// OLS, OLIP 2021-Jan-19
1961	AFZALZADA, Haron Branch: C// OLS, OLIP, 2013-Jul-22	1753	ALTON, J. Mark Branch: C// OLS, OLIP, 1994-Jan-11
2068	AGYEMANG, James Asante Branch: C// OLS, OLIP 2021-Jan-19	1976	AMIRNEZHAD, Bahram Branch: C// OLS, OLIP, 2015-Jan-14
1995	AHLUWALIA, Sabir Branch: C// OLS, OLIP, 2016-Jan-27	1434	ANNABLE, Drew J. Branch: C// OLS, OLIP, 1977-Jun-24
2019	AKHLAGHI, Armin Branch: C// OLS, OLIP, 2018-Jan-26	2103	ANSARIRAMANDI, Sasan Branch: C// OLS, OLIP, 2021-Jul-15
1831	AKSAN, Anna M. Branch: C// OLS, OLIP, 1999-Jul-21	2061	ARAVINTHAN, Vinujan Branch: C// OLS, OLIP, 2020-Jan-21

1869	AREGERS, Craig G. Branch: C// OLS, OLIP, 2002-Jul-19	2046	BASNAYAKA, Aravinda Branch: C// OLS, OLIP, 2019-Jan-22
1509	ASHWORTH, Duncan Branch: C// OLS, OLIP, 1980-Dec-05	1941	BATCHVAROVA, Tania Nenova Branch: C// OLS, OLIP, 2011-Feb-24
2009	ASSAIE-ARDAKANY, Farrokh Branch: C// OLS, OLIP, 2017-Feb-22	1913	BAYA, Martin Branch: C// OLS, OLIP, 2008-Sep-03
1860	AUBREY, Peter N. Branch: C// OLS, OLIP, 2001-Sep-12	2071	BAZAR, Stefan Branch: C// OLS, OLIP, 2021-Jan-19
1501	AUER, Gerhard Branch: C// OLS, OLIP, 1980-Jul-09	1888	BEDARD, Mark Branch: C// OLS, OLIP, P.Eng. 2005-Jan-21
2070	BABU, Francis Branch: C// OLS, OLIP, 2021-Jan-19	1771	BEERKENS, John M. Branch: C// OLS, OLIP, 1995-Jan-21
1592	BALABAN, Steven J. Branch: C// OLS, OLIP, 1986-Jun-18	1375	BENEDICT, Ralph J. Branch: C// OLS, OLIP, 1974-Jun-14
2045	BANASZEK, Piotr Branch: C// OLS, OLIP, 2018-Dec-11	1800	BENEDICT, Paul J. Branch: C// OLS, OLIP, 1996-Dec-11
1763	BARRETTE, André P. Branch: C// OLS, OLIP, 1994-Aug-02	1614	BENNETT, R. Grant Branch: C// OLS, OLIP, 1987-Jun-17

2123	BEREC, Daniel Branch: C// OLS, OLIP, 2022-Jan-26	1580	BOEHME, Kerry Branch: C// OLS, OLIP, 1985-Dec-18
1836	BERESNIEWICZ, Chris Branch: C// OLS, OLIP, 2000-Jan-26	1967	BOGDANOV, Yuriy Branch: C// OLS, OLIP, 2014-Jan-22
1737	BERG, Ronald E. Branch: C// OLS, OLIP, 1993-Jan-21	1689	BORTOLUSSI, Adrian Branch: C// OLS, OLIP, 1991-Jan-29
1754	BHATTI, Wikar A. Branch: C// OLS, OLIP, 1994-Jan-11	1530	BOWYER, Edward W. Branch: C// OLS, OLIP, 1982-Jun-04
2020	BHERI, Aisar Branch: C// OLS, OLIP, 2018-Jan-26	1760	BRACKEN, George N. Branch: C// OLS, OLIP, 1994-Jan-14
1885	BIANCHI, David Branch: C// OLS, OLIP, 2004-Sep-08	2105	BRAVO, Junnel Branch: C// OLS, OLIP, 2021-Jul-15
2072	BIELEN, Marcin Branch: C// OLS, OLIP, 2021-Jan-19	1917	BRIDGES, Ron Branch: C// OLS, OLIP, 2009-Jan-15
2031	BIENKOWSKI, Pawel Branch: C// OLS, OLIP, 2018-Jul-25	1971	BROXHAM, Andrew James Branch: C// OLS, OLIP, 2014-Feb-27
1738	BODE, Ralph T. Branch: C// OLS, OLIP, C.L.S. 1993-Jan-16	1768	BUISMAN, Jeffrey E. Branch: C// OLS, OLIP, 1995-Jan-11

2106	BULUA, Amanda Branch: C// OLS, OLIP, 2021-Jul-15	2032	CHAPPLE, Riley Branch: C// OLS, OLIP, 2018-Jul-25
1947	BUNKER, Chris Branch: C// OLS, OLIP, 2011-Oct-06	1962	CHERIAN, Boney Branch: C// OLS, OLIP, 2013-Jul-22
2062	BUNKER, Tim Branch: C// OLS, OLIP 2020-Jan-21	1886	CHITTY, Phil W. Branch: C// OLS, OLIP, 2004-Sep-08
1701	BURCHAT, Martha L. Branch: C// OLS, OLIP, 1991-Aug-14	1338	CLANCY, Ronald W. Branch: C// OLS, OLIP, 1973-Aug-17
1982	CALONIA, Gualberto C. Branch: C// OLS, OLIP, 2015-Jul-10	1690	CLARK, W. Bruce Branch: C// OLS, OLIP, A.L.S 1991-Jan-29
1747	CAMPBELL, Brian R. Branch: C// OLS, OLIP, 1993-Aug-11	1254	CLIPSHAM, Robert E. Branch: C// OLS, OLIP, P.Eng. 1970-May-12
1810	CAMPBELL, Kenton H. Branch: C// OLS, OLIP, 1997-Aug-13	1781	COAD, Brian A. Branch: C// OLS, OLIP, 1995-Jul-20
1654	CHAMBERS, Donald G. Branch: C// OLS, OLIP, 1989-Jun-19	1542	COLE, J. Anne Branch: C// OLS, OLIP, C.L.S. 1982-Dec-06
1811	CHAPPLE, Brooke D. Branch: C// OLS, OLIP, 1997-Aug-13	1641	COLLETT, Brent W. Branch: C// OLS, OLIP, 1988-Jun-07

1803	COMERY, David A. Branch: C// OLS, OLIP, 1997-Feb-19	1527	CULBERT, Douglas A. Branch: C// OLS, OLIP, 1982-Jan-25
1511	CONSOLI, Guido V. Branch: C// OLS, OLIP, C.L.S. 1980-Dec-05	1928	CUMMINGS, Dwayne Branch: C// OLS, OLIP, 2010-Jan-18
1788	COONS, Scott E. Branch: C// OLS, OLIP, 1996-Jan-23	1892	CURRIE, Lise Roxanne Branch: C// OLS, OLIP, 2006-Aug-14
1801	CORMIER, Dan J. Branch: C// OLS, OLIP, C.L.S. 1997-Jan-18	2047	DALZIEL, Scott Branch: C// OLS, OLIP, 2019-Jan-22
2119	CORTENS, Thomas Branch: C// OLS, ALS, 2021-Oct-18	1714	D'AMICO, John M.J. Branch: C// OLS, OLIP, 1992-Jan-29
1987	CÔTÉ, Sophie-Rose Branch: C// OLS, OLIP, 2015-Jul-20	2060	DAWE, Lauren Elizabeth Branch: C// OLS, OLIP 2019-Nov-29
1837	COUTTS, Hugh S. Branch: C// OLS, OLIP, 2000-Jan-26	1748	DAY, Nigel A.P. Branch: C// OLS, OLIP, 1993-Aug-26
1805	CRANCH, Crystal R. Branch: C// OLS, OLIP, 1997-May-13	1739	DE HAAN, Peter Branch: C// OLS, OLIP, 1993-Jan-16
1977	CROCKER, J. Paul Branch: C// OLS, OLIP, 2015-Jan-15	1983	DE JAGER, Matthew Branch: C// OLS, OLIP, 2015-Jul-10

1458	DE RIJCKE, Izaak Branch: C// OLS, OLIP, LL.B. 1978-Jul-19	1478	DIXON, Richard C. Branch: C// OLS, OLIP, 1979-Jun-27
1789	DE ROSA, Pier L. Branch: C// OLS, OLIP, 1996-Feb-22	1921	DOMAGALSKI, Adam Branch: C// OLS, OLIP, 2009-Jul-22
2107	DEJONG, Philip R. Branch: C// OLS, OLIP, 2021-Jul-15	2122	DONKO, Victoria Branch: C// OLS, OLIP, 2022-Jan-26
1655	DEL BOSCO, Terry W. Branch: C// OLS, OLIP, 1989-Jun-19	1661	DORE, Ronald Branch: C// OLS, OLIP, 1989-Nov-06
1876	DELLA MORA, Rick Branch: C// OLS, OLIP, 2003-Aug-13	1400	DORLAND, David S. Branch: C// OLS, OLIP, 1975-May-09
2033	DEMARCO, Michael Branch: C// OLS, OLIP, 2018-Jul-25	2006	DORLAND, James D. Branch: C// OLS, OLIP, 2017-Jan-31
1878	DENBROEDER, Ross B. Branch: C// OLS, OLIP, 2003-Sep-10	1854	DOSEN, Vladimir Branch: C// OLS, OLIP, 2001-Jan-31
1863	DI COSMO, Matthew Branch: C// OLS, OLIP, 2002-Feb-21	1726	DUNLOP, R. Dean Branch: C// OLS, OLIP, 1992-Aug-04
1568	DIETZ, Terry P. Branch: C// OLS, OLIP, 1984-Dec-20	1491	DUTRISAC, Denis Branch: C// OLS, OLIP, 1979-Aug-15



1716	DZALDOV, Ophir N. Branch: C// OLS, OLIP, 1992-Jan-29	1975	FATHI, Seyed Abdolmajid Branch: C// OLS, OLIP, 2014-Jul-24
1852	DZALDOV, Dan Branch: C// OLS, OLIP, 2001-Jan-16	2108	FAULHAMMER, Bennett Branch: C// OLS, OLIP, 2021-Jul-15
1538	EDWARD, Paul C. Branch: C// OLS, OLIP, 1982-Dec-06	1937	FEE, Jeff John Branch: C// OLS, OLIP, 2011-Jan-12
1990	EL-CHANTI, Oussama Branch: C// OLS, OLIP, 2016-Jan-18	1932	FEREN, Peter Raymond Branch: C// OLS, OLIP, 2010-Sep-08
2034	ELLIOTT, Jason Branch: C// OLS, OLIP, 2018-Jul-25	1616	FERIZOVIC, Ken Branch: C// OLS, OLIP, 1987-Jun-17
2056	ELMOV, Dmitri Branch: C// OLS, OLIP, 2019-Sep-20	2028	FERNANDES, Annie Branch: C// OLS, OLIP, 2018-May-31
1554	ENGLAND, Brent J. Branch: C// OLS, OLIP, C.L.S. 1983-Dec-21	1957	FIDDES, Zachary Branch: C// OLS, OLIP, 2013-Jan-14
1782	ERTL, Lawrence O. Branch: C// OLS, OLIP, 1995-Jul-31	1575	FINNIE, Roderick Branch: C// OLS, OLIP, 1985-Jun-10
1812	EVEN, James Branch: C// OLS, OLIP, 1997-Aug-13	1934	FISHER, Michael John Branch: C// OLS, P.Eng., 2010-Sep-08

1828	FLEGUEL, Robin L. Branch: C// OLS, OLIP, 1999-Feb-03	1762	GAUTHIER, Richard R. Branch: C// OLS, OLIP, 1994-Jun-15
1555	FLIGG, Robert A. Branch: C// OLS, OLIP, C.L.S. 1983-Dec-21	2003	GAUTHIER, John Branch: C// OLS, OLIP, 2017-Jan-30
1974	FORD, Greg Branch: C// OLS, OLIP, 2014-Jul-24	2109	GAUTRON, Daniel Benoit Josep Branch: C// OLS, OLIP, 2021-Jul-15
1882	FOURNIER, Marc G. Branch: C// OLS, OLIP, 2004-Jan-09	1808	GELBLOOM, Jaime Branch: C// OLS, OLIP, C.L.S. 1997-Jun-17
1988	FOX, Christopher Branch: C// OLS, OLIP, 2015-Aug-19	1718	GEYER, Rodney H. Branch: C// OLS, OLIP, 1992-Jan-29
1138	GACSER, Ernest Branch: C// OLS, OLIP, 1963-May-28	1984	GHOFRANI, Mansour Branch: C// OLS, OLIP, 2015-Jul-20
1636	GALEJS, John Branch: C// OLS, OLIP, 1988-Jun-07	1952	GHOLAMI, Ali Branch: C// OLS, OLIP, 2012-Jul-19
1727	GARDEN, Edward R. Branch: C// OLS, OLIP, 1992-Aug-04	1819	GIBSON, Laura E. Branch: C// OLS, OLIP, 1998-Jan-27
2054	GARDNER, Tareyn Branch: C// OLS, OLIP, 2019-Aug-29	1625	GIFFORD, Steven J. Branch: C// OLS, OLIP, 1987-Dec-14

1791	GILMORE, Mark V. Branch: C// OLS, OLIP, 1996-Feb-22	1430	GOSSLING, Steven J. Branch: C// OLS, OLIP, 1977-Feb-02
2018	GIRIN, Ignat Branch: C// OLS, OLIP, 2018-Jan-24	1288	GRAHAM, Derek G. Branch: C// OLS, OLIP, 1971-Nov-22
1813	GOEBELLE, Hugh B. Branch: C// OLS, OLIP, C.L.S. 1997-Aug-13	1183	GRANDER, Helmut F. Branch: C// OLS, OLIP, 1965-Dec-13
1814	GOLDMAN, Barry D. Branch: C// OLS, OLIP, 1997-Aug-13	1759	GRANDER, Ralph F. Branch: C// OLS, OLIP, 1994-Jan-13
1998	GOLINSKI, Waldemar Branch: C// OLS, OLIP, 2016-Dec-02	1868	GRIFFITHS, Michael A. Branch: C// OLS, OLIP, 2002-Jul-18
1942	GONDO, Thomas Branch: C// OLS, OLIP, 2011-Feb-24	1999	GROSE, Roger Branch: C// OLS, OLIP, 2017-Jan-25
1663	GOODRIDGE, Paul G. Branch: C// OLS, OLIP, 1990-Jan-23	1824	GROZELLE, Nancy J. Branch: C// OLS, OLIP, 1998-Aug-12
2035	GOONEWARDENA, Shan Branch: C// OLS, OLIP, 2018-Jul-25	2110	GUNATHILLAKE, Kosala Branch: C// OLS, OLIP, 2021-Jul-15
1839	GORMAN, Michael J. Branch: C// OLS, OLIP, 2000-Jan-26	1465	GUTRI, John H. Branch: C// OLS, OLIP, 1978-Oct-30

2044	HADDAD, Kevin Branch: C// OLS, OLIP, 2018-Oct-24	1786	HARRIS-HERR, Nancy L. Branch: C// OLS, OLIP, 1995-Oct-14
2121	HADIAN, Ario Branch: C// OLS, OLIP, 2022-Jan-26	1705	HARTWICK, Gregory J. Branch: C// OLS, OLIP, C.L.S. 1991-Aug-14
1556	HALLIDAY, Robert D. Branch: C// OLS, OLIP, C.L.S. 1984-Jul-04	1847	HARTWICK, Travis G. Branch: C// OLS, OLIP, 2000-Jul-19
2048	HANDSPIKER, Andrew James Gerald Branch: C// OLS, OLIP, 2019-Jan-22	1406	HAWKINS, Robert C. Branch: C// OLS, OLIP, 1975-Jun-17
2073	HANG, Jackie Branch: C// OLS, OLIP, 2021-Jan-19	1761	HAWLEY, David J. Branch: C// OLS, OLIP, 1994-Apr-13
2002	HANNA, Maryna Branch: C// OLS, OLIP, 2017-Jan-30	1880	HAZEN, Jason P.E. Branch: C// OLS, OLIP, 2004-Jan-08
1713	HARAMIS, Patrick J. Branch: C// OLS, OLIP, 1991-Aug-22	2036	HEALEY, Owen Branch: C// OLS, OLIP, 2018-Jul-25
1693	HARPER, William A. Branch: C// OLS, OLIP, C.L.S. 1991-Jan-29	1930	HERMAN, Zoltan Branch: C// OLS, OLIP, 2010-Jan-18
1532	HARRIS, Robert K. Branch: C// OLS, OLIP, C.L.S. (St Lucia) 1982-Jun-04	1576	HERWEYER, Edward H. Branch: C// OLS, OLIP, 1985-Jun-10

1899	HEWLETT, James A. Branch: C// OLS, OLIP, 2007-Jan-15	2049	HOLSTEAD, Donald Branch: C// OLS, OLIP, 2019-Jan-22
1621	HEYWOOD, Allan J. Branch: C// OLS, OLIP, 1987-Dec-14	2074	HOOD, Brett Branch: C// OLS, OLIP, 2021-Jan-19
1720	HICKSON, Gerald G. Branch: C// OLS, OLIP, 1992-Jan-29	1815	HOOK, Stephen D. Branch: C// OLS, OLIP, 1997-Aug-13
1596	HIGGINSON, Leslie M. Branch: C// OLS, OLIP, 1986-Jun-18	1773	HOPPE, Thomas Branch: C// OLS, OLIP, 1995-Jan-25
1494	HILEY, John W. Branch: C// OLS, OLIP, 1979-Dec-07	2075	HOSSEINI, Ali Branch: C// OLS, OLIP, 2021-Jan-19
1634	HILLIS, Kerry F. Branch: C// OLS, OLIP, 1988-Jun-07	1958	HU, Yahui Branch: C// OLS, OLIP, 2013-Jan-14
1631	HIMMA, Mart H. Branch: C// OLS, OLIP, 1988-Jun-07	2076	HUBERT, Shawn Branch: C// OLS, OLIP, 2021-Jan-19
1919	HODGSON, Shawn Branch: C// OLS, OLIP, 2009-Jan-15	1534	HUNT, Douglas E. Branch: C// OLS, OLIP, 1982-Jun-04
1533	HOFMANN, Phillip Branch: C// OLS, OLIP, 1982-Jun-04	1582	HUSTED, Kimberly S. Branch: C// OLS, OLIP, 1985-Dec-18

1827	HYDE, Harold D. Branch: C// OLS, OLIP, 1999-Feb-03	1864	JERAJ, Alnashir Branch: C// OLS, OLIP, 2002-Feb-21
1832	IAVICOLI, Bruno Branch: C// OLS, OLIP, 1999-Jul-21	1889	JOHNSON, James W. Branch: C// OLS, OLIP, 2005-Jan-26
1573	IRWIN, Gary A. Branch: C// OLS, OLIP, 1985-Feb-19	1626	JORDAN, Robert J. Branch: C// OLS, OLIP, 1987-Dec-14
1086	JACKSON, John E. Branch: C// OLS, OLIP, 1961-Sep-20	1955	KACZMAREK, Rafal P. Branch: C// OLS, OLIP, 2013-Jan-10
1629	JACOBS, Bryan Branch: C// OLS, OLIP, 1988-Jun-07	2077	KAHUE, Christopher Branch: C// OLS, OLIP, 2021-Jan-19
1425	JASON, Ronald M. Branch: C// OLS, OLIP, C.L.S., P.Eng. 1976-Jul-15	1922	KALANTZAKOS, Harry Branch: C// OLS, OLIP, 2009-Jul-22
1927	JEFFRAY, Angela Branch: C// OLS, OLIP, 2010-Feb-18	2017	KANAGANAYAGAM, Athiththan Branch: C// OLS, OLIP, 2017-Sep-08
1550	JEMMETT, Douglas W. Branch: C// OLS, OLIP, 1983-Jul-12	1557	KASPRZAK, Adam Branch: C// OLS, OLIP, 1984-Jul-04
1574	JENKINS, Kevin G. Branch: C// OLS, OLIP, 1985-Feb-19	1985	KASPRZAK, Simon A. Branch: C// OLS, OLIP, 2015-Jul-20

2014	KAYUK, Andrew Wade Branch: C// OLS, OLIP, 2017-Jul-24	1639	KIRKUP, Roy S. Branch: C// OLS, OLIP, 1988-Jun-07
1883	KEATLEY, Gordon R. Branch: C// OLS, OLIP, 2004-Jan-13	1607	KLIAMAN, Cindy S. Branch: C// OLS, OLIP, C.L.S. 1986-Jun-18
2037	KELSALL, Jason Branch: C// OLS, OLIP, 2018-Jul-25	1649	KNISLEY, Martin W. Branch: C// OLS, OLIP, 1988-Dec-19
1352	KERR, Brian W. Branch: C// OLS, OLIP, 1973-Nov-22	2064	KOSMACHUK, Stephen Branch: C// OLS, OLIP 2020-Jan-21
2057	KESHAVARZ, Amir Branch: C// OLS, OLIP, 2019-Sep-20	1851	KOVACS, David A. Branch: C// OLS, OLIP, 2000-Jul-22
2078	KETCHUM, Emmett Branch: C// OLS, OLIP, 2021-Jan-19	2081	KRAWCZUK, David Branch: C// OLS, OLIP 2021-Jan-20
2063	KHOSRAVIRAD, Fereidoon Branch: C// OLS, OLIP 2020-Jan-21	1370	KRCMAR, Vladimir Branch: C// OLS, OLIP, 1974-Jan-22
1972	KING, Adam Branch: C// OLS, OLIP, BCLS, 2014-Feb-27	1774	KRCMAR, Maja Branch: C// OLS, OLIP, 1995-Jan-25
1429	KIRKLAND, James E. Branch: C// OLS, OLIP, P.Eng. 1977-Feb-02	1775	KRCMAR, Saša Branch: C// OLS, OLIP, 1995-Jan-25

1900	KRCMAR, Tomislav Branch: C// OLS, OLIP, 2007-Jan-23	2079	LAKHAN, Satesh Anil Branch: C// OLS, OLIP, 2021-Jan-20
1722	KRISTJANSON, Tom Branch: C// OLS, OLIP, 1992-Jan-29	1951	LALE, Goran Branch: C// OLS, OLIP, 2012-Jun-06
1865	KUBICKI, Borys D. Branch: C// OLS, OLIP, 2002-Feb-21	1729	LAMB, Peter B. Branch: C// OLS, OLIP, 1992-Aug-04
1564	KUELLING, Laurence J. Branch: C// OLS, OLIP, 1984-Sep-04	1829	LAMONT, David A. Branch: C// OLS, OLIP, 1999-Feb-03
1848	KUJALA, Kevin P. Branch: C// OLS, OLIP, 2000-Jul-19	1918	LAPOINTE, Stéphane Branch: C// OLS, OLIP, 2009-Jan-15
1986	KUMAR, Vaitheki Branch: C// OLS, OLIP, 2015-Jul-20	1798	LAROCQUE, Brent R. Branch: C// OLS, OLIP, 1996-Aug-13
2080	KUMARANAYAKE, Aloka Udani Branch: C// OLS, OLIP, 2021-Jan-20	1914	LAU, Francis Branch: C// OLS, OLIP, 2008-Aug-28
1956	LADINES, Jayson F. Branch: C// OLS, OLIP, 2013-Jan-10	1953	LAU, Jansky Tak Choi Branch: C// OLS, OLIP, 2012-Jul-19
1898	LAFRAMBOISE, Gabriel Branch: C// OLS, OLIP, 2007-Jan-11	1906	LAWRENCE, Gavin Eldred Branch: C// OLS, OLIP, 2008-Jan-23



1792	LAWS, James M. Branch: C// OLS, OLIP, 1996-Feb-22	1825	LINHARES, Eduardo J. Branch: C// OLS, OLIP, 1998-Aug-12
1809	LEGAT, Jaro A. Branch: C// OLS, OLIP, 1997-Jun-17	1963	LISE, Arthur J. Branch: C// OLS, OLIP, 2013-Jul-22
1755	LEGROW, Neil A. Branch: C// OLS, OLIP, 1994-Jan-11	2051	LIU, Leo Branch: C// OLS, OLIP, 2019-Jan-25
1896	LEMMETTY, Anita I. Branch: C// OLS, OLIP, 2006-Nov-10	2082	LIU, Guannan Branch: C// OLS, OLIP, 2021-Jan-20
2058	LEROUX, Shawn Ryan Branch: C// OLS, OLIP, 2019-Nov-29	1991	LOAI, Amar Branch: C// OLS, OLIP, 2016-Jan-18
1694	LESLIE, Craig Branch: C// OLS, OLIP, P.Eng. 1991-Jan-29	1679	LORD, Rodney D. Branch: C// OLS, OLIP, 1990-Jul-10
1940	LESLIE, Jamie William Branch: C// OLS, OLIP, 2011-Jan-26	2027	LOS YE V, Sofia Branch: C// OLS, OLIP, 2018-May-31
1989	LEVAC, Patrick Branch: C// OLS, OLIP, 2016-Jan-18	2083	LUCIKS, Andrejs Branch: C// OLS, OLIP, 2021-Jan-20
1830	LIN, Joseph Branch: C// OLS, OLIP, 1999-Feb-03	1822	MACDONALD, Thomas G. Branch: C// OLS, OLIP, 1998-Jul-22

1849	MACDONALD, Christopher A. Branch: C// OLS, OLIP, 2000-Jul-19	1549	MALONEY, Brian J. Branch: C// OLS, OLIP, 1983-Jul-12
2007	MACDONALD, Gregory Michael Branch: C// OLS, OLIP, 2017-Feb-07	1744	MANTHA, Andrew S. Branch: C// OLS, OLIP, 1993-Jan-19
1605	MACEK, Michael Branch: C// OLS, OLIP, 1986-Jun-18	2000	MANTHA, Alec Sloan Branch: C// OLS, OLIP, 2017-Jan-30
1246	MACMILLAN, Don J. Branch: C// OLS, OLIP, 1969-Nov-17	1924	MARES, Viorel Branch: C// OLS, OLIP, 2009-Aug-11
1816	MAGEE, Bret G. Branch: C// OLS, OLIP, 1997-Aug-13	1337	MARR, Douglas G. Branch: C// OLS, OLIP, 1973-Aug-14
1546	MAK, Rudy Branch: C// OLS, OLIP, 1982-Dec-06	1907	MARTON, Alexandru Branch: C// OLS, OLIP, 2008-Jan-23
1785	MAK, Ronald M. Branch: C// OLS, OLIP, 1995-Aug-15	2067	MASCIOTRA, Michael J. Branch: C// OLS, OLIP, 2020-Jan-29
2015	MALEK, Maaz Branch: C// OLS, OLIP, 2017-Aug-01	1740	MATTHEWS, Michael F. Branch: C// OLS, OLIP, C.L.S. 1993-Jan-12
2111	MALLIK, Humair Branch: C// OLS, OLIP, 2021-Jul-15	1881	MATTHEWS, Jeremy C.E. Branch: C// OLS, OLIP, 2004-Jan-09

1884	MAUGHAN, David U. Branch: C// OLS, OLIP, 2004-Jan-20	1751	MCGUIRE, Gordon D. Branch: C// OLS, OLIP, 1993-Sep-23
2012	MAULION, Keene Branch: C// OLS, OLIP, 2017-May-31	1949	MCKECHNIE, Michael Branch: C// OLS, OLIP, 2012-Feb-23
1548	MAURO, Frank Branch: C// OLS, OLIP, 1983-Jul-12	1708	MCKIBBON, Robert W. Branch: C// OLS, OLIP, 1991-Aug-14
1756	MAYO, Roy C. Branch: C// OLS, OLIP, 1994-Jan-11	1709	MCLAREN, Daniel S. Branch: C// OLS, OLIP, P.Eng. 1991-Aug-14
1966	MC RAE, Reuben Branch: C// OLS, OLIP, 2014-Jan-22	2084	MCLAREN, Robert Alexander Branch: C// OLS, OLIP, 2021-Jan-20
2112	MCARTHUR, Jonathan D. Branch: C// OLS, OLIP, 2021-Jul-15	2085	MCLEAN, Merrill Branch: C// OLS, OLIP, 2021-Jan-20
1724	MCCONNELL, Robert Branch: C// OLS, OLIP, 1992-Jan-29	1874	MCMORRAN, Douglas Scott Branch: C// OLS, OLIP, 2003-Feb-20
1730	MCDERMOTT, Robert M. Branch: C// OLS, OLIP, 1991-Aug-04	1558	MCNABB, Marvin D. Branch: C// OLS, OLIP (RET), 1984-Jul-04
2050	MCFADZEN, Nicholas James Branch: C// OLS, OLIP, 2019-Jan-22	1840	MCNEIL, Trevor D.A. Branch: C// OLS, OLIP, 2000-Jan-26

1780	MELDRUM SMITH, Julia M. Branch: C// OLS, OLIP, C.L.S. 1995-Jul-19	1980	MO, Jason Chun-Ho Branch: C// OLS, OLIP, 2015-Jan-29
1903	MERRLLES, John Branch: C// OLS, OLIP, 2007-Sep-07	2113	MONAHAN, John Branch: C// OLS, OLIP, 2021-Jul-15
1559	MERRY, William I. Branch: C// OLS, OLIP, 1984-Jul-04	2114	MOORE, Stuart Branch: C// OLS, OLIP, 2021-Jul-15
1512	MILLER, Paul A. Branch: C// OLS, OLIP, C.L.S. 1980-Dec-05	2086	MORGAN, David James Branch: C// OLS, OLIP, 2021-Jan-20
1585	MILLER, Richard D. Branch: C// OLS, OLIP, 1985-Dec-18	1467	MOUNTJOY, Maureen V. Branch: C// OLS, OLIP, 1978-Dec-14
1855	MILNE, Neil C. Branch: C// OLS, OLIP, 2001-Jan-31	1779	MUIR, John W. Branch: C// OLS, OLIP, C.L.S. 1995-Jul-24
1806	MIRET, Dario A. Branch: C// OLS, OLIP, 1997-May-13	1912	MUSCLOW, Chris Branch: C// OLS, OLIP, 2008-Jul-25
1923	MIRZAKHANLOU, Manouchehr Branch: C// OLS, OLIP, 2009-Jul-22	2030	MUSIL, Andrew Branch: C// OLS, OLIP, 2018-Jul-13
1946	MITREV, Simeon E. Branch: C// OLS, OLIP, 2011-Jul-29	2038	MUTH, Nicholas Branch: C// OLS, OLIP, 2018-Jul-25

1658	MWINYI, Omari B.S. Branch: C// OLS, OLIP, 1989-Jun-19	2087	OLENDER, Stephen Branch: C// OLS, OLIP, 2021-Jan-20
2021	NAJJARBASHI, Navid Branch: C// OLS, OLIP, 2018-Jan-26	1893	OSINSKI, Marek Branch: C// OLS, OLIP, 2006-Aug-14
1870	NANFARA, Joseph Branch: C// OLS, OLIP, 2002-Oct-03	1936	OYLER, Christopher John Branch: C// OLS, OLIP, 2010-Sep-08
1871	NG, Foo Yip Branch: C// OLS, OLIP, 2003-Jan-08	1572	PACKOWSKI, Thomas J. Branch: C// OLS, OLIP, 1984-Dec-20
1959	NICOL, James Andrew Branch: C// OLS, OLIP, 2013-Jan-14	1834	PAGE, Dasha Branch: C// OLS, OLIP, 1999-Jul-21
1833	NICULAE, Roxana Branch: C// OLS, OLIP, 1999-Jul-21	2088	PAINE, Adam Branch: C// OLS, OLIP, 2021-Jan-20
1682	NISBET, T. Martin Branch: C// OLS, OLIP, C.L.S. 1990-Jul-10	1909	PAPA, Valerio G. Branch: C// OLS, OLIP, 2008-Jan-23
1908	NISIOIU, Tudor Branch: C// OLS, OLIP, 2008-Jan-23	1721	PARKER, Bruce A. Branch: C// OLS, OLIP, 1992-Jan-29
1867	O'CONNOR, Shawn M. Branch: C// OLS, OLIP, 2002-Jul-16	1670	PEARSON, Robert G. Branch: C// OLS, OLIP, 1990-Jan-23

1680	PEARSON, Michèle M. Branch: C// OLS, OLIP, 1990-Jul-10	1973	POPA, Dacian Nicolae Branch: C// OLS, OLIP, 2014-Jun-12
2115	PENGELLY, Jeffrey Branch: C// OLS, OLIP, 2021-Jul-15	1993	PU, Tony Branch: C// OLS, OLIP, 2016-Jan-20
1994	PERERA, Wickramage Sunil Branch: C// OLS, OLIP, 2016-Jan-27	1683	PURCELL, T. Murray Branch: C// OLS, OLIP, 1990-Jul-10
1776	PESCE, David Branch: C// OLS, OLIP, 1995-Jan-25	1965	QUERUBIN, Ron Branch: C// OLS, OLIP, 2014-Jan-22
1536	PETRICH, Fred Branch: C// OLS, OLIP, 1982-Jun-04	1637	QUESNEL, Paul M. Branch: C// OLS, OLIP, 1988-Jun-07
1586	PHILLIPS, Gary W. Branch: C// OLS, OLIP, 1985-Dec-18	1579	QUINLAN, Danny P. Branch: C// OLS, OLIP, 1985-Jun-10
1217	PILLER, Helmut Branch: C// OLS, OLIP, 1968-May-22	2023	RAHMAN, Shafic Branch: C// OLS, OLIP, 2018-Jan-26
2065	PINEROS, Ricardo A. Branch: C// OLS, OLIP 2020-Jan-21	1841	RAIKES, Peter T. Branch: C// OLS, OLIP, CLS 2000-Jan-26
1891	POPA, Dorin Branch: C// OLS, OLIP, 2006-Jan-13	2089	RAIKES, Cole Branch: C// OLS, OLIP, 2021-Jan-20

1684	RAITHBY, David J. Branch: C// OLS, OLIP, 1990-Jul-10	2055	RENAUD, Tyler Branch: C// OLS, OLIP, 2019-Aug-29
2004	RAJAKULENDRAN, Shajeeshane Branch: C// OLS, OLIP, 2017-Jan-31	2039	RESTIVO, Ben Branch: C// OLS, OLIP, 2018-Jul-25
1968	RAMACHANDRAN, Pirathepan Branch: C// OLS, OLIP, 2014-Jan-22	1386	REYNOLDS, Rodney G. Branch: C// OLS, OLIP, 1974-Jul-25
1561	RAMSAMOOJ, Sase N. Branch: C// OLS, OLIP, 1984-Jul-04	1915	RIZK, Ashraf Branch: C// OLS, OLIP, 2008-Sep-03
1943	RATHNAYAKE, Vineetha S. Branch: C// OLS, OLIP, 2011-Feb-24	2091	ROBBINS, Phillip Adam Branch: C// OLS, OLIP, 2021-Jan-20
2120	RECCHIA, David Branch: C// OLS, OLIP, 2022-Jan-26	1725	ROBINSON, Gregory G. Branch: C// OLS, OLIP, 1992-Jan-29
1872	REED, Thomas R. Branch: C// OLS, OLIP, 2003-Jan-09	1931	ROBINSON, Daniel Bernard Branch: C// OLS, OLIP, 2010-Aug-18
1766	REID, Rodger J. Branch: C/ G/ OLS, OLIP, C.L.S., P.Eng. 1994-Dec-01	2116	ROBINSON, Alycia Branch: C// OLS, OLIP, 2021-Jul-15

2092	RODGER, Greg Branch: C// OLS, OLIP, 2021-Jan-21	1894	SALZER, Eric G. Branch: C// OLS, OLIP, 2006-Aug-14
1804	RODY, Eric Branch: C// OLS, OLIP, 1997-Feb-19	1842	SANKEY, Alister D. Branch: C// OLS, OLIP, 2000-Jan-26
1856	ROUSE, Tracy R. Branch: C// OLS, OLIP, 2001-Jan-31	1895	SCOTT, John S. Branch: C// OLS, OLIP, 2006-Aug-14
1910	ROY, André Roger Branch: C// OLS, OLIP, 2008-Jan-23	2008	SEAMAN, Gavin P.T. Branch: C// OLS, OLIP, 2017-Feb-08
1733	RUDNICKI, Les S. Branch: C// OLS, OLIP, 1992-Aug-04	2024	SEDAGHAT, Saeid Branch: C// OLS, OLIP, CLS, 2018-Jan-26
1541	RUEB, Erich Branch: C// OLS, OLIP, 1982-Dec-06	1920	SEGUIN, Ryan William Branch: C// OLS, OLIP, 2009-Feb-19
1875	SALB, Thomas J. Branch: C// OLS, OLIP, 2003-Jul-15	1611	SENKUS, Tom A. Branch: C// OLS, OLIP, 1986-Dec-15
2010	SALEHI, Farzad Branch: C// OLS, OLIP, 2017-May-29	1857	SHANMUGARAJAH, Tharmarajah Branch: C// OLS, OLIP, 2001-Jan-31
1523	SALNA, Robert Branch: C// OLS, OLIP, 1981-Dec-02	2040	SHANMUGARAJAH, Ragavan Branch: C// OLS, OLIP, 2018-Jul-25



1686	SHANTZ, Murray R. Branch: C/ I/ OLS, OLIP, 1990-Jul-10	1673	SINNIS, Spiro Branch: C// OLS, OLIP, C.L.S. 1990-Jan-23
1719	SHELP, Andrew V. Branch: C// OLS, OLIP, 1992-Jan-29	1699	SKURO, Peter M. Branch: C// OLS, OLIP, 1991-Jan-29
1697	SHIPMAN, Jeffrey P. Branch: C// OLS, OLIP, 1991-Jan-29	1448	SMITH, Andrew J. Branch: C// OLS, OLIP, 1978-Jun-05
2102	SHRIVASTAVA, Prakhar Branch: C// OLS, OLIP, 2021-May-17	1600	SMITH, Anthony G. Branch: C// OLS, OLIP, 1986-Jun-18
1904	SIBTHORP, Raymond James Branch: C// OLS, OLIP, 2007-Sep-14	1960	SMITH, Kevin R.D. Branch: C// OLS, OLIP, 2013-Feb-28
1698	SIMONE, Roy A. Branch: C// OLS, OLIP, MIS 1991-Jan-29	2090	SMITH, Gerard Branch: C// OLS, OLIP, 2021-Jan-21
1518	SIMPSON, Walter J. Branch: C// OLS, OLIP, C.L.S. 1981-May-08	2093	SNOW, Trisha Branch: C// OLS, OLIP, 2021-Jan-21
1794	SIMPSON, Michael J. Branch: C// OLS, OLIP, 1996-Feb-22	2094	SOLTANKHAH- BIDKHTI, Alborz Branch: C// OLS, OLIP, 2021-Jan-21
1687	SINGH, Tirbhowan Branch: C// OLS, OLIP, P.Eng. 1990-Jul-10	2041	SONIER, Katherine Branch: C// OLS, OLIP, 2018-Jul-25

1799	SPERLING, Ernest G. Branch: C// OLS, OLIP, 1996-Aug-13	1843	STOJANOVIC, Svetomir Branch: C// OLS, OLIP, 2000-Jan-26
1570	STANTON, Chester J. Branch: C// MBA, CLS, OLS, OLIP, C.L.S. 1984-Dec-20	2124	STOREY, William Coel Branch: C// OLS, OLIP 2022-Jan-26
1850	STARCEVIC, Dario Branch: C// OLS, OLIP, 2000-Jul-19	1783	STRINGER, David B. Branch: C/ G/ I OLS, OLIP, P.Eng. 1990-Jul-10
1948	STEPHEN, Adam Michael F. Branch: C// OLS, OLIP, 2012-Jan-13	1589	SUDA, Philip Branch: C// OLS, OLIP, 1985-Dec-18
1457	STEWART, Ronald J. Branch: C// OLS, OLIP, CLS, 1978-Jul-05	2042	SUKUMARSATH, Surendran Branch: C// OLS, OLIP, 2018-Jul-25
1588	STIDWILL, Kirk L. Branch: C// OLS, OLIP, P.Eng. 1985-Dec-18	1969	SUNDAR, Ganesh Branch: C// OLS, OLIP, 2014-Jan-22
1769	STIDWILL, Grant T. Branch: C// OLS, OLIP, P.Eng. 1995-Jan-20	2096	SURGENOR, Jake Branch: C// OLS, OLIP, 2021-Jan-21
2095	STIRLING, Tom Branch: C// OLS, OLIP, 2021-Jan-21	1435	SUTHERLAND, Norman Elliot Branch: C// OLS, OLIP, C.L.S., P.Eng. 1977-Jun-24

1858	SUTHERLAND, Bloss J. Branch: C// OLS, OLIP, 2001-Jan-31	1635	TIEMAN, Andrea E. Branch: C// OLS, OLIP, 1988-Jun-07
1879	SWIFT, Phillip S. Branch: C// OLS, OLIP, B.C.L.S. 2003-Oct-01	1911	TOMASZEWSKI, Henry Branch: C// OLS, OLIP, 2008-Jan-23
1862	TALBOT, Jeffrey P. Branch: C// OLS, OLIP, 2001-Sep-12	1340	TORRANCE, Paul H. Branch: C// OLS, OLIP, C.L.S. 1973-Nov-01
2097	TANDON, Mayank Branch: C// OLS, OLIP, 2021-Jan-21	2098	TREMBLAY, Wayne Leslie Branch: C// OLS, OLIP, 2021-Jan-21
1734	TAURINS, Normans V. Branch: C// OLS, OLIP, 1992-Aug-04	1938	TRUCHON, Mel Branch: C// OLS, OLIP, P.Eng, 2011-Jan-17
2059	TAVALLAEE, Mojtaba Branch: C// OLS, OLIP, 2019-Nov-29	1905	TULLOCH, Mark Kenneth Branch: C// OLS, OLIP, 2008-Jan-15
1795	THOM, Kevin S. Branch: C// OLS, OLIP, 1996-Feb-22	1954	TULLOCH, David Branch: C// OLS, OLIP, 2012-Aug-13
2117	THOMAS, Matthew Benjamin Branch: C// OLS, OLI, 2021-Jul-15	2099	TYLER, Gavin Branch: C// OLS, OLIP, 2021-Jan-21
1844	THOMSEN, Paul R. Branch: C// OLS, OLIP, 2000-Jan-26	1476	URSO, David S. Branch: C// OLS, OLIP, C.L.S. 1979-Feb-20

1935	VAN DER VEEN, Blake Campbell Branch: C// OLS, OLIP, 2010-Sep-08	1845	WAHBA, Youssef Branch: C// OLS, OLIP, 2000-Jan-26
1515	VAN LANKVELD, Ted Branch: C// OLS, OLIP, 1980-Dec-05	1929	WAHBA, Christopher Branch: C// OLS, OLIP, 2010-Jan-18
2043	VAN LANKVELD, Michael Branch: C// OLS, OLIP, 2018-Jul-25	2005	WAHBA, Kevin Branch: C// OLS, OLIP, 2017-Jan-31
1777	VANDERVEEN, Gary B. Branch: C// OLS, OLIP, 1995-Jan-25	1902	WALCZAK, Jacek Branch: C// OLS, OLIP, 2007-Aug-23
1757	VERDUN, Michael D. Branch: C// OLS, OLIP, 1994-Jan-11	1846	WALKER, Darren R. Branch: C// OLS, OLIP, 2000-Jan-26
2026	VIBERT, Natalie Branch: C// OLS, OLIP, 2018-Mar-01	1056	WALLACE, Ivan B. Branch: C// OLS, OLIP, 1960-May-20
1417	VOLLEBEKK, Dan R. Branch: C// OLS, OLIP, 1975-Oct-27	1944	WANNACK, Robert John Branch: C// OLS, OLIP, 2011-Feb-24
2100	VOLLEBEKK, Jon Branch: C// OLS, OLIP, 2021-Jan-21	1660	WARREN, Brad K. Branch: C// OLS, OLIP, 1989-Jun-19
1765	VOLLICK, Stephen M. Branch: C// OLS, OLIP, A.L.S, ALS 1994-Aug-17	1735	WATSON, Keith Branch: C// OLS, OLIP, 1992-Aug-04

2029	WEBB, Todd Edward William Branch: C// OLS, OLIP, 2018-Jul-12	1427	WILSON, Paul Branch: C// OLS, OLIP, P.Eng. 1976-Nov-11
1319	WEBSTER, William J. Branch: C// OLS, OLIP, F.S.P.L.S. 1972-Dec-22	1612	WILTON, David Branch: C// OLS, OLIP, 1986-Dec-15
1770	WEBSTER, Brian J. Branch: C// OLS, OLIP, C.L.S. 1995-Jan-20	2025	WOOD, Robert Branch: C// OLS, OLIP, 2018-Jan-26
1887	WERRELL, Adam J. Branch: C// OLS, OLIP, 2004-Sep-08	1645	WOOLLEY, Patrick J. Branch: C// OLS, OLIP, 1988-Jun-07
1696	WIEGENBRÖKER, Robert Branch: C// OLS, OLIP, 1991-Jan-29	1613	WOROBEC, Alan J. Branch: C// OLS, OLIP, 1986-Dec-15
1877	WILBAND, Jason P. Branch: C// OLS, OLIP, P.Eng. 2003-Sep-10	1820	WYLIE, David J. Branch: C// OLS, OLIP, 1998-Jan-27
1996	WILCOX, Luke G. Branch: C// OLS, OLIP, 2016-Jul-26	1344	WYMAN, Paul C. Branch: C// OLS, OLIP, 1973-Nov-16
1758	WILKINSON, Kenneth D. Branch: C// OLS, OLIP, 1994-Jan-11	1866	YADOLLAHI, Seyed M. Branch: C// OLS, OLIP, 2002-Jul-16
1675	WILLIAMS, Edward J. Branch: C// OLS, OLIP, 1990-Jan-23	1916	YALDA, Bahram Branch: C// OLS, OLIP, 2008-Sep-03

2101	YAO, Jing Branch: C// OLS, OLIP, 2021-Jan-21	1925	ZENG, Zhiqiang Branch: C// OLS, OLIP, 2009-Aug-11
1807	YEO, Michael W. Branch: C// OLS, OLIP, 1997-May-13	1835	ZERVOS, George J.F. Branch: C// OLS, OLIP, 1999-Jul-21
1821	YOUNG, Joseph R. Branch: C// OLS, OLIP, 1998-Jan-27	2052	ZHANG, Yifan Branch: C// OLS, OLIP, 2019-Jun-17
1964	YUEN, John Ho-Ting Branch: C// OLS, OLIP, 2013-Jul-22	2013	ZIEMLEWSKA, Justyna Marzena Branch: C// OLS, OLIP, 2017-Jul-24
1979	ZAPATA, Juan Diego Branch: C// OLS, OLIP, 2015-Jan-19		

**2022 ANNUAL REPORT**  
**– Retired Membership –**  
**(as of March 2, 2022)**

Branches: Cadastral, Geodetic, Geographic Information,  
Hydrographic, Photogrammetry

1772	AGNIHOTRI, Anil Branch: C// OLS, OLIP (RET), 1995-Jan-25	1702	BLACK, David A. Branch: C// OLS, OLIP (RET), 1991-Aug-14
1498	ARON, Douglas R. Branch: C// OLS, OLIP (RET), 1979-Dec-07	1104	BLACKBURN, P. Ardon Branch: C// OLS, OLIP, (RET) 1962-May-14
1525	AVIS, Roger Branch: C// OLS, OLIP (RET), C.L.S., M.I.A.S., F.R.I.C.S. 1982-Jan-25	1651	BOGUE, Colin B. Branch: C// OLS, OLIP (RET), P.Eng. 1988-Dec-19
CR206	BAILA, Mircea Branch: I// OLS, OLIP (RET), 2013-Feb-28	1861	BOUNSALL, Andrew T. Branch: C// OLS, OLIP (RET), 2001-Sep-12
1551	BAKER, Bruce Branch: C// OLS, OLIP (RET), 1983-Dec-21	1440	BOWDEN, Graham W. Branch: C// OLS, OLIP (RET), P.Eng. 1977-Sep-27
1606	BIASON, Lawrence J. Branch: C// OLS, OLIP (RET), 1986-Jun-18	1553	BROUWERS, Bruce Branch: C// OLS, OLIP (RET), 1983-Dec-21
1593	BISHOP, Gregory C.P. Branch: C// OLS, OLIP, (RET) P.Eng. 1986-Jun-18	1620	BROWN, Donald H. Branch: C// OLS, OLIP (RET), 1987-Dec-14

994	BRUBACHER, Wayne D. Branch: C / I / OLS, OLIP (RET), 1959-Jan-14	1567	CLARKE, Barry J. Branch: C / / OLS, OLIP, C.L.S. 1984-Dec-20
1295	BUCK, William D. Branch: C / / OLS, OLIP (RET), P.Eng., C.L.S. 1971-Dec-17	912	CLARKE, Alvin J. Branch: C / / O.L.S. (RET), 1956-Aug-15
1323	BUNKER, Thomas A. Branch: C / / OLS, OLIP (RET), C.L.S., P.Eng., C.A. 1973-Jan-29	902	COE, William R. Branch: C / / O.L.S. (RET), 1955-Nov-28
1314	CAMERON, Andrew Branch: C / / OLS, OLIP (RET), P.Eng. 1972-Nov-06	1413	COTTERILL, J. Stanley Branch: C / / OLS, OLIP (RET), 1975-Oct-08
1269	CARD, William H. Branch: C / / OLS, OLIP (RET), 1971-May-26	1608	COULAS, Timothy A. Branch: C / / OLS, (RET), 1986-Dec-15
1531	CHAU, Marvin M. Branch: C / / OLS, OLIP (RET), MHKIS, Accredited Mediator 1982-Jun-04	CR161	CRANN, Wayne F.R. Branch: I / / OLS, OLIP (RET), 2002-Jun-27
1201	CLARKE, Ross A. Branch: C / / OLS, OLIP, (RET) P.L.E., P.Mgr. 1966-Oct-04	791	CREWE, Richard H. Branch: C / / O.L.S. (RET), 1952-May-05
1443	CLARKE, Carlton H. Branch: C / / OLS, OLIP (RET), 1978-Jan-18	1304	DANIELS, William J. Branch: C / / OLS, (RET), 1972-Jun-20



1939	DAVIDSON, Steven Palmer Branch: C// OLS, OLIP (RET), 2011-Jan-21	1436	FORCE, Robert T. Branch: C// OLS, OLIP (RET), 1977-Jun-24
1630	DELORME, Line G. Branch: C// OLS, OLIP (RET), 1988-Jun-07	1311	FORTH, Paul F. Branch: C// OLS, OLIP (RET), 1972-Jul-24
1692	DENIS, Ronald A. Branch: C// OLS, OLIP (RET), C.L.S. 1991-Jan-29	1359	FULFORD, Bruce F. Branch: C// OLS, OLIP (RET), 1973-Dec-27
1521	DOLLIVER, Dan Branch: C// OLS, OLIP (RET), 1981-Dec-02	1644	GALATI, Pasquale Branch: C// OLS, OLIP (RET), 1988-Jun-07
1125	DONALDSON, Bruce A. Branch: C// OLS, OLIP (RET), 1962-Nov-17	1111	GOOD, Gordon S. Branch: C// O.L.S. (RET), 1962-Jun-19
1309	DOUGLAS, Robert G. Branch: C// O.L.S. (RET), 1972-Jul-11	1595	GREGOIRE, Paul J. Branch: C// OLS, OLIP (RET), C.L.S. 1986-Jun-18
1424	FENCOTT, Robert J. Branch: C// OLS, OLIP (RET), P.Eng. 1976-Jul-15	1516	GUNN, Robert C. Branch: C// O.L.S. (RET), P.Eng. 1981-Feb-06
1059	FENTON, William M. Branch: C// OLS, OLIP (RET), 1960-Aug-26	1118	GURNETT, Edward G. Branch: C// O.L.S. (RET), 1962-Sep-17
1615	FERGUSON, Kerry D. Branch: C// OLS, OLIP (RET), 1987-Jun-17	2001	HAINES, Michael Branch: C// OLS, OLIP (RET), 2017-Jan-26

CR135	HENRICKSON, David R. Branch: I / / OLS, (RET), 2001-Sep-12	1282	JONES, Russell W.R. Branch: C / / OLS, OLIP (RET), 1971-Sep-13
1058	HERMANSON, Glenn D. Branch: C / / O.L.S. (RET), C.L.S. 1960-Jun-21	1950	JONES, Tom Dixon Branch: C / / OLS, OLIP (RET), 2012-Mar-26
1078	HILL, James L. Branch: C / / O.L.S. (RET), C.L.S. 1961-May-10	1609	KIDD, Paul Branch: C / / OLS, OLIP (RET), 1986-Dec-15
1617	HOGAN, J. Russell Branch: C / / OLS, OLIP (RET), 1987-Jun-17	1488	KOWALENKO, Walter Branch: C / / OLS, OLIP (RET), 1979-Aug-15
1360	HUME, Darrell L. Branch: C / / O.L.S. (RET), C.L.S. 1973-Dec-31	1401	KRUPICZ, Joseph A. Branch: C / / O.L.S. (RET), P.Eng. 1975-May-09
1728	IRWIN, Bruce C. Branch: C / / OLS, OLIP (RET), 1992-Aug-04	1368	KUPFERSCHMIDT, Martin Branch: C / / O.L.S. (RET), 1974-Jan-10
1897	ISIP, Reynaldo Lagman Branch: C / / OLS, OLIP (RET), 2007-Jan-11	1610	LAWLOR, Michael J. Branch: C / / OLS (RET), A.M.C.T. 1986-Dec-15
1648	JEMMETT, Shawn A. Branch: C / / OLS, OLIP (RET), 1988-Dec-19	1367	LEGRIS, Murray J. Branch: C / / OLS, OLIP (RET), 1974-Jan-04
1688	JOHNSTON, Kerry S. Branch: C / / OLS, OLIP (RET), 1991-Jan-15	1198	LEGROS, Leo A. Branch: C / / O.L.S. (RET), 1966-Aug-03

1997	LEIPER, Rob Colin Branch: C// OLS, OLIP (RET), 2016-Jul-26	CR70	MARLOW, Robert M. Branch: P// O.L.S. (RET), 1991-Jan-29
CR167	LI, Songnian Branch: I// OLS, OLIP (RET), Ph.D., P.Eng. 2002-Jun-27	1745	MARTIN, Robert C. Branch: C// OLS, OLIP (RET), 1993-Jan-13
1642	LYNCH, Brian J. Branch: C// OLS, OLIP (RET), 1988-Jun-07	1339	MASCOE, William A. Branch: C// OLS, OLIP (RET) 1973-Sep-20
1656	MACGREGOR, Susan F. Branch: C// OLS, OLIP (RET), 1989-Jun-19	920	MAUGHAN, Michael J.M. Branch: C// O.L.S. (RET), P.Eng. 1956-Aug-15
1459	MACINTOSH, James A. Branch: C// OLS, OLIP (RET), 1978-Jul-19	CR101	MCELRAVY, Gordon D. Branch: P// OLS, OLIP (RET), C.C. 1991-Nov-19
1489	MACLEOD, Alistair M. Branch: C// OLS, (RET), C.L.S. 1979-Aug-15	1583	MCKAY, Scott A. Branch: C// OLS, OLIP (RET), C.L.S. 1985-Dec-18
CR99	MAILHOT-ARON, Ann- Marie Branch: G// OLS, OLIP (RET), 1991-Nov-19	1508	MCKECHNIE, Stewart D. Branch: C// OLS, OLIP (RET), 1980-Oct-09
1535	MANSFIELD, Peter J. Branch: C// OLS, OLIP (RET), C.L.S. 1982-Jun-04	1741	MCLEOD, Daniel J. Branch: C// OLS, OLIP (RET), 1993-Jan-21
1540	MARLATT, Michael E. Branch: C// OLS, OLIP (RET), C.L.S. 1982-Dec-06	1584	MCPHERSON, Bruce G. Branch: C// OLS, OLIP (RET), P.Eng. 1985-Dec-18

1710	MINNIE, Steven J. Branch: C// OLS (RET), C.L.S., B.C.L.S. 1991-Aug-14	CR208	OREN, Nedim Branch: I// OLS, OLIP (RET), 2016-Jan-20
889	MOFFATT, W. Harland Branch: C// OLS, (RET), 1955-Jul-05	1182	PARR, Robert B. Branch: C// OLS, (RET), 1965-Nov-12
1681	MOLLOY, Perry A. Branch: C// OLS, OLIP (RET), 1990-Jul-10	1410	PATTEN, Lynn H. Branch: C// OLS, OLIP (RET), 1975-Jul-11
1053	MONTEITH, John D. Branch: C// OLS, OLIP, (RET) 1960-May-13	1290	PATTERSON, Douglas W. Branch: C// O.L.S. (RET), 1971-Nov-29
1317	MORETON, Peter G. Branch: C// OLS, OLIP, (RET) C.L.S. 1972-Dec-19	1695	PERKINS, Kevin D. Branch: C// OLS, OLIP (RET), 1991-Jan-29
1746	MOUNTJOY, Robert G. Branch: C// OLS, OLIP (RET), P.Eng. 1993-Jan-12	1787	PETTIT, Bruce D. Branch: C// OLS, OLIP (RET), 1995-Oct-19
CR170	NADJIWON, Cathryn A. Branch: I// OLS, OLIP (RET), 2002-Jun-27	1539	PREISS, Richard A. Branch: C// OLS, OLIP (RET), 1982-Dec-06
1420	O'DONNELL, J. Hugh Branch: C// OLS, (RET), Q.L.S. 1975-Dec-10	1752	PRESTON, Gary L. Branch: C// OLS, OLIP (RET), 1993-Aug-18
1010	OGILVIE, Donald W. Branch: C// O.L.S. (RET), C.L.S. 1959-May-06	1421	PUN, Yip K. Branch: C// O.L.S. (RET), 1975-Dec-30

1318	RADY-PENTEK, Joseph Branch: C// OLS, OLIP (RET), P.Eng. 1972-Dec-19	898	SMITH, Ralph A. Branch: I/ C/ P OLS (RET), C.L.S. 2003-Sep-11
1731	RAY, Gordon A. Branch: C// OLS, OLIP (RET), 1992-Aug-04	CR125	SMITH, Ian D. Branch: I// OLS, (RET), 2000-Jul-19
1342	REDMOND, Donald A. Branch: C// OLS, OLIP (RET), 1973-Nov-16	1601	SNELL, William D. Branch: C// OLS, OLIP (RET), C.L.S. 1986-Jun-18
1001	ROBERTS, Anthony F. Branch: C// O.L.S. (RET), 1959-Apr-22	CR52	SROM, Jaromir Branch: G// O.L.S. (RET), P.Eng. 1990-Jul-10
1472	ROBINSON, Ian D. Branch: C// OLS, OLIP (RET), 1979-Feb-07	1469	STATHAM, James S. Branch: C// OLS (RET), C.L.S. 1979-Feb-07
1140	ROESER, Heinrich L.S. Branch: C// O.L.S. (RET), 1963-Dec-04	1164	STEWART, Robert Craig Branch: C// O.L.S. (RET), 1964-Nov-17
CR122	SAUVÉ, Sheryn I. Branch: I// OLS, (RET), 2000-Jul-19	1513	STIRLING, Robert D. Branch: C// OLS, OLIP, (RET), C.L.S. 1980-Dec-05
1890	SELEEM, Nahed N. Branch: C// OLS, OLIP (RET), 2006-Jan-13	1428	STRONGMAN, Charles T. Branch: C// OLS, OLIP (RET), 1976-Nov-11
1188	SEXTON, Christopher A. Branch: C// OLS, OLIP (RET), 1965-Dec-13	1659	SUPPA, Pasquale Branch: C// OLS, OLIP (RET), 1989-Jun-19

1326	TAGGART, Ross W. Branch: C// OLS, OLIP (RET), P.Eng. 1973-Feb-04	1259	VINKLERS, John Branch: C// OLS, OLIP (RET), C.L.S., P.Eng. 1970-Nov-16
1426	TAMBLYN, Bryan W. Branch: C// OLS, OLIP (RET), 1976-Jul-15	1396	VISSER, Raymond J. Branch: C// OLS, OLIP (RET), C.L.S. 1975-Jan-10
1603	THORPE, Peter Branch: C// OLS, OLIP (RET), 1986-Jun-18	1504	WATSON, Mark T. Branch: I/I/ OLS, OLIP (RET), 1980-Jul-09
2118	TSVETANOVA, Anna Branch: C// O.L.S. (RET), 2021-Jul-15	1035	WELSMAN, Roger R. Branch: C// O.L.S. (RET), 1959-Nov-25
1348	TURPEL, Wayne D. Branch: C// OLS, OLIP (RET), 1973-Nov-20	783	WISEMAN, Kenneth M. Branch: C// O.L.S. (RET), 1951-Dec-10
2066	VANDERWOERD, Colin Branch: C// OLS, OLIP (RET), 2020-Jan-21	1933	ZAHARIEVA, Yordanka Nikolova Branch: C// OLS, OLIP (RET), 2010-Sep-08