

PRESIDENT'S REPORT 2025

A YEAR IN REVIEW

Association of Ontario Land Surveyors
Saša Krcmar, OLS, MBA – President



EXECUTIVE SUMMARY

This past year hasn't just been busy — it's been transformative. We've delivered once-in-a-generation legislative reform, built unprecedented national collaboration, and taken decisive action to secure our profession's future pipeline. As I reflect on my presidency, I'm grateful for the opportunity to serve our members and fulfill our mandate: protecting the public interest.

On January 1, 2026, the new Surveyors Act came into full force and effect — a legislative milestone years in the making. Ontario maintained its independent Surveyors Act, avoiding the path Alberta took when land surveyors were brought together under a comprehensive Professional Governance Act that now oversees more than twenty (20) professions under a single legislative framework. This achievement, alongside Bill 2 for national labour mobility expected to come into force soon once regulations are finalized, positions Ontario as both a regulatory leader and a thoughtful steward of public protection.

Just as significant is the launch of our Registration Review Project — something long overdue. We're reassessing how surveyors are trained and brought into the profession to ensure we're delivering the best professionals to serve the public. We're redesigning pathways to guarantee a sustainable supply of competent Ontario Land Surveyors without compromising the standards that protect the public. Our Strategic Plan 2025–2028 provides clear direction with four (4) priorities: Modernize, Redesign Pathways, Increase Awareness, and Look Forward.

Perhaps most encouraging has been the spirit of national collaboration. The National CPD Policy — originated right here in Ontario — is now supported by all provincial regulators and will serve as the foundation for future pan-Canadian initiatives. My travels across the country to British Columbia, Nova Scotia, Alberta, Saskatchewan, Newfoundland, and Quebec came at a unique moment in our profession's history. With labour mobility legislation sweeping the country, Alberta's consolidation under the PGA, and Ontario's new Surveyors Act coming into force, the national agenda was packed with urgent, generation-defining issues for the profession. These visits weren't just relationship-building — they were essential intelligence-gathering missions to understand how other jurisdictions were navigating the same seismic shifts we face. These experiences reinforced that while each province has unique challenges, we share common goals: protecting the public, supporting our members, and ensuring land surveying remains a vital and respected profession.

The year ahead holds tremendous promise. Our March 2026 AGM in Toronto represents a reimagined approach to member engagement — condensed to two (2) focused days with exceptional educational content that I'm very proud to offer to all our members. I encourage everyone to register before the early bird pricing deadline of February 7th. As we look forward, I remain optimistic about our profession's future and grateful for the privilege of serving as your President.

1. LEGISLATIVE MILESTONE: A GENERATIONAL ACHIEVEMENT

The New Surveyors Act – Ontario's Independent Path

On January 1, 2026, Ontario's new Surveyors Act came into full force and effect — a once-in-a-generation regulatory reform years in development. This is more than legislative housekeeping. It represents Ontario's commitment to maintaining land surveying as an independent, self-governing profession with clear public protection at its core.

The significance becomes clearer when you look at what's happening elsewhere. Alberta recently consolidated its Land Surveyors Act into Bill 40's Professional Governance Act (PGA), which now brings together more than twenty (20) non-health professions under a single legislative framework. Alberta's approach reflects a different regulatory philosophy. Ontario chose to preserve the distinct character and specialized mandate of land surveying. Our independent Act signals that the Provincial Legislature recognizes surveyors as essential to Ontario's infrastructure, economic development, prosperity, and property rights framework — not merely one profession among many. Ontario got it right. The government understood that maintaining an independent Act for land surveyors serves the public interest better than consolidation — ensuring specialized oversight, accountability, and regulatory focus where it matters most for property owners and the public we serve.

Here's what that means in practice: we didn't just survive a consolidation threat. We emerged stronger, with modernized tools that let us regulate effectively while staying nimble enough to adapt to future challenges — technological, demographic, or societal.

The new Act introduces several modernizations that strengthen both public protection and operational efficiency:

- **Enhanced Complaints Committee powers** allow faster response to serious concerns about incompetence or professional misconduct.
- **Limited Licence** provides flexibility for licensing members with specialized skills while maintaining oversight.
- **Council authority to pass bylaws and regulations** following member consultation improves responsiveness while maintaining transparency.
- **An appeal process for licensing and registration decisions** ensures fairness.
- **The ability to address character concerns** at any stage in the licensing process strengthens our gatekeeper role.

This legislative victory required extraordinary collaboration between AOLS staff — particularly Executive Director Al Jeraj, Registrar Linda Latham, and Past President Dave Kovacs — along with the support of Surveyor General Bruce Clark and counsel from the Ministry of Natural Resources and legislative drafters who worked through countless iterations to get the language right. The membership's vote in favour of the accompanying regulations demonstrated democratic validation of this path forward.

Looking ahead, Ontario's independent Surveyors Act positions us to regulate effectively while remaining nimble enough to adapt to future challenges. It affirms that land surveying matters, that our work is understood and valued by government, and that we have the regulatory tools to protect the public interest for at least another generation.

2. NATIONAL COLLABORATION & MOBILITY: BALANCING ACCESS WITH COMPETENCE

Labour Mobility and Bill 2

On the horizon is Bill 2 (Protect Ontario Through Free Trade Within Canada Act), expected to come into force soon once regulations are finalized. This legislation reflects a national movement to dismantle interprovincial barriers and facilitate professional labour mobility across Canada, driven primarily by government priorities to address workforce shortages and support economic resilience.

Here's the challenge for land surveyors: we don't simply measure boundaries. We interpret laws, statutes, and land tenure systems that are unique to each province. Jurisdictional knowledge isn't bureaucratic gatekeeping — it's fundamental to protecting the public from errors that can have significant legal and financial consequences.

Through my participation in Presidents' Forums across the country, I've witnessed how each province is navigating this tension differently. Nova Scotia has taken the most aggressive approach, requiring licenses to be issued within ten (10) days of receiving confirmation of good standing from another reciprocating province, with no jurisdictional exam required. Saskatchewan is exploring a thirty (30)-day process that includes regional jurisprudence. New Brunswick's consultation process has been measured and thoughtful, with provincial officials consistently asking, "What is the current arrangement today?" — suggesting an interest in streamlining existing procedures rather than imposing entirely new frameworks. Newfoundland appears aligned with existing mobility reciprocity while retaining jurisdictional exams.

Ontario's position has been clear and consistent: we support labour mobility and want to remove unnecessary barriers, but we will maintain our jurisdictional exam requirement. This exam ensures that incoming surveyors from other jurisdictions understand Ontario's unique legislative framework — the Surveyors Act, the Land Titles Act, the Planning Act, condominium law, and the regulatory requirements that govern our practice. It's a balanced approach that respects both the national imperative for mobility and our statutory obligation to protect the public.

It's important to recognize that these legislative changes are being driven by governments, not by professional associations. We can provide guidance, advocate for sound policy, and contribute meaningfully to consultations, but we do not control the legislation itself. Our role is to apply the regulatory framework delegated to us in a way that upholds public protection without being seen as protecting a fiefdom. In uncertain times, land surveyors must continue to operate as stewards of both precision and principle.

National CPD Policy: Ontario's Leadership

One of the most encouraging developments this year has been progress toward a National CPD Policy — an initiative that originated right here in Ontario through the work of our Executive Director Al Jeraj and his team (Paul Wyman and Tom Packowski). All provincial regulators are now on board, and the policy is awaiting final approval and implementation with all national Association councils.

This framework will set a common foundation for Continuing Professional Development across Canada while allowing each province to adapt requirements through their own bylaws. For example, Ontario can include registered members in our CPD requirements, while British Columbia might incorporate reconciliation training specific to their context.

Here's why this matters — and why Ontario leading this initiative is significant:

Economic Equity and Efficiency: Not all surveying associations have the same financial capabilities to develop and deliver high-quality CPD content. A national framework allows smaller associations to access comprehensive, professionally developed educational resources that might otherwise be beyond their reach. Even for larger associations like Ontario, shared development costs represent significant savings. Producing quality CPD programming is expensive, and pooling resources across multiple jurisdictions makes this investment more efficient and sustainable.

Innovation and Choice: Members gain access to a much broader catalogue of CPD content, allowing them to select programming that aligns with their specific practice areas, company focus, or professional interests. Innovation happening in one province — whether it's new surveying techniques, emerging technologies, or regulatory approaches — can be shared nationally, raising the collective knowledge base across the profession. CPD reporting also becomes streamlined across jurisdictions, a significant administrative improvement for members licensed in multiple provinces who currently must duplicate entries in multiple systems.

Mobility Benefits: Consistent CPD standards support labour mobility by ensuring that surveyors moving between provinces maintain competencies that protect the public. Shared educational platforms like GeoEd create economies of scale while maintaining quality and relevance.

Implementation Considerations:

At the same time, implementation details matter. Recent member consultations in British Columbia revealed important considerations that other provinces, including Ontario, will need to address thoughtfully. BC members — who already have a robust CPD system requiring forty-five (45) hours over a three (3)-year rolling cycle — expressed concerns about proposed annual minimums of twenty (20) hours per year, which some felt were less flexible for managing illness, parental leave, or workload variations. The most valued feature of a national system, according to BC feedback, is simplified reporting: one system for all jurisdictions rather than duplicative entries. Many British Columbia land surveyors are also members of ACLS. Members also emphasized the importance of maintaining provincial autonomy over program details and ensuring that national standards enhance rather than replace well-functioning provincial systems.

Ontario's approach will be informed by these lessons. As we move toward implementation, AOLS will engage with our members to ensure that any national framework complements our existing CPD structure, maintains the flexibility our members value, and delivers on the promise of reduced administrative burden through unified reporting. The goal is building a system that genuinely serves members, achieves cost efficiencies, expands educational opportunities, and strengthens public protection across Canada.

The National CPD Policy represents the first pan-Canadian initiative among surveying regulators, and its significance extends beyond education. Once implemented, it opens the door to other

national collaborations — potentially including shared discipline panel members across associations, standardized educational content through the GeoEd platform, and coordinated approaches to emerging challenges like artificial intelligence and digital credentials.

Cross-Canada Presidential Engagement

Throughout this year, I've had the privilege and honour of attending AGMs and Presidents' Forums in British Columbia, Nova Scotia, Alberta, Saskatchewan, Newfoundland, and Quebec, with New Brunswick and New York still to come. These visits have been invaluable — not just for building relationships with my counterparts across the country, but for understanding how different regulatory environments are grappling with shared challenges.

In Alberta, I witnessed their transition under the PGA and learned about their decision to eliminate mandatory articling in favour of a blended model combining classroom learning with workplace experience. In British Columbia, I saw the success of their outreach efforts, which have brought in eighteen (18) new commissions this year through tools like Chatterhigh and thoughtful youth partnerships. At the University of New Brunswick, I was impressed by their fully online Geomatics program, which enrolled ninety-seven (97) students versus an expected thirty (30) to forty (40) — demonstrating both the demand for surveying education and the potential of innovative delivery models that can service the entire country.

These experiences have reinforced a simple truth: while each province has unique legislative frameworks and demographic realities, we face common challenges around education pipelines, public awareness, technological disruption, and regulatory modernization. By learning from each other and building national networks, we strengthen our profession collectively.

I'm particularly pleased that the President of the New York State Association of Land Surveyors will be attending our AGM in Toronto — a testament to the value of building connections beyond our borders and learning from colleagues who face similar issues in different regulatory contexts.

3. SECURING THE FUTURE PIPELINE: REGISTRATION REVIEW & EDUCATION

The Registration Review Project

Perhaps the most consequential initiative launched this year is our Registration Review Project. This comprehensive examination of our Academic and Experience requirements isn't optional — it's urgent. The demographic reality is stark: each year, retirements outpace the number of new surveyors being sworn in. At the same time, government is pressuring regulators to license applicants more quickly to support infrastructure priorities and economic development.

AOLS is at a critical juncture. If we don't act now to ensure an adequate supply of Ontario Land Surveyors, the province may face delays and cost overruns in projects that depend on our expertise — and they may be forced to look elsewhere. The public's need for competent surveyors must be balanced against our mandate to maintain standards that protect them from incompetence.

Our consultants' mandate is to review two of the three main stages of licensure — firstly Academics and secondly Experience — and develop evidence-based, practical recommendations. Their work includes interviews with members, government representatives, and other regulators, along with jurisdictional scans to identify roadblocks and best practices. The consultants have completed

preliminary interviews and document reviews and will soon begin their jurisdictional scan, with recommendations expected for the steering committee in the coming months.

Several key factors are driving this review:

Academic Pathways: Are our existing programs across Canada sustainable as our primary pipeline? Many institutions face economic pressures and are closing programs that aren't well-established. AOLS is working with Toronto Metropolitan University to explore opportunities to enhance their existing program, but we must also consider whether we need additional or alternative pathways. Some have suggested that the entryway into land surveying may actually be a four (4)-year university engineering degree, which guarantees endless potential students as well as plenty of educational institutions. That's only one of many ideas that have been floated. But let's wait for the results of our research.

Experience Requirements: In 2024, AOLS introduced a Competency-Based Assessment process to comply with FARPACTA (Fair Access to Regulated Professions and Compulsory Trades Act). This government legislation aims to facilitate internationally trained professionals obtaining licensure by eliminating Canadian experience as a mandatory requirement — ensuring that skilled professionals don't end up driving Ubers when they're qualified to practice their profession.

Alberta is ending the articling requirement process; maybe Ontario may not be too far behind. The key is that FARPACTA still requires full academic compliance, but it enables an alternative method for demonstrating competency: if an applicant can validate their experience from another country and demonstrate the required skills, they can proceed without completing traditional articling. The articling pathway remains available but may no longer be the only route.

Alberta's recent elimination of mandatory articling in favour of a blended model — four (4) courses combined with practical workplace training — offers an interesting case study. This approach recognizes that competency can be achieved through different methods and that modern workplace environments may provide more structured learning than traditional articling arrangements. (Note: Alberta's elimination of articling may challenge the current Mutual Recognition Agreement (MRA), which includes articling as part of the reciprocal framework.)

The implications extend beyond Ontario. Changes to our registration requirements could affect the MRA between Canadian surveying associations. If provinces adopt significantly different pathways — for example, Alberta eliminating articling — we'll need to ensure that mutual recognition still protects the public in each jurisdiction.

TMU Partnership and Government Engagement

A positive development this year has been increased government attention to surveying education. The Ministry of Colleges, Universities, Research Excellence and Security (MCURES) initiated discussions with the Ministry of Natural Resources and the Surveyor General about educational pathways for surveyors in Ontario. Belatedly, ministries have recognized the demographic reality: a significant proportion of Ontario's licensed surveyors are nearing retirement age, and the lack of education facilities within the province is affecting the pipeline of new entrants.

This recognition matters because it signals government willingness to invest in solutions. MCURES has taken this challenge to the Council of Universities, suggesting options for an in-province

Geomatics university program — perhaps as part of a northern university like Laurentian or Lakehead. Although Toronto is always a great central location for a university — but that's just one Torontonians' view!

AOLS is also working directly with Toronto Metropolitan University to explore opportunities to enhance their existing program and create a more robust in-province pathway for future surveyors. This initiative has been led by Past President Amar Loai and Executive Director Al Jeraj. This may include integrating legal courses within TMU's law program to strengthen the competency of future Ontario Land Surveyors. Having sustainable educational infrastructure in Ontario is critical — not just for our membership numbers, but for ensuring that the public has access to surveying services when and where they're needed.

The University of New Brunswick's success with their online program demonstrates that innovative delivery models can attract students and provide quality education. While UNB is seeking financial support from regulators to sustain a faculty position, their experience offers valuable lessons about what's possible when institutions invest in modern educational approaches.

4. STRATEGIC PLAN & MODERNIZATION: VISION WITH ACTION

Strategic Plan 2025–2028

In 2025, Council engaged the Regulator's Practice to lead us through development of a new three (3)-year Strategic Plan — a process that required stepping outside our comfort zone and asking bold and practical questions about who we can become as a profession. Strategic planning is about envisioning a bigger future and identifying opportunities that push us beyond conventional boundaries.

After numerous Council sessions and synthesis of ideas, we arrived at a clear vision and four (4) strategic priorities:

1. **Modernize:** Invest in technology to enhance efficiency, effectiveness, and trust in our regulatory operations.
2. **Redesign Pathways:** Ensure the registration process is free of unnecessary barriers while competencies are clearly articulated and demonstrated.
3. **Increase Awareness:** Inform the public and many others — including government, consultants, and fellow members — of the value Ontario professional surveyors provide and the trust they are entitled to expect from regulated professionals.
4. **Look Forward:** Ensure we regulate the profession of the future by proactively identifying challenges and opportunities on the horizon.

Each priority has assigned timelines, responsible leads, and measurable objectives. The Strategic Plan is available on the AOLS website, and I encourage every member to review it. This isn't just Council's plan — it's our collective roadmap for the coming years.

Modernization in Action

Progress on our first strategic priority has been substantial. AOLS has partnered with Eudonet Canada Inc. — the same provider used by the Ordre des arpenteurs-géomètres du Québec (OAGQ) and the Association of Canada Lands Surveyors (ACLS) — to implement a new membership management system. This platform will track applicant status, employment details, fees, and reporting with far greater efficiency than our current system. Implementation has begun, and the system is expected to be live later this year.

Eudonet is also redesigning the AOLS website, creating a modern, user-friendly interface with a dedicated members' area offering tools and resources tailored to member needs while enhancing transparency for the public. Launch is expected in Q3 2026.

We've also modernized our examination process. Prolydian successfully introduced an online Statutes Exam in a multiple-choice format, which is now live and enabling candidates to receive results much faster. Focus has now shifted to creating a digital Professional Written Exam for launch in time for the May 2026 exam session. These improvements accelerate marking timelines and support our commitment to streamline the registration process.

Behind the scenes, staff have begun digitizing AOLS records — all active and closed complaints files have been scanned, and work is underway on past discipline decisions and member files. The scanned documents include OCR (optical character recognition) capabilities, enabling quick and accurate searches. Our goal is to digitize most paper records by the end of 2026.

These aren't changes for change's sake. For a long time, the Association preached innovation but took little action itself. Finally, under the leadership of Executive Director Al Jeraj, we're moving forward with substantial investments in technology. We've replaced the communications and technology infrastructure with Office 365, including Microsoft Teams and SharePoint, creating a modern, secure communication and data management environment. Transitioning data from outdated systems to the new platform hasn't been without growing pains — but we're learning quickly, and the system improves day by day thanks to Al, Penny Anderson, and the rest of the team at AOLS.

Modernization enhances our ability to serve members efficiently, maintain accurate records for regulatory purposes, and demonstrate transparency to government and the public. In an era when other professions are losing self-regulation, our operational excellence matters.

5. REGULATORY EVOLUTION: SRD REFORM & PSRI FUTURE

Survey Review Department: A Risk-Based Approach

Ontario is unique among Canadian provinces, in fact, even among regulated Canadian professionals: we are the only jurisdiction that conducts mandatory comprehensive reviews of every surveying firm and every single branch office every five (5) years. This practice originated in an era when AOLS faced scrutiny under the Competition Bureau and Combines Investigation Act, and comprehensive reviews were seen as necessary to demonstrate regulatory diligence.

But times have changed, and so must our approach. Comprehensive reviews are resource-intensive, time-consuming, and — in many cases — add bureaucratic burden without proportionate benefit to public protection. Other provinces across Canada manage their regulatory oversight

through systematic, risk-triggered approaches, and there's no evidence that their public is less protected as a result.

I've made it a priority this year to push for reform of the Survey Review Department's approach. Spiro Sinnis, our Deputy Registrar and SRD Manager, is leading a comprehensive evaluation of the current program and will provide recommendations to Council in Q4 2026. The goal is to move toward a more efficient, risk-based model: systematic oversight that identifies concerns early, with comprehensive reviews triggered only when evidence of problems emerges.

This isn't about reducing standards. This is about eliminating unnecessary bureaucratic burdens and focusing our resources where they matter most. Members should be confident that AOLS oversight protects the public without imposing arbitrary burdens on firms that consistently demonstrate competence and professionalism.

PSRI: Lessons in Data Ownership

The Provincial Survey Records Index (PSRI) has been a valuable tool — not just for centralizing access to survey records across Ontario, but for dragging the profession into the 20th century. PSRI's mandatory requirements forced many firms to finally organize, catalogue, and digitize records that had existed only in paper form. That modernization push alone was a huge benefit.

Unfortunately, the parent company of iLookabout — the platform provider — has run into financial problems, and the current system has a limited lifespan. My thanks to Ron Mack for leading the PSRI committee and leading the search for a replacement solution that must be operational by mid-2026.

This situation has taught us a critical lesson: AOLS only had the ownership rights to the data, not the ownership of the platform or control over its future. In hindsight, we needed to be more forward-thinking about how we approached this investment and what protections we put in place.

Moving forward, any new system must ensure that AOLS owns and controls the infrastructure supporting our regulatory functions. We also need to balance centralized access with the reality that local providers like LSR and PiMarc serve their regional areas comprehensively and have built loyal user bases. The goal isn't to monopolize survey records access — it's to ensure that records required under our regulations are accessible, secure, and serve the public interest. Perhaps a tabular system accomplishes this at reasonable and acceptable cost. While mapping is a noble vision, it's expensive and may not be desired by all members.

The development and implementation of this new Provincial Survey Records Index represents a significant undertaking that will require careful planning and resources.

6. REIMAGINING THE ANNUAL GENERAL MEETING

AGM 2026: Raising the Bar (March 3–4, 2026, Toronto)

This will be our 134th Annual General Meeting, and this year we've taken a fresh approach. The AGM will be held over two (2) days — March 3rd and 4th in Toronto — and we've intentionally designed it to maximize value while respecting members' valuable time.

First, we've condensed the meeting to two (2) focused days rather than stretching it over a longer period. Members and employers have busy practices, and we wanted to be sensitive to the time commitment we're asking them to make.

Second, Wednesday, March 3rd will be dedicated to education, and Thursday, March 4th will be focused on the business meeting. The notion here is that the Association of Ontario Land Surveyors is a regulator, and we must try to separate, as much as possible, the regulatory aspects from the association work. By dividing these two (2) days, we've done that.

We've created an Education Day packed with exceptional speakers covering diverse topics relevant to modern surveying practice. You won't be able to attend every session in person, but all presentations will be recorded and available for later viewing in Feedloop, ensuring you can access the content on your schedule and earn the necessary CPD credits.

Third — and this was a deliberate choice — we decided not to offer a hybrid format. While virtual attendance has its place, we believe that in-person engagement is something we need to cherish and build upon. There's tremendous value in the conversations that happen in hallways, over meals, and during informal gatherings. Especially. Those connections strengthen our professional community in ways that Zoom and Teams simply cannot replicate.

For members who cannot attend in person, registration will still be available, and you'll have full access to recorded content and the opportunity to earn CPD points. But for those who can make it to Toronto, I genuinely believe this will be an exceptional experience. We're planning something that's never been done before: a fireside chat with all the visiting provincial presidents in attendance. We'll open the floor for questions from members and share the wisdom and experiences that other associations have gained across the country. It's a great way to open members' eyes to the reality that we really are one big profession spanning a vast country — and that we have much to learn from each other.

I encourage all members to register before the early bird pricing deadline of February 7th to take advantage of reduced rates.

We're building more than an event; we're building community. I look forward to seeing many of you there.

OTHER HIGHLIGHTS & UPDATES

Membership Pipeline Health: As of January 1, 2026, AOLS has 487 total members, including 470 licences and seventeen (17) Certificates of Registration. While this represents a moderate decline from 498 the previous year, the trend is encouraging in one critical area: we signed a record forty-eight (48) new articling contracts in 2025. We currently have 102 articling students — a healthy pipeline that reflects sustained interest in our profession. Thirty-four (34) new OLS licences were granted during the year, while twenty-one (21) members retired or cancelled their licences. These numbers tell a story of gradual transition, and they underscore why the Registration Review Project is so important.

Financial Planning and Reserves: Council is considering an increase in financial reserves from the current nine (9) months to one full year of operating costs to ensure long-term stability and sustainability. As the existing fee bylaw is set to expire this year, membership fees will be part of this

review process. Council is also committed to identifying opportunities to reduce expenses wherever possible as the new technology implementations kick in. However, rising costs and frequency of Discipline matters, along with the anticipated development and implementation of the new Provincial Survey Records Index, may require additional funding. These factors will be carefully weighed as Council plans for the future.

PASSING THE TORCH

As my term as President comes to a close, I'm deeply grateful for the trust our members have placed in me — and I'm equally confident in the leadership that will guide AOLS forward.

I'm pleased to welcome the 2026 Council: Vice President Natalie Vibert as incoming President; Senior Councillor Robin Fleguel as Vice President; and Chris Oyler and Vicky Kumar as Junior Councillors.

Natalie has been an outstanding Vice President — thoughtful, strategic, and deeply committed to our profession's future. She understands the challenges we face and has the vision and temperament — as well as good hockey skills — to lead AOLS through the next chapter of regulatory evolution. Robin brings experience, wisdom, and a steady hand as Vice President. And Chris and Vicky represent the energy and fresh perspectives we need to stay connected to the next generation of surveyors.

The profession is in excellent hands. I look forward to supporting their leadership in the years ahead — and to continuing the work we've started together.

CLOSING REFLECTION

As I reflect on this year, I'm struck by how much has been accomplished — and how much remains ahead. The new Surveyors Act, national labour mobility coordination, the Registration Review Project, our Strategic Plan, modernization initiatives, and reimagined AGM all represent significant steps forward. But they're means to an end, not ends in themselves.

Our ultimate purpose remains unchanged: to protect the public by ensuring that Ontario Land Surveyors are competent, ethical, and accountable. Everything we do as an Association and regulator must serve that mandate. When we modernize technology, it's to serve the public more efficiently. When we redesign pathways, it's to ensure an adequate supply of qualified surveyors to meet public need. When we increase awareness, it's so the public and others understand the value and trust they're entitled to expect from a regulated professional.

As land surveyors, we're not just in the business of measuring property — we're in the shelter business, addressing one of humanity's fundamental needs. At an even deeper level, we're guardians of property rights and the freedoms those rights enable. There can be no true liberty for individuals to build, create, and prosper without clearly defined and protected boundaries. Our work creates the very framework within which people exercise their freedoms and secure their futures.

That's a responsibility worth honouring with excellence, integrity, and continuous improvement — both when our Association started in 1892 and now, more than 130 years later.

I'm grateful for the opportunity to serve as your President this year, and I'm optimistic about our profession's future. Together, we're building something bigger than any one of us — a profession

that matters, that's understood and valued, and that will continue protecting the public interest for generations to come.

Before I close, I need to thank the people who made this year possible. My father, Vladimir, and my mother, Valentina, for starting our practice forty-five (45) years ago and creating a place where excellence and integrity aren't just goals — they're a way of life. My partners, including Maja and Tom, who kept everything running smoothly while I traveled the country building the relationships and gathering the intelligence that will shape our profession's future.

And to my beloved Rosie: Your love, sacrifice, and unwavering support have made every mile traveled and every challenge overcome possible. You are the quiet strength behind everything I do, and I am profoundly grateful to walk this journey with you by my side.

And finally, thank you — each and every one of you: the members, Council, and AOLS staff — for your trust, your dedication, and your commitment to the highest standards of our profession.

God bless.



Saša Krcmar, OLS, MBA – President
Association of Ontario Land Surveyors