

No. 140

ANNUAL REPORT

of the

ASSOCIATION OF ONTARIO LAND SURVEYORS

Organized 1886

Incorporated 1892

PROCEEDINGS OF THE ONE-HUNDRED AND THIRTY-THIRD
MEETING SINCE INCORPORATION

HELD AT WESTIN OTTAWA
OTTAWA, ONTARIO, CANADA

MARCH 5, 2025 – MARCH 7, 2025



Contents of AOLS Business Meeting	
RECIPIENTS OF AOLS AWARDS AND CITATIONS	4
AGM 2025 SPONSORS	5
AGM 2025 EXHIBITORS	6
OFFICERS OF THE ASSOCIATION 2024-2025	7
Opening Ceremonies, Wednesday, March 5/2025	8
Honourable Graydon Smith, Minister of Natural Resources and Forestry	8
Introduction of Provincial Guests	8
Honouring Members Who Have Passed	8
Support of Local Charity	9
Introduction of Sponsors	9
Adoption of Minutes	9
Introduction of New Councillors	9
Keynote Address by Cherry Rose Tan	9
Introduction of Exhibitors	9
Presentation by Cherry Rose Tan – Part 2 - Diving Deeper into the World of AI	10
Presentation by Al Buckle and Paul Campbell from Teranet	10
Open Forum - Part One	10
Day 2: Thursday, March 6/2025 – Education Day	20
Day 3: Friday, March 7/2025 - Business Session Reconvenes	20
Opening Remarks.....	20
Financial Report by Sophie Côté, Finance Councillor	20
Complaints Committee Report by Travis Hartwick	20
Submitting Your Comprehensive Reviews to SRD by Paul Wyman & Tim Hu.....	20
Address by Out of Town Guests	21
Open Forum - Part Two: Friday, March 5/2025.....	21
AGM Report by Al Jeraj	44
Closing Ceremonies	44
List of Active Membership	45

List of Retired Membership	68
2025 Annual General Meeting Photographs	76
Link to Digital Report	94

RECIPIENTS OF AOLS AWARDS AND CITATIONS

CITATION FOR SERVICE ON COUNCIL

Sophie Rose Côté (Senior Councillor)
Dave Kovacs (Past President)

CITATION FOR SERVICE ON THE ACADEMIC AND EXPERIENCE REQUIREMENTS COMMITTEE

Brian Campbell

CITATION FOR SERVICE ON THE COMPLAINTS COMMITTEE

Peter Feren

CITATION FOR SERVICE ON THE LIMITED LICENCE TASK FORCE

Travis Hartwick
Brian Campbell
Kevin Kujala
Mike Crowell
Brian Maloney
Ron Berg
Kosala Gunathillake
Greg Ford
Al Jeraj

HONORARY MEMBER AWARD

Lena Kassabian

PROFESSIONAL RECOGNITION AWARD

Paul Wyman

AGM 2025 SPONSORS

EVENT SPONSOR

Arthur J. Gallagher Canada Limited

PLATINUM SPONSORS

Bob Morrow – The Connector’s Insurance Group/The Benefits Trust

Brandt Positioning Technology

Cansel

Carlson Software Inc.

Horizon Measurement Solutions Inc.

Leica Geosystems Ltd.

MultiVIEW Locates Inc.

Tradewinds Group

GOLD SPONSORS

GeoVerra

SILVER SPONSORS

BeSpatial Ontario

Logan Wealth Management

iLookAbout

Protect Your Boundaries Inc.

D.S. Dorland Limited Surveyors – Veterans Dinner

South Central Regional Group – Welcoming Party

Tulloch Geomatics Inc. – Convocation Lunch

Easter Regional Group, Georgian Regional Group & South Western Regional Group – Coffee

AGM 2025 EXHIBITORS

4Sight Utility Engineers

ABTech On. Inc

BeSpatial Ontario

Brandt Positioning Technology

Cansel

Gallagher

Historical & Archival Committee of the AOLS

Horizon Measurement Solutions Inc.

iLOOKABOUT

Leica Geosystems Ltd.

Logan Wealth Management

multiVIEW Locates Inc.

Northway/Photomap/Remote Sensing Limited

Protect Your Boundaries Inc.

R-E-A-L.iT

Tekmet Ltd.

Topotrade

Tradewinds Group

OFFICERS OF THE ASSOCIATION 2024-2025

HONORARY MEMBERS

John. D. Bogart, Q.C.	Toronto
Dr. Gordon Gracie	Mississauga
N. Lorraine Petzold	Toronto
George Wortman	Richmond Hill
Eric J. Bungard	Toronto
Dr. Brian Ballantyne	Edmonton

PRESIDENT AND CHAIRMAN OF COUNCIL

Amar Loai	Whitby
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VICE-PRESIDENT

Saša Krcmar	Toronto
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MEMBERS OF COUNCIL

Dave Kovacs (Past President)	Thunder Bay
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	<u>Term Ending</u>
Natalie Vibert	2025
Sophie Côté	2025
Robin Fleguel	2026
Daniel Gautron	2026
Gavin Seaman	2027
Peter Nielsen	2027

W. Bruce Clark, Surveyor General	Peterborough
Martha George, Lay Councillor	Cambridge
James Hunt, Lay Councillor	Port Hope
Doug Pierson, Lay Councillor	Niagara Falls

AOLS STAFF

Al Jeraj, Executive Director/Treasurer	Mississauga
Linda Latham, Registrar	Toronto

Opening Ceremonies, Wednesday, March 5/2025

- National Anthem – Michelle Pearson
- President, Amar Loai called the meeting to order
- Standard Measure was presented by the Sergeant-At-Arms
- Introduction of Sergeant-At-Arms –
 - Dave Urso took on the persona of Henry Stange, O.L.S.#1
- Theme was presented – “Navigating A Demanding Landscape – Future Proofing the Profession”

Honourable Graydon Smith, Minister of Natural Resources and Forestry

Due to timing of the provincial election, Minister Smith could not attend the Annual General Meeting but did send his warm regards and best wishes.

Introduction of Provincial Guests

President, Amar Loai introduced those in attendance from Land Surveying Associations across the Country.

- Association of British Columbia Land Surveyors – Vice President, Brent Taylor
- Alberta Land Surveyors Association – President, Lemont Edwards
- Saskatchewan Land Surveyors Association – President, Dan Codling
- Association of Manitoba Land Surveyors – President, Derek Arthur
- Ordre Des Arpenteurs-Géomètres du Quebec – President, Jean Taschereau
- Association of New Brunswick Land Surveyors – Past President, Brandon MacDonald
- Association of Nova Scotia Land Surveyors – President, Tim Wamboldt
- Association of Canada Lands Surveyors – ACLS Councillor, Maryna Hanna
- Association of Newfoundland Surveyors – President, Ray Guy

Honouring Members Who Have Passed

President, Amar Loai read the names of those members who had passed away since our last Annual General meeting:

- James Everett Walker, 1334, March 15, 2024
- David Orlin Horwood, 1128, May 17, 2024
- Robet Esmond Clipsham, 1254, July 15, 2024
- Ivan Carl Dinsmore, 823, December 16, 2024
- Bruce McMurchy, 1109, February 16, 2025

- Leo Arthur Legros, 1198, February 25, 2025

The membership observed a moment of silence to honour those members.

Support of Local Charity

The 2025 AGM proudly supports the Ottawa Humane Society.

Introduction of Sponsors

President, Amar Loai introduced the sponsors for the event and thanked them for their generosity.

Adoption of Minutes

A motion to adopt the minutes was moved by Al Jeraj, O.L.S and seconded by Paul Wyman O.L.S.

BE IT RESOLVED THAT the proceedings of the 2024 Annual General Meeting as printed in the 2024 Annual Report be received.

The membership voted on the motion by show of hands and the motion passed.

Introduction of New Councillors

President, Amar Loai introduced new Councillors, Al Buckle and Peter Raikes and invited them to address the membership.

Keynote Address by Cherry Rose Tan

Cherry Rose Tan's keynote at the 133rd AGM emphasized how surveyors can thrive in a rapidly changing industry by adopting her **Superset Model**—mindset, heart set, and skillset. She highlighted the profession's vital role in Canada's infrastructure, acknowledged challenges such as shrinking crews, rapid technology adoption, and burnout, and urged leaders to reframe assumptions, leverage AI and emerging tools, and develop both technical and emotional resilience. Drawing on her entrepreneurial background and experience coaching CEOs, she stressed that innovation success depends not only on embracing new technologies but also on addressing the human cost of change to ensure sustainable leadership and industry growth.

Introduction of Exhibitors

President, Amar Loai invited all the exhibitors up on stage to address the membership.

Presentation by Cherry Rose Tan – Part 2 - Diving Deeper into the World of AI

In her afternoon breakout session, Cherry Rose Tan shifted from storytelling to practical applications of AI in surveying and related industries. She set expectations by clarifying that the session was not about promoting specific software but about sparking conversation on how AI tools can be applied. Tan engaged participants with interactive questions on mentoring, AI use, and attitudes toward the technology. She outlined her agenda: explaining the value of AI, categorizing tools into four groups (generators like ChatGPT, surveying/mapping/GIS tools, adjacent industry tools, and training/knowledge-transfer tools), and concluding with best practices for writing effective prompts. She emphasized the broader potential of AI, citing research from McKinsey and IBM showing its massive productivity gains and ability to reduce decision-making time and forecasting errors, positioning AI as both a resource and strategic ally for the profession.

Presentation by Al Buckle and Paul Campbell from Teranet

Al Buckle and Paul Campbell from Teranet presented the Surveyor Data Exchange program focused on sharing data between Teranet and land survey firms. Their presentation highlighted how leveraging digital CAD survey plans from surveyors in the mapping system, improves map maintenance efficiency and allows surveyors to leverage digital parcel and cadastre data in their legal survey business, such as allowing users to pre-coordinate boundaries for field crews, which helps save time to retrace boundaries.

Open Forum - Part One

Open Form – Part One: Wednesday, March 5/2025

Amar Loai, Whitby

“We will now have part one of the open forum. I remind the membership to maintain respect and decorum throughout the meeting. If you believe a resolution is in order. Please find a seconder and provide your resolution to either Al Buckle or Peter Raikes, or bring it to the registration desk, and they can have it typed up for you.”

“Resolutions will be addressed Friday morning. The mover will be given the opportunity to speak to the resolution, and we will end this session at 4:30. Before we have the open floor, I'd just like to take this opportunity to recognize and thank the Hamilton District Regional group for sponsoring the coffee break. Okay, and the floor is open.”

Trevor McNeil, Stratford - "As President of the Educational Foundation. I can't help but to mention that if those insurance rebate checks are getting too heavy to carry around the Education Foundation would gladly take a donation and give you a tax receipt for those."

Brian Maloney, North Kawartha - "My question to you is with the stuff happening south of the border and the need to unify Canada and improve and limit trade barriers. What is the AOLS doing or thinking about in terms of improving labor mobility?"

Al Jeraj, Mississauga - "We just spoke about this at the President's Forum yesterday. Some of you may remember, Council organized a national meeting across the country in November, where we had the executive committees of each Council attend and we talked about National Collaboration. We've talked about National Collaboration for at least 20 years since I was a member on Council, and I think we even signed a MOU when I was President to start this national initiative going. But what we've decided to do, and we've got buy-in from all the Councils across the country is to pick one project that we want to do nationally, and that is CPD. So, if we can do a national CPD program, where all the provinces agree on a National Standard of CPD, we can unify CPD across the country and then and then outsource the provision of the CPD courses to someone else and then those people provide reports back to the Regulators to make sure their members are compliant."

"So that's the 1st step Brian that we're taking. Ontario is going to take the lead on this. We've been provided everyone's CPD requirements. We're going to consolidate that and then see what we can find that's common to everyone and then bring that back out to the different provinces and go from there. Looking into the future, there are talks about creating a national syllabus or national competencies where labor mobility or that transition around the country is a lot easier."

"Also, there are talks about combining committees on a national level. Maybe having a National Complaints Committee or National Discipline Committee. It's going to take a lot of effort, a lot of changes to everyone's legislation. But that's where the consensus is. Consensus is among the EDS and amongst the Presidents of the different associations. Getting the buy-in from each of the Councils; that's a different story. That's where we're all looking towards is really realizing the national collaboration that I think we can all benefit from."

Amar Loai, Toronto - "Good news! As you all may know the University programs in Ontario have consistently been going downwards in terms of Geomatics with the loss of York University and a few years back we also lost Ryerson, now TMU. So that's now also a really pressing challenge. Where are students going to go to get the educational

requirements to article? Last year, I met with the Dean and chair at TMU, and working with Mike Chapman, we've been able to reinstate a good portion of the Geomatic courses back into the Civil Engineering Program meaning anyone who graduates from Civil Engineering going forward will be able to article right off the bat. It's a small win. But that's one thing that we must keep a close eye on."

Joseph Young, Thornhill - "I just wanted to read something from a case in British Columbia after our presentations today, where a lawyer was disciplined for using ChatGPT to come up with a legal opinion. The Supreme Court justice said he didn't think the lawyer intended to deceive the Court but was troubled all the same. As this case was unfortunately made it clear, generative AI is still no substitute for the professional expertise, that a justice system requires of lawyers. One could say the same for surveyors. Competence in the selection and use of any technology, tools including those powered by AI is critical. And I wanted to invite Sophie to come up and speak about something as Chair of the Professional Standards Committee, we've been working with her on a policy, and we thought it might be a good idea to get to a wider opinion from the membership here during Open Forum."

Sophie Côté, Dartmouth, NS - "I'm approaching as a member. This idea is centered around whether it continues to be relevant to show lot corner ties on plans that are integrated if they're not required for showing boundary, retracement, methodology, or otherwise. The idea is that the interpretive guide could be updated to give direction to surveyors about this and looking for thoughts and feedback about whether lot corner ties continue to be relevant. If they're not being used for boundary retracement."

Joseph Young, Thornhill - "There's about a dozen people on our committee, and we were divided on the topic. So, I'm seeking a show of hands, or some guidance or opinions from the larger membership."

Amar Loai, Toronto - "On integrated plans, how many members still feel that it's relevant to show lot corner ties by a show of hands? How many members think we don't need to show lot corner ties on an integrated plan? That gives a sense of direction to Professional Standards Committee and how the membership feels."

Commentary: A straw vote was taken on the floor and most members felt that lot corner ties should be shown on integrated plans.

Bob Halliday, Espanola - "We have one area in our town where township lots are being divided by reference plan and land use agreements between the Municipality and the Developer. It's the relationship between where the new lots are going and where the

township lot corner is no longer relevant, you must take it on a case-by-case basis, as Sophie suggested. But where it's needed, where it's part of the retracement where you're recreating a parcel boundary based on a distance in a deed that's never been laid out before. Yes, of course. But in the case of something that's interior and is related to 30 reference plans in this one area. What's the point?"

Joseph Young, Thornhill - "I'm not stating opinion for or against, but it's also in our regulations, so we'd have to amend our regulations."

Sophie Côté, Dartmouth, NS - "I did create a Draft Policy around this and in the short term, anyway, yes, regulatory change could be required to make this maybe clearer. But the interpretive guide could be changed now and still be in line with regulations about this. I do believe that that's the 1st step. I was also told that there are bigger questions that we should be grappling with than this. I would really like to see someone step up and talk about those real issues.

Jamie Gelbloom, Mississauga - "You, Sophie said something like an interpretive guide. You mentioned interpretive guide that could not override but clarify regulations or something like that. I don't think there's an interpretive guide for getting a lot corner tie, really, that I can think of anyways. You get either got to do it or you don't do it. But I agree with Mr. Halliday over here, and he's a hundred percent right. Because sometimes you got to use it because if you're up in the bush, and some lot and concession."

Sophie Côté, Dartmouth, NS - "I was referencing the AOLS Interpretive Guide and currently it states that integrated coordinates are not sufficient. There would be changes to the wording around that."

Helmut Piller, Toronto - "In most cases, when you have a legal description for a parcel of land that is not a whole lot, it starts commencing at a point, so many distances from... so if we eliminate this, I expect that we may get some questions from lawyers that do the transaction, and asking, where is that land? They don't have coordinates.

Coordinates in itself are not allowed to be used to establish lot corners, or property corners. That's what we say.

Then what about comparisons? Comparing distance and bearings published on a plan came basically when reference plan came into being way back in the Dark Ages and where we just showed the new dimensions. Again, lawyers said this is now a different boundary. So, we scratched our heads and said, well, this is what we measure, and this is what it says on the deed that should clarify it. And that's where this one comes. So,

are we going to scrap that, too? I mean, there's a lot of irrelevant things that are going on, irrelevant things that we probably as professionals can teach. I certainly feel confident to be able to teach with it in with the legal profession or real estate people or developers.”

“So, in short, we need to overhaul our whole attitude how we approach surveying. We are modern now; we don't need bars at corners; we have coordinates. Most of the survey bars that we put in come out anyway. In the City of Toronto, where we practice, it's virtually impossible to put anything in, and in some cases, people don't even want it, because they don't want the neighbor to know where the corner is. We must take a hard look at all these things and modernize ourselves and come into this century. We talk about Artificial Intelligence, drones; we talk about all these things and then thou shalt. And this governs us. Thank you.”

Amar Loai, Toronto - “One point that I do want to add, is, I really like the idea somebody asked this morning, how do we get a lot of these changes pushed through? The last time changes regarding our Act took place were in the eighties. And now, 60 years later, we're this close to getting them pushed through. And now everything got scrapped. So, the comment that I heard this morning was, you need to get a group of people that share a common interest in what you do. We are land surveyors - do we speak with developers? Do we speak with somebody from planning? Do we start getting a group together that can push for some meaningful changes? So, I like that idea.”

Sophie Côté, Dartmouth, NS - “What are the real issues? I think our continued relevance is an issue that I don't know if there is meaningful work happening every year towards that. When we talk about things like academics that there's less people that can even challenge a PhD in Cadastral Surveying in this country. Those are the real issues; I would love to hear everyone's thoughts on those. But it's easier to have the smaller conversations, I think than in this forum.”

Scott Stockwell, Belleville - “I wanted to know if you guys are working to increase awareness of surveying. I had no idea what it was, and only until a surveyor came into my property, did I know what surveying was about. I just want to know if you're taking any steps in Ontario to increase the amount of people getting exposed to it.”

Al Jeraj, Mississauga - “Yes, we are taking steps. Remember, part of our budget was to engage in a marketing campaign. We've done that! We did launch a micro site, and that came out on Insight. It's a cool site; we're taking out social media ads; we were looking at possibly engaging a lobbyist firm to help us elevate the profile of the profession with

government and industry leaders. We're engaging in a strategic plan where we're going to be looking at long-term viability of the Association. How do we increase our relevance amongst our stakeholders? There's work being done to that end. As we progress, we're going to see some of the fruits of that labor. I can tell you that a group of us went to TMU and last fall we spoke to 3rd year Civil Engineering students there. And this was a big eye-opener, when we started the presentation there was about a hundred students in the room and we initially asked them, how many of you are thinking of going into Surveying after you graduate, and about 3 people put up their hand. After we presented the benefits of surveying, the potential career you could have, we had asked the same question. About 30 people put up their hands. And then, even after that they stayed for about an hour to talk to us."

"I think those kinds of grassroots efforts really make an impact, and that's where we need all of you to help; attend your high schools and universities, talk to the professors, talk to the guidance counselors. We've got information at the AOLS office that we could support you to take to those venues and you know it really is word of mouth. Those grassroots efforts are key in addition to the marketing campaign that we're running."

Commentary: A question was asked on the floor around the number of articling students. It was inaudible and the speaker wasn't identified.

Al Jeraj, Mississauga - "The number of articling students is hovered around 100 for as long as I can remember. And this year, we had a really huge success, in the terms that we have 29 students that are receiving their certificates, that's a real testament to some of the efforts. So, a good job on AREC and good job on all the volunteers."

Sophie Côté, Dartmouth, NS - "Can I ask a follow up question to the loyalist student? Could you tell us what would have grabbed your attention, or what might have reached you in the distracted void that we can live in, if you hadn't had to get a survey?"

Scott Stockwell, Belleville - "I think just the school in general doesn't really push it out too far. I think they have priorities for other programs first, which I understand, everything comes down to business, it's money. But I think the social media might be good for my generation. I don't really use it much, but I know a lot of people do; generally, just advertising to the public billboards, or people coming to the high schools. That's a great idea, I think, trying to reach young audience, because there are a lot of young people who would be interested if they knew what it was."

Sophie Côté, Dartmouth, NS - “Can we count on you to reach out to some high schools in your local area?”

Scott Stockwell, Belleville - “That's your job!”

James Dorland, Sudbury - “I wanted to stand and support Sophie's motion or notion that academia plays a part in our profession. I think that academic research helps to guide us and allows us to have a perspective and what we do not only nationally but internationally to understand what we do, our place in society, and that space allows them to deal with the issues that we don't generally think of on a day-to-day basis. But we need to have a perspective for if we are going to continue to adapt to the needs of society. I think it's a very good conversation. Perhaps it should be funded. It might be not the place to fund it through the regulator but perhaps fund that sort of research through an advocacy body like Professionals Surveyors Canada.”

Robbie Kingdon, New Brunswick - “First of all, I'm excited that you guys have an in-province pathway. That's a substantial development. Anything that increases the bandwidth in our country is tremendously valuable. We saw with the program at York that there was a challenge getting enough people going into it, and it sounds like you guys have potentially some more interest here, which is good, but a lot of bandwidth is still needed. I know that in Brian Ballantine's report a couple of years ago, he said that Calgary University wasn't enough even to satisfy the needs of all of Alberta. I think that anything that increases the bandwidth is important. We must make sure that we're increasing the bandwidth, not just for surveyors, but for technicians.”

“The main thing I wanted to say which is about recruitment. For that to be successful, basically, we must be recruiting far more broadly than what we're doing right now. And this is something that we as a university program have put quite a lot of thought into. We've been working hard and going into high schools, but we're only reaching New Brunswick, Nova Scotia. We've had a couple of kids go back to their high schools in Ontario. It's not enough. It's not really pulling in enough people. The idea of creating materials that that will help. I think that's important. I think that we've seen already from some people in this room that there's a lot of people in the surveying community who, if they were enabled would play a big role in that kind of in that kind of recruitment and outreach effort. A couple weeks ago, James mentioned Professionals Surveyors Canada, I contacted them just with the idea that we should put together a project to create a recruiting toolbox that basically could be shared to surveyors throughout Canada who want to get involved with recruiting, but don't necessarily know how you get into a high school. What kind of activities can you do there? How do you create a

public awareness event? And I think anything along those lines that pairs with your own associations, recruiting efforts would be excellent. I'd be happy to talk about it."

Daniel Gautron, Winnipeg - "There is a Red River College has a Geomatics Engineering Technology Program, and at the Manitoba AGM, the Chair of the Civil Engineering Department has expressed interest in developing degree program at that college. And I just want to talk to you about a few things about that. It may someday in the future be another degree program available in Canada."

Robbie Kingdon, New Brunswick - "That would be amazing. Manitoba is a place where we get a lot of remote students, which is basically an indication that there's a need there."

James Dorland, Sudbury - "Somebody asked that I stir the pot and talk about sketches. I don't really want to do that, but I thought something related. How many of us professionals do lot grading plans? I have this sort of bone to pick. I feel like lot grading plans should always be done in addition to a plan of survey, or to inform a plan of survey. I don't feel as though a lot grading plan should be done in isolation. If we are advising the public as to the nature of surface and percolating water rights, they should be founded on a plan of surveys. If you're a member of our association and you're doing lot grading plans, it should start with a plan of survey and then be amended by slopes and contours. What I don't like to see is members, or even engineering groups with affiliated members providing Lot Grading Plans that are not based on a plan of survey, because if you're advising the public as to where the water should and should not be going, that you should at least apply the knowledge of who owns what, if that makes any sense. My real question is because maybe the Association applies some guidance, for that is that a reasonable subject for them to wade into?"

Amar Loai, Whitby - "James, if you really want us to investigate it, find a mover and a seconder, or if you're going to move it and then put a motion on Friday. It doesn't have to be now."

Prakhar Shirvastava, Peterborough - "Just hearing all the marketing and outreach discussions. I think it's a very important topic. I've been in the industry about 20 years, but I've heard the same thing. Let's target high school. Let's get into the universities. An hour ago, Sherry put together that video, my mind was blown. The fact that she could take a random article from 3 years ago, 4 years ago, and turn it into something that I thought was impressive. So, where I'm going with this is, and just on that note, my

brother, who just started a mobile Sauna business, and he has flooded social media in Edmonton. You cannot go anywhere, I was Googling some of the things she was talking about, and my social media is now flooded with AI apps. It's not that hard, so I think we do need to change the strategy a little bit, targeting them at high school. I think it's too late. A 10-year-old if he and if 13 years are on social media now. If they start seeing these survey ads and related fields, I think we're getting somewhere, but if we continue to do the same thing - high school, it's too late. At my high school, nobody knew about survey. I was the only one because my dad's a surveyor, so I do think there's a change in approach needed on the marketing front."

Saša Krcmar, Toronto - "I was just going to comment that last year we started towards a marketing program. That wasn't my vision of what I was suggesting. I think there's two levels of marketing that we had to look at; level one was the notion that there's not enough surveyors. We must fill these programs, and we must get more surveyors into surveying. We'll all agree potentially that's one marketing thing. But that's not what I was thinking about, I'm looking at the notion of marketing for awareness's sake. What is a land surveyor? What do we do? What's the importance of what we do? Two separate and distinct things; we've worked on the first, arguably good or bad, it's in process. The challenge that we received from our marketing experts was that option number two is very difficult to measure. You can throw two million dollars in, and you don't get anything out of it. So, the challenge becomes how do we make things more aware? Our firm has tried to do stuff; we have put signs on sites. I don't see any signs from other surveyors. We went on the radio. We've tried to make people aware. But think of it in two buckets: Are we trying to recruit? Are trying to make people aware? And when you mix the two, you've lost the whole point."

Brian Maloney, North Kawartha - "I would like to put a couple of words of caution about that second category, Saša. As a regulator. You can easily defend the 1st one in terms of ensuring that we've got enough surveyors to serve the public. At the second category, you're on a slippery slope to promoting business and that is not the function of the regulator. And so, you need to be careful in terms of where you go with that. Professionals Surveyors Canada, great venue for that; good place to go private companies -absolutely, that's what they should be doing, promoting their business. But the regulator must be careful in terms of how far down the slope they go."

Rodney Geyer, Halliburton - "We do site plans and grading plans. We will not do them unless we've done a survey on that property. So, I agree with you, others may not, but that's their decision. I wanted to just say a couple things about some of the comments

made earlier in this forum and perhaps just caution Council and different chairs and committees. What might apply in the GTA or other urban centers, and what makes sense may not make sense in urban areas. You know what the public expects and appreciates from a land surveyor in an urban area may be completely different than what people in urban areas expect and appreciate from land surveyor. So, let's be careful that we don't paint the entire province with one brush because what makes sense in one area, won't make sense in other areas, we got to find that medium. And I'm sure for those of us that have been here for a while, this is a conversation we've been having for many years. We got to meet somewhere in middle ground."

Amar Loai, Whitby - "Just one point on PSC because it's been brought up now, Lastly, during our President's forum, speaking with my colleagues at the other provinces, it became evident that really the advocacy part for Professional Land Surveying should be dealt with by an Advocacy group like PSC. I strongly encourage anyone here that's not a member of PSC to look at it. It's in the benefit for the profession long term. You'll be able to have a dedicated group that advocates for your purpose and what you do. If you haven't looked at PSC, take a look at PSC again."

"If there's no more questions we can move on. So, I'd like to thank everybody for their input this afternoon, and we look forward to continuing this conversation on Friday."

"Like I mentioned, if anyone wants to bring a motion you can do that before Friday, and then you can present it here on the floor again. You can give the motion to AL, and we can have that typed up and presented on the screen."

Open Form Part 1 Concludes

Day 2: Thursday, March 6/2025 – Education Day

The agenda for the event can be reviewed on the [AGM site](#).

Day 3: Friday, March 7/2025 - Business Session Reconvenes

Opening Remarks

President Amar Loai reminded the membership that the following reports were posted in advance of the AGM for the membership to review:

- [President's Report](#)
- [Executive Director's Report](#)
- [Registrar's Report](#)
- [Financial Report](#)
- [Financial Audit](#)

Surveyor General's Report by Bruce Clark, Surveyor General

Due to timing of the provincial election, MNR staff were approved to attend the AOLS AGM as observers only. As a result, the Surveyor General was not able to present the annual report of the Office of the Surveyor General in person. The [Surveyor General Report](#) can be found on the [AGM site](#).

Financial Report by Sophie Côté, Finance Councillor

Councillor Côté provided her [2024 Finance Report](#) and 2025 Budget. The 2025 Budget is operating a significant deficit to allow for modernization of AOLS business practices.

Complaints Committee Report by Travis Hartwick

Complaints Committee member Hartwick provided his report on the activities of the Complaints Committee. The presentation detailed the different matters the committee considers and provided statistics on the number and type of complaints received annually. The presentation also touched on the outcomes available to the Committee that presently exist and will exist if the proposed changes to the Surveyors Act are accepted.

Submitting Your Comprehensive Reviews to SRD by Paul Wyman & Tim Hu

Paul Wyman and Tim Hu demonstrated the new and better way to submit your comprehensive reviews using the PSRI online tool. The new tool allows those firms being reviewed to submit their information digitally. AOLS expects this tool to reduce

time, cost and effort for a firm to submit their information as most firms are already organizing the information they need to submit in digital format. The tool allows a firm to upload their submission directly through the PSRI system and it validates the submission to ensure all required fields are complete thus reducing the time to complete a review.

Address by Out of Town Guests

President Brent Taylor from the Association of British Columbia Land Surveyors provided remarks and thanked President Amar for his hospitality.

Open Forum - Part Two: Friday, March 5/2025

Amar Loai, Whitby - “We will commence Part 2 of the open forum. As mentioned earlier, you may speak at any topic that you wish, and if anyone wants to come up to the mic, please state your name and your hometown.”

Rodney Geyer, Halliburton - “Yesterday's open forum roundtable discussion was excellent. I thought in the future might be great idea if you're doing it again, perhaps include some of the smaller or medium sized firms, because they're going to have a lot of valuable input. That's my only comment. Thank you.”

Amar Loai, Whitby - “Yes, absolutely.”

James Ferguson, Ottawa - “Seems like need to beat for the last 35 years the expanded profession drum. So here I am again! Many of you would know that we're a small group in the Association. We are actually I think, approximately 3%. But happy to say that this year, we're really punching above our weight, because I think two out of the six counselors on Council are C of R members, and I think that equates to a little over 33%. So good for those guys to do that to Al and to Peter.”

“Circling back to also what Rod said about the articling session yesterday, I thought it was very good. Those kinds of discussions are very, very important. I was a little bit disappointed that there was no mention or discussion of anything to do with the expanded profession in terms of the articling process and, as I understand it still whether you want to go Geodesy, Photogrammetry, Hydrography, or Geographic Information Management, we're still working under olden days rules as was coined yesterday. I have 2 individuals in my office, who are very interested to look at joining this profession. One of them already had an academic evaluation done, the other has not

yet, but is asking me questions like: What exactly do I have to do if I article? And what are the articling requirements? All that kind of stuff, and it's not easy to find. We had discussion with Shawn and a few others yesterday as well, but just saying that's something that they've noted."

"I just want to confirm that C of R's are still a member of this organization and is a discipline within this organization and that there is still a commitment from the AOLS Council to continue developing materials, processes, and all the rest of it for the expanded profession. I think we really need these members. A lot of the focus is on cadastral, and we have very good institutions teaching surveying in general such as UNB, some of the others York, now Ryerson, TMU, and they teach some of those fundamental topics in photogrammetry, geodesy, and so on. But as soon as a candidate gets into the cadastral stream, they hardly use it, and if you don't use it, you lose it. I think that it behooves our profession to continue to encourage people and whether consciously or unconsciously, in the past, we haven't done that, it's been more 'go into the cadastral stream because it's exclusive', you get a license and all the rest of it. I think that's been detrimental to our Association."

"More and more, we're working on complicated complex projects for very large infrastructure projects and the pool of expertise and talent to conduct those in a way that meets the needs of the clients is very small. We've all got gray hair, and I think we really need to encourage some of these expertise's to join our Association and be supported members as we go forward."

"I think that's probably all I had to say, and just really want to know that Council and the Association is supporting the expanded profession. The one license issue kind of died on the vine unfortunately we put a lot of effort into that. We thought it was a very good idea, good for the Association, good for the for the public protection. So be that as it may and I'll just end by saying that we will have the 27th Annual Geodetic Picnic this fall, so hope to see many of you there!"

Al Jeraj, Mississauga - "To James's point, Council was clear on continuing with the expanded profession aspect, and we have made some updates and there has been some activity. As an example, SRD has put forward some recommendations on starting a review process for the for the C of R members that is going to be reviewed by Council. We are very close to finalizing the core competencies for all of the disciplines. And we have identified proposed changes to the Act - we've enhanced the wording to make it clear that you should only practice in the field of discipline that you're competent to practice in. I think those steps are bringing us closer to realizing or making the C of R members feel more included but there are still some more steps that we have to undertake. I think even partnering with organizations like Be Spatial and a new

organization that we partnered with which was the Association of Land Economist will help. These organizations can bring more members into our fold. We are the taking steps and haven't forgotten about the C of R's, so rest assured that we hope to have more information out to the membership soon."

Sophie Côté, Dartmouth, NS - "I am aware at AERC, there was a member looking for a competency assessment of their portfolio of work. And I think right now we are lacking kind of a solid process for AERC to either someone who wants to article or who wants a competency-based assessment and that we do need to turn to our C of R members to step up for that because they're the ones that can assess the competency. But there is still work to be done to make that happen."

Julia Meldrum, Cornwall - "Who here read the results of the salary study? So, if a member of the public had asked me, "Hey, in your Association, is there a gender pay gap?" I would have bet a lot of money that the answer would be no, and I would have lost that money. So, I have questions to us as a membership.

My first question is why is there a gender pay gap? Is it a lack of assertiveness on the part of women that our male colleagues will stand up and ask for a raise and we don't. Is that it? Is it because women are 7% of our membership, and they're just kind of overlooked? I like to think it's not a Mr. Burns kind of thing that haha - we can get these people for less money."

"When I was in university, I took Law of the Sea and part of that course was that we went to Canadian Hydrographic Service for part of our work, and one day a representative of that organization came to the three women that were taking the course, and asked us all if we wanted to come to a job interview. That invitation was not extended to our male colleagues, and that made me really mad because I believe in merit. I don't want to be offered a job to fill some mandate somewhere. I mean, I appreciate those efforts, because in some cases that's the only way women were even getting these jobs."

"It's 2025, and I like to think we're past that now. Does this gender pay gap represent a lack of merit? Are women just not as good as men? I was speaking to a woman surveyor this morning who got the highest marks in her professional exams. I like to think she's not a 1-off. So why is my question?"

"The next question is, do we care? Does this matter? We are talking 7% of our membership. Does this matter? I am not proud to be part of an Association that has a gender pay gap. I am proud to be part of this Association. In my career I have had, I'm going to say no barriers, I also realized I was pretty privileged. I took over a business from my dad, worked for myself, the only one who wasn't paying me well, was me, and

that was a real thing. But I'm also realizing that maybe that's not true for everyone. Is this who we are? I don't think it is. I've worked alongside of all of you. I've chaired Committees, chaired Regional Groups. I don't think this is who we are. But this is what we have.”

“So, then my next question is this data even correct? It's a study, you can look at statistics however you want, but I say it doesn't matter. I would like you to go back and look at your own organization. Is it true for you? If this salary study is incorrect. Is this true for you? Is this happening in your organization? And if so, why? Is this an ignorance thing or a lack of paying attention thing? We're busy running our businesses. Are we aware that maybe we have two people of equal merit of equal experience, but one is getting paid significantly more than the other, and if so, why? And are you good with that?”

“And so, then my last question is what are we going to do about it? Right like a lot of blah blah! I don't like that. What are we going to do about it? If I say to the business owners, look at your workplace. Is this happening in your workplace? And are you proud of that? Women - this is our responsibility as well. I'm friends with an executive director of a of a non-for-profit Association back in Cornwall, and he was asked privately, he would never say this publicly, but he was asked, “Hey, your whole organization is women, you're really forward thinking”, and he said, “Yeah, no. I can't get men to work here. They won't work for this little”. So, whose fault is this. Is this our fault for just going, oh, this is what you're offering, okay!”

“I know of another woman I was talking to she said her first job she just accepted what was being offered. Meanwhile a colleague came along, said, I'm not working for that, and he got paid more. So, it is up to us also to advocate for ourselves to stand up. Are we getting paid what our male colleague is getting paid? Again merit. I don't want to get paid more or equal, because we got to pay the women same amount. Not interested in that – merit! We're as smart as you are. Some of you are smarter than I am. And some of these women are smarter than you.”

“So, are we not doing our jobs because we're taking time off to bear children? Every person in this room is here because a woman bore a child, raised a child, nurtured a child, that doesn't make us not as good at our jobs, you all know that. It's 2025, we don't need to have that conversation anymore.”

“And then my last thing is, I want to put this at Council. We are a governing body. Is it Council's responsibility? Is it the AOLS's responsibility to stand up for its female members? I don't know. Do we want to be known as an organization that has a gender pay gap in 2025. I don't think so. And so, the speed of the leader determines the pace of the pack. So, I'm putting this at Saša's feet. Saša, I don't know what your mandate was, I don't remember all your platforms, but I think I know you well enough to know that you

certainly stand up for equality and merit, and I would hope that you would somehow take this under your belt to make sure that this is not who we are. Thank you.”

Saša Krcmar, Toronto – “Thank you Julia, I don’t know the answer, I think what I can share with you is that through my time in Council, we’ve tried to do salary studies and when I’ve seen some of the results, it was murky because I think we were trying to do the right thing, but I don’t think the questions were phrased correctly. To be fair, we looked at the data, and I’ll use Andy as the best example. How does Andy get paid? Dividend shares, gas card, whatever. Does he document all that in his compensation for owner? But the idea is that when we looked at the dollars and cents of what every person makes - is it just your salary? Is it your bonuses? Is it the gas card you have? Is it, the other benefits you have? So, I think we need more clarity to define what you get as a land surveyor or as an owner, as a member, and I don’t think we went far enough to look at the gender issue.”

“How long have you been practicing? What are your credentials? Are you a female, are you? We haven’t really asked those questions. I think Al had talked about doing another salary study that will go deeper into some of those questions, and I think it’s a great thing. All I can tell you is Maya is a partner, she’s my sister, she’s a partner. We have multiple females in the office. Victoria is the newest succession person coming up. Our offices are full of equal pay, equal quality people. So, I don’t think there is an issue, but I think it’s a great question to ask everybody.”

Julia Meldrum, Cornwall - “That’s why I could trust you Saša, to make sure that this continues to be something that’s looked at. We can have educational stuff, doesn’t have to be another 5 years of is “this really happening?” How about what can we do to make sure it is not happening. And the one thing I did forget to mention is, if you are a woman, and you are questioning whether or not you’re being paid well enough - go out and open your own business. You can do it. If I can do it, you can do it and then pay yourself better.”

Saša Krcmar, Toronto - “Julia, one other thing I’ll point out. The Association is trying to get a little bit more proactive on that aspect. We do have an HR person, not in house, but we’re bringing in an HR professional that’s helping us look at some of these issues, and she’s fantastic. And she truly believes in merit. She’s not, I’m going to use the word, she’s not a DEI person. She believes in merit for merit’s sake.”

Sophie Côté, Dartmouth, NS - “I have a comment, when we were talking about the salary survey initially at council, I brought forward that I do think gender needs to be

part of it; that we do need to start establishing and doing those preliminary steps at looking at if there is a gender pay gap. Because we do have information on how long you've been practicing, whether you are part of a private firm, whether you are part of government.”

“About 70% of our female membership answered that salary survey. So yes, the salary survey itself might not be perfect. But I can tell you from the data that we do have, there is a gender gap. And I do want everyone to think about that. Think about the women in this room, the women that you served with on committees, you worked with in an industry, and make sure that you're thinking strongly and advocating for all of us to have merit-based approaches to pay. Thank you.”

Courtney Masters, Toronto - “I'd like to take a different approach from previous members in their answers about yesterday's articling process, because I for one, was disappointed. So let me begin by first questioning or stating, I remember yesterday, the appropriate timeline should be somewhere in the lines of 3 to 4 years. So, I'm not sure if he's considered probably the 6 months before that you need to join the company, or the one year (which I've been subscribed to before), that need to work for me for one year, then I think about signing you. Right now, to me if you need 3 to 4 years to article someone in this day and age, that's a gross failure from an organization.”

“We've been articling for a number of years; this is not a new process. If you cannot streamline your process over the number of years you've been doing this, then something is clearly wrong. I think an argument is to say we don't partake in maybe water boundaries or condos. That is something your organization knew over the years. Is it that difficult to put in place systems, lessons, lectures to fill those gaps like a webinar, like a training, or lectures in schools, whilst the person is articling, whereby it may just take two years, because understand where the frustration comes from.”

“When I send you my document to assess, you return and say okay, minimum two years, and now my company stretches it beyond that, in this day and age. At the rate that I'm getting paid, should I not be frustrated? Can you not understand why I'm frustrated? Then your answer is, well, if you're not happy, leave - to face the same situation again, going to another company.

“Now this is a reality many of you may not face and may not understand. But this is what happens out there, right. And harking back to some of the issues you face, because, you know, there's discussions about compassion, recruitment. How can I honestly go out and try to recruit someone, basically looking at them to say for the next 7 years, you may be broke. You can be a mechanic, power engineer, whatever else in a shorter, limited time to put food on the table for your family. Right?”

“So, you see how that in itself impacts your recruitment process or drive or effort. There

are so many easier things that someone can partake in. And I know, yes, I'm in a room of surveyors. So, if I ask the question, like, how many of us would honestly ask our children to partake in the same profession?"

"Deep down, many of us would probably say no or think otherwise. I mean, barring you're an owner or partner, who can make the process easier for your particular child. But there are a few of us in here who would, say absolutely not. The time, the effort, you could be a doctor, so could there be a way we could get these lectures in for some of us who need the additional resources like a training session. You have your CPD, show up to these courses, you just record them one time and we could just replay them while still having the article person there as well. Just to make things easier for some of us who are disadvantaged in the experience."

Amar Loai, Whitby - "Okay, so I want to respond to the first comments about the time length for the articling. When I heard that yesterday I disagree with it. So, I also heard 3 to 4 years, I think that is not accurate. It goes back to what Julia mentioned. It's based on merit. If you're an articling student that can grasp the material and obtain the experience exceptionally well within a shorter period of time frame, that should not be a restriction, and I finished my articles in 18 months. Why?"

"I had great articling surveyors, very good experience, a good monitor and I was able to write the exams. So, just because you are articling for 3 to 4 years, does that make you any better? I don't know, if you've been surveying for the past 30 years, does time matter? Because you could be not that great and that is one of the comments that we got back from the Fairness Commissioner."

"It's not about time. It's about experience. There is no reason why you can say you're good enough to article, or you're good enough to be an Ontario land surveyor, but you're not good enough to open up your own company. So, I don't believe it's time. Of course, experience comes with time but doesn't mean that you can't finish articling before the 3-to-4-year period that was mentioned. So, I'm with you on that one."

Al Jeraj, Mississauga - "I just want to add something. I don't think that the panel yesterday meant to say, that it's a 3 to 4 year minimum, I think what they wanted to say was that it really depends on the candidate. And so, if you're a candidate who can do the articling process in 18 months. Amazing, go for it. I don't think anyone's going to hold you back, but if you're one of those candidates who needs more time, I don't think you should have the impression that you should be able to do it in 18 months. It's going to take you as long as it's going to take you, and your articling surveyor needs to have the awareness to not sign off on your articles until they feel you're ready. So, you may feel you're ready, which is great. But if your articling surveyor is experienced and has

your best interest at heart, they're going to be honest with you, and they're going to say, I don't think you're ready. You need a little bit more time. So, the 3 to 4 years was just setting expectations.”

“I don't think it was a prescriptive timeline, and it's just really to be clear with the student that it may take you longer, but if it doesn't, we're all for it. We support you.”

Courtney Masters, GTA - “So, I just like to pick two things apart from what you stated - best interests at heart. Now, remember, in this 3-to-4-year timeline the surveyor has the control over how the experience goes. So, of your 18-month, timeline, I could have you out for a year and a half, not giving you the experience you need. So that's one thing right there.”

“And then to come on stage and make a generalized statement. What he means versus what was said, versus what came out, or what was intended to mean versus what was stated is far different, because the statement made it like an overarching thing. Here's a top company, this is what I do and projected it over, maybe smaller, larger firms to think. Okay, this could be a good standard.”

“So, your words have implications and impacts there, regardless of what I need to know, interpret from what was possibly been meant. So, those are just my comments here, and I just hope moving forward, we can put other resources in place to fill the gaps so that the process does not need to go beyond two years.”

Saša Krcmar, Toronto - “Every opinion is critical in this room, so thank you for expressing it sincerely. When my wife started working with her team in Mexico, 40 people. She was really tired because she had to talk to each person for 4 hours, 5 hours, teach them what a registered plan is, what a reference plan is, that the township of Toronto is not in Toronto, it's in Mississauga - all those types of things. So, what did she do? She recorded 40 videos. Each video is 3 and a half minutes long. Here's what is a reference plan. If you see an R in the upper right and here's what it does, that type of thing. I think it's a great idea. I think, what we should look at is, there's so many subject matter experts in here that can just even do an interview, for half an hour. Ask me about Schedule D's, and I can talk for an hour and a half. I can educate people on what I'm good at, but I don't know anything about mining claims. So, I think you're onto something.”

“When Al suggested looking at that whole registration process. Part of it is, how do we get the information out to people? There're enough experts, there're enough conferences. But maybe there's a way to do something online, maybe through a similar PSRI model where we create 40 videos and there are exams from that. Let me suggest one thing to you, we had thing called Boundary Wise, where we wanted to educate

realtors on land and land information. So, what did we do? We created a series of, I think, 7 modules, and at the end of each module there was an exam to make sure you got the sense of what it was all about. We sold this for \$300 a person. Nobody wanted it, and that's fine. So now we're kind of giving it away to people, municipalities to educate them."

"Why don't you take this and see what I'm talking about. It's a fantastic! We got the best reviews on this. We need to look at how we can provide better knowledge to people. I think you're right and thank you for sharing that idea."

Courtney Masters, Toronto - "Thank you."

Paul Wyman, Waterloo - "I wanted to actually talk to the earlier discussion first, but just a quick comment. The regulator of a profession has the responsibility to do the licensing, to do the evaluation, to set the standards. But it's not necessarily responsible to provide the education and training. And that's a bit of a problem. Most professions have a robust educational infrastructure, universities, colleges, and that sort of thing that are available to people who want to enter that profession to obtain the academic requirements."

"There is a dearth of institutions in surveying in Canada, like we really lack that infrastructure. So, the regulatory, at least the Ontario Association is placed in the position of trying to shore up part of that, and we only have resources to do that so well with a certain ability. The way our system is established, it is the articling surveyor who has the principal responsibility to provide the education and training and experience to the articling student."

"I agree that perhaps this Association could do a better job of monitoring that process, to make sure it happens and that the delivery of experience is a little fairer, a little faster. Maybe we can do a better job, but we must understand that this is a bit of a balancing game. Your training is not the responsibility of the Association of Ontario Land Surveyors."

"That you are trained is our responsibility to evaluate but, not to actually do the training. I just wanted to then flip to that 1st discussion very quickly.

And I just wanted to say, sexism and racism are systemic elements of our society all around the world. It would be completely unbelievable to think there wasn't wage disparity in our profession like it exists in every profession, it exists in every category of work that I know of and it's not just wage disparity for women. It's also a wage disparity for immigrants, for black people, for other ethnicities. And that's one of the sad commentaries of the capitalist system. Does the regulator have the responsibility to do anything about it?"

“I think some education; I think there's no reason why we can't talk about it and promote anti-sexist, anti-racist agendas and firms. But I don't think we can do anything to control it. It's outside of our jurisdiction.”

Amar Loai, Whitby - “Thanks, Paul.”

Sophie Côté, Dartmouth, N.S. - “I wanted to talk about the education and training piece, and I would actually disagree that we, as the regulator, maybe don't have a role in educating our professionals. I think the reason that these annual general meetings exist is a chance to share knowledge. If we have a dearth of academic institutions, then we need to teach each other because there's no other venue. I do question, well, it's not that I question. I think there is a real opportunity to democratize access to knowledge in this profession, that the Council AERC could really invest in like ACLS has, in developing modules that are available online on demand at any time don't need to wait for someone else to teach you. I do really think that could help in these situations where we have, perhaps, those that aren't fortunate enough to have a really strong environment, that there is this resource.

And I also find it interesting that we talk about, and we have these core competencies. If they truly are core competencies, why is that not the majority of the topics that are talked about at these AGMs?”

Brent Taylor, British Columbia - “I just thought I would bring the West Coast version of this conversation around education to the floor. It's been a fascinating few days and listening to the conversation around articling and the challenges that you're facing. I can tell you that we are facing all the same issues and questions in British Columbia, so, it's a widespread issue.”

And I agree with Paul, on one hand, that technically, as a regulator it's not necessarily the regulator's job to provide any form of CPD, whether it's to any member or any candidate. But I also agree with Sophie in that if there is a void there, if there isn't a market, a sustainable market for the other educational institutions or others to provide that, then it's the regulator's responsibility to fill that gap. And I think in this profession, that's where we land. In British Columbia, we are looking at micro learning, so doing the short videos. One of the big things I took away from the seminars here is the ability to use AI to create some of those short videos. In fact, after that seminar the other day, I went up to my room and tried it out, and just to prove it to myself that it could be done, and I think that's a path that will allow us in B.C. anyways, to create some of that support for candidates quickly and easily and without a large time or money investment by the Association so that's something I'm taking back.”

“The other one I wanted to mention is, I also think it's an opportunity for members that aren't part of Council, that aren't articling somebody, that just believe in the profession and believe in the support of candidates to find opportunities to help teach. A few of us not on Council, just a few good old land surveyors in British Columbia felt that that gap was there, and about 2 years ago, we at an event like this got together and we chatted, and we said we could do something about this. So, we just informally, formed a little group, there's 3 of us and we go tap on other land surveyors' shoulders and about once a month we put on a through Teams, we put on a one-hour presentation on some competency that the candidates would benefit from. Some of us, do more than one of those presentations in the course of a year, and I will draw on, tap on shoulders of other land surveyors, just to take the time to put together a presentation. And so, we look at our articling process, we look at those required competencies, and those are the subjects that we're trying to choose. The only thing the Association's required to do to support us is help us advertise them. Just help us let the candidates know that it's available, and there's no cost. I get a ton out of it by being involved as well. So, I would offer that as another possible solution to you. Thank you.”

Amar Loai, Whitby - “Thank you, Brent.”

Victoria Donko, Thornhill - “I spoke about this with Sophie a bit earlier, and since we're kind of talking about the articling process, I just wanted to bring something to everyone's attention, and I'm not sure that everyone in this room is aware of this. The AERC does not require an actual university or college undergrad degree to start articling, regardless of the individual's level of previous experience, from what I'm aware at the moment. Perhaps, we should discuss if this should be changed in the future to maintain a professional designation similar to engineers or lawyers, I just want to open up this conversation and see if you guys have any comments, and that's all.”

Daniel Gautron, Manitoba - “So, in Manitoba, a few years ago, that was also allowed. The problem that we noticed with allowing that is, students and candidates would focus too much on, CBEPS or their other requirements they need, and they didn't have time or the ability to do the articling process. So, what was meant to be a 2-year process could go on for 6 or 8 years, and it was just it would bog down everybody, so, we eliminated that, and you must have the minimum requirement.”

Al Jeraj, Mississauga - “I also think, as part of the overall Registration Review, council is going to be looking at what I call the ‘3 buckets of licensure’, which is the Academic Bucket, the Experience Bucket and the Exam Bucket, and so part of the Academic

Bucket Review would be reassessing whether or not that degree is necessary. So, we got to look at it holistically, you have to look at the number of institutions that are offering a geomatics program. You have to look at what other programs are there that could meet the academic requirements or get a candidate really close. And then ask if you could then pick up the gaps in the experience bucket. So that's all going to be looked at, and I think recommendations are going to be coming out as soon as they are available.”

Joseph Young, Thornhill - “I had a couple comments and questions, first one was on the budget numbers that were presented. Was I correct in reading that our revenue is approximately 3 million, and we're proposing a \$600,000 deficit for the year?”

Amar Loai, Whitby - “Yes, so it's a proposed deficit. So, it's a plan deficit. So, if we decide to go ahead with some of the modernization programs that we're looking at, then that's what we're looking at. If we decide to do nothing like the past X of number of years, then we won't have it.

Joseph Young, Thornhill - “So, I would suggest that you run that large of a deficit only in emergencies. The Association office burns down or something. It's a dangerous path.”

Amar Loai, Toronto - “Okay, we got insurance.”

Joseph Young, Thornhill - “That I don't really need it. I mean if Al wants to answer, I'd love to learn something from him.”

Al Jeraj, Mississauga - “We have a healthy reserve of savings that because we didn't embark on any of these programs or initiatives from before, so that deficit is going to coming out of the savings that we have encountered over the years. And so, I hate to call it a deficit, I really like to call it an investment. The technology at the Association offices is almost as old as Paul. Sorry, Paul. I think it's really time to invest in technology, it's time to invest in streamlining some of the processes, you've noticed on the budget that Sophie presented, there was reduced staff costs so, where we can, we're eliminating some staff costs that is supported through technology investments. So, I like to think of it as investment and not a deficit, I think we're way overdue for some of those things.”

Joseph Young, Thornhill - “That's fair. I'd suggest that IT CapEx, is an annual cost, not a 1-time, non-reoccurring. Special projects are good, if we're going to do something that is significant, I think that's great. If I may be allowed a couple more topics.

The article in process I agree with what's been said, Saša and others. It varies on the person. We have 20 articling students roughly, and occasionally one will do it in 18 months, but it varies heavily upon the person and their time, their personal time, their workload etc. Their getting paid and making good money. So, it's part of the process, you're learning, you're becoming a professional. It shouldn't be rushed.

On pay equity, I was shocked at what I was hearing. I know we review it annually in our company and ensure that people are paid equally. I would suggest, in both cases of pay equity and the articling process. If you're unhappy with your current situation, you look around to others. All of us are fighting over employees, so I think there's good opportunities there. And lastly, and not to make light of the first 2 topics. The previous speaker had on a tag that said VIP, the rest of us have member tags, our past executive director, our former Surveyor General, our past President is wearing an associate tag. I think either the President or the Executive Director should be fined, and since our association is broke, I'll offer to pay the fine. But thank you."

Amar Loai, Whitby - "Thank you, Joe."

Saša Krcmar, Toronto - "I have 2 issues. I'll throw one out first, and this is more of I just want to know how the community feels about this; we went through Covid. I'm going to say we had a very interesting AGM that was online. I'm going to suggest most people really didn't like it. And it was a technology challenge and all that, we were forced at that point. But that's come back. The one thing that I've noticed this AGM; I call it community. We're a community of people, sharing experiences. It's funny, I see Julia and I give her a massive hug. Why? Because she lived with my sister and I remember Andy, and residents and all the people that we've all grown up with and you only see them once a year. Here. Now there are technology solutions to some of that, because many have said, well, why can't? So, if my father came in from Naples, he's in great shape, but not a lot of 85-year-olds can do that, and maybe even some of them want to practice. So, the question I'm trying to figure out is how important community to all of us? Are we willing to pay X dollars a night, flights, away from our offices, or do we want to be able to zoom into a meeting? Does hybrid work? Does hybrid not work?

Or should we just outlaw hybrid because we want to build and maintain this community? I had a good chat with Brian, the old guy, and he said to me, when Mr. Pink, I don't know if you guys recall there was a lecture person called Mr. Pink, and he was fantastic. He was all about Association is governance, and nothing else matters. But after Brian invited him to our AGM, and asked him, what do you think? He said you guys have to keep doing it in person and doing the AGM because they're special. And I do believe that personally, and you can tell by the way my father and myself and our family

treats us, but I throw it out to the floor. Do you want to be able to zoom in and just meet the minimum requirements of what we have to do? Or do you want to meet once a year with colleagues and friends and have communications about issues and be able to talk about some of the tougher challenges that we're all facing?"

"I just throw that out to the community for any feedback because as Council, Al and I are trying to decide if you're committing to booking of rooms, committing to the space, committing to how many people are going to show up. So, I think we're going to do Survey Monkey to see, but I wanted to know are you interested in even the thought."

Daniel Gautron, Manitoba - "Personally, I prefer the in-person, and I will always come, I'm not going to sit on a Zoom Meeting. That's just my opinion, though."

Paul Wyman, Waterloo - "I'm in Waterloo. I would agree that if you're going to have a convention, an Annual General Meeting then in-person is the way to go. I mean, even in the SRD, when we do a comprehensive review, we can do the office visit at the end of the review using zoom technology. But I think all of the reviewers will tell you that doing an in-person office visit is 10 times better in terms of really understanding each other and exchanging and having some respect for the process. Because there's that human interaction that doesn't quite occur on a Zoom Meeting. So, for me I agree that we should always have an Annual General Meeting in-person. That is tempered by this Steinecke report about whether or not the regulatory body should be getting heavily involved in it. When you are on staff and we get towards the fall and get into the serious planning for the Annual General Meeting, you realize it does use quite a bit of the resources of the Association. There is a certain diversion of attention away from the regulatory process and towards carrying out this Annual General Meeting. So, it's not without cost, both in terms of human resources and money. And it's a valid argument to say should the regulator be doing that, and I agree with Sophie's comments because it's absolutely suicidal not to agree with her most of the time. It's always a bit of a balance. There is the theory about what the regulator should do. This is sort of the theoretical premise and then there's sort of the practice which has to recognize the realities of the situation that particular regulator is in. So, I think the Association finds a pretty decent balance. I have a few criticisms, I've said this many times, and since this is my last kick at the cat as staff, I'm going to say it again. We need to get the hell out of the insurance business but because I think that's too large a conflict of interest. But, holding the Annual General Meeting, I think it's worth it. The membership pays for it. We have staffed the Association sufficiently so that you know a portion of their time - Lena's time, Penny's time could facilitate; Al's time could facilitate this, and I think that's worthwhile."

“I think it's also worthwhile that we do undertake some continuing education. We have a Continuing Education Committee and I'm going to make this my last comment, I promise. We need to be careful that we don't substitute ourselves. Associations, particularly regulatory bodies have a bad habit of providing free continuing education that really gets in the way of a private enterprise moving into the education. I mean in Ontario, what do we have? If it wasn't for Isaac de Rijke and his for 4-point learning - which is a fantastic the platform - plus for this profession, we need more of those. And so, if and I agree that the Association needs to continue to fill the gap. But we need to charge for it, we need to stop doing the stuff for free. Members begin to think that education or writing a paper or that sort of thing is done easily and without any cost to the authors, that's not true. And we need to charge well for these things, and maybe if that gets going, it will encourage other groups of people like the fellow from British Columbia did out there to form organizations that then start to pick up the gap. Because I think there's got to be more from the private sector, since the educational sector is non-existent. Because the regulator can't do it all. Now I'm done, thank you.”

Amar Loai, Whitby - “Thank you, Paul. Anybody else? Or oh, go for it, Andy.”

Andy Shelp, Ottawa - “So, I think a quick round of Kumbaya would really serve us well. I have one comment that won't be a filibuster. In a completely different way, we are now approaching what are we finished our 4th year of the PSRI, and like next year, it's due right? Like we're June of 2026. It needs to be done right. All your stuff needs to be in. So quick question, slash comment-is there any metrics to determine whether the institution of the PSRI into our system has actually been effective? Are we seeing more research being done? Are we seeing better surveys? Are we seeing all of those things? That's the question. Like every company in the room, I get a report from Mike, and it says these companies have purchased records from you in the last month. Okay, great. So, I look at it and it's the usual cast of suspects. But we've got a couple of new companies in Ottawa. So, I'm not seeing that happening. So, one of two things is happening just again, anecdotally and I'm only one person.

“They're either not doing the research, well 3 things; they're not doing the research, they're doing the research and not buying it or they're doing the research, not buying it because it's cost prohibitive. So that's my question and comment. Where are we? Are there metrics to determine to determine whether it's actually working or not? And then my anecdotal story that would indicate that perhaps it's not. Thanks.”

Al Jeraj, Mississauga - “We have metrics on how many records are in there, how many records are being searched. And that number keeps increasing every year.”

Andy Shelp, Ottawa - "So sorry, sorry Al! I guess I didn't phrase it properly. I know there are metrics that it's being searched. I get that, but is it being searched, purchased, and utilized? The metrics that were put in place at the start only indicate that the searching has about gone up. Are there any metrics to see that it's being followed through with? I can search 18 properties and not and only buy nothing.

Al Jeraj, Mississauga - "I think the intent of the PSRI was to create a system where a surveyor could just go to one place to get all the research that they need to get or at least find out if there's a survey on that property. And after that, I think it's up to the members to do their searching themselves and to purchase the records that they feel they need. I mean, that's your responsibility. Just as it's been before the PSRI. So, I don't think that's changed."

Saša Krcmar, Toronto - "So, can I just add one comment? So, I'm not talking as council. I'm talking as Saša, but I guess the question just comes down to - I like what Paul said, you bring in free education, continuing education at the Association level. We create it, we give it to everybody - they use it. Nobody is interested in creating any material anymore. You create a PSRI - make the members pay for it. Nobody's interested in creating better mouse traps anymore."

"So, the question becomes, and I always joke about this. This thing passed because my brother and sister and my dad didn't vote. We passed by 2 votes, so I am going to open that up again to ask as Andy is- is it actually working?

"Because I don't think the system was not working before the private systems were functioning. So, you have to check two or three sites - big deal. And the nature we're talking about doesn't matter. You had access. My only thing and I've talked to Al about this is, every record should be available on an electronic system, doesn't matter which electronic system we don't care."

"So, we're going to talk about it, and maybe we'll try to figure out some KPI's that we can judge if it's working. But all of you are paying for it. It's 300 bucks a surveyor, I think it is and it's not even you guys. There's a lot of your companies are paying for it. So, the C of A should be the ones that have a lot more say, but I don't know. It's a whole thing - we're going to talk on council. But this is an open forum, and this is Saša talking."

Brian Maloney, North Kawartha - "Old guy, with some experience around the PSRI, I agree wholeheartedly with Andy that we need to look at appropriate metrics to understand whether in fact this is being used. I disagree with Saša in that if you are using the old system, you had no idea what was out there. At least with the PSRI, you

have an understanding of what records are there. Whether they're used or not is another matter and that's a matter for Spiro. I truly believe that when the SRD reviews are being done that there needs to be a solid look at what research has been done. They should be looking at the PSRI to see what records are in the area and know if they've been actually used or not used, that's the way we'll determine it and we need the appropriate metrics in our SRD reviews to understand if we're improving or not improving.”

Al Jeraj, Mississauga - “And just to add to that like, we've heard anecdotally around the council table that some members are confused as to which records they need to input into the PSRI. I don't think it's ambiguous in the regulations. It's any time any member does a boundary survey or provides a boundary opinion that needs to go into the PSRI so that other members know that it's been done. We've heard that some members think that if they do an R plan because it's in the land registry system, it doesn't have to go into the PSRI. I'm not sure where that notion came from but it's completely incorrect. If you've done a survey, you've signed a survey, whether it's an R Plan, M Plan or SRPR plan of survey, one line boundary survey, whatever it is, it needs to go into the PSRI. It needs to go in within 30 days of you signing it, and then all your historical records need to be in by June 30TH, 2026.”

Amar Loai, Whitby - “Do we have anything else?”

Michelle Pearson, Vaughan - “Question to the AERC - is there any data as to the number of current articling students? I'm sure this is available and how long has each articling student been articling for, and in the cases of maybe an articling student, being on his 3rd or 4th year, is this being monitored? Has the surveying the articling surveyor been approached as to why the articling period is taking so long? I find 4 years of university, and we were told, 2 years minimum, let's say about 18 months. Well, what does this translate into? And is that one of the reasons that maybe that we are seeing less of students coming through the articling process or being willing to undergo such a lengthy articling period.”

Al Jeraj, Mississauga - “Yeah thanks Michelle for that question. We have the data. I need to be honest, we haven't we haven't analyzed it, but it has been discussed with the registrar. It's on the work plan. We will be looking into the data, into terms of how long people have been in the system. If they've if they've gone over the 4-year period, are they still in the system? We're looking at that entire system. It will be on the work plan, and we'll have better metrics to report back to you guys.”

Michelle Pearson, Vaughan - “Thanks very much.”

Paul Miller, Sterling - “Coming back to the articling process. I was on AERC 20-30 years ago, something like that, we did have one student that was close to 11 years, but the Ottawa firm had him chained to a desk doing Teranet mapping. I can't see Andy. Oh, there he is, Hi, Andy! And but that's not so much the articling process. In those days, we had a lot of single firms, single surveyors, articling surveyors, and there'd be a monitoring process in place. Half a dozen years ago I sat in a discipline hearing for a young surveyor, incompetence and the unfortunate thing is, the articling surveyor was most interested in retiring and didn't teach the guy much. He made it through his exams, got his ticket, screwed up. He was suspended for a year, conditional on doing his things. Two months later he resigned. Now, in that situation I think the Association failed that student, he could have been a great member of this association. So that whole one-man survey system, I think maybe we should look at either bringing some sort of monitoring process back in. Introduce a 3rd person and maybe it's not an issue. Maybe that was a one off. Maybe, with all the amalgamations going on we don't have that situation occurring anymore. But it's just dumb and it left a bad feeling in my taste and the other members of the discipline hearing, too, when we discussed it afterwards, how as the Association we felt, we had failed this person, that's all.”

Amar Loai, Whitby - “Thank you. Paul. Okay, does anyone have anything else they want to bring to the floor? Okay, thank you. Everyone for a very stimulating open forum.”

“So, we do have one motion to present to the floor.

Al Jeraj, Mississauga – “Can we get motion 3 up on the screen motion 3.”

Amar Loai, Whitby – “Okay, so, this motion was moved by Rodney Geyer and seconded by Bill Webb. For consideration by Council: to review the practice of producing as-built lot grading plans, and whether or not they should be cadastral products and therefore fall under regulatory requirements. Rodney, do you want to say a few things about the motion?”

Rodney Geyer, Halliburton - “I didn't make the motion but so I know we had that discussion, and I thought it was a great idea. So, I think I'll still leave my name there but thank you to whoever volunteered me.”

Amar Loai, Whitby – “That person is waving for you right in the back.”

Rodney Geyer, Halliburton Yeah, sorry I am the mover, I'll leave it on the table. Okay.”

Amar Loai, Whitby - “So, no discussion on that.”

Paul Wyman, Waterloo - “I just have a question in this regard. Do these as built lot grading plans show ties to the boundary? Is that what we're talking about? A lot grading plan is not a cadastral product but if it shows a property boundaries and ties from the building to the property boundary it has to be labeled Plan of Survey. If it's not, then the SRD would fault you for that. It is a plan of survey the moment it defines a cadastral boundary; it is a plan of survey that's in our legislation and our regulations.”

Unknown – “Proposed ties.”

Paul Wyman, Waterloo- “Proposed ties. Oh, well, then, that's fine. Then it's not a cadastral survey.”

Michelle Pearson, Vaughan - “As built lot grading plans because there are such things as lot grading plans which are required by municipalities before the house is built and municipalities typically want to see setbacks, and as built lot grading plans are required by some municipalities after landscaping is completed, and they also do want to see some kind of setbacks to the property lines. I mean, all these from a surveyor's standpoint are based on a previous survey but many engineers prepare grading plans and has built lot grading plans and show setbacks too and I don't know if they do a title search to check for easements for example.”

Joseph Young, Thornhill - “Clarification question further to Michelle's points, is this the same product that engineers and architects prepare? Is that what we're discussing?”

Amar Loai, Whitby - “Yes.”

Joseph Young, Thornhill - “So how can we pretend to enforce something that other professions and technicians do and City of Toronto you can be a homeowner and prepare this. So, this motion doesn't seem to make sense to me. Thanks.”

Rodney Geyer, Halliburton - “I did want to take the opportunity to clarify my comments from yesterday. My policy in my firm and every firm that I've had has been to base our site plans and site grading plans and base them on our up-to-date survey. That is the point I was making, and that's my decision as a business owner and a land surveyor. What other people choose to do is that's up to them so, I just wanted to clarify that,

that's our policy.”

Julia Meldrum, Cornwall - “So still on this lot grading thing as a bigger sort of question. I have always been curious how non-licensed surveyors can go in and do any kind of anything on property where they have to trespass. They're often getting topographic information on abutting properties. How do they have the right to do that? We have the right to trespass, what's going on there? And as soon as you show lines on a plan you go, oh well, it's not really a boundary. I didn't establish that. Really? Then, what are you showing a line for? What does that line represent? It's not a line, it's a boundary. And if I don't understand how these products are allowed to exist outside of a professional land surveyor. They do, but somehow, I think we lost our ability. Only surveyors have the right to do that and yet here it is.”

Sophie Côté, Dartmouth, N.S. - “Is there evidence that the public is getting harmed by architects, engineers that create these lot grading plans without perhaps, the surveyor's oversight? Because you would think that municipalities would then have more requirements around it if it was becoming a problem and we would need to demonstrate to them that it is a problem if we were ever able to convince them that there is benefit in having a professional preparing them.”

Doug Pierson, - “Morning everyone. For those who don't know I'm a lay counselor, so my job is to protect public interest. And on this point, I think it is important that it is a professional that does this. There is a municipality near my home that built a Rec center, an arena and a sports field and they infilled it in basically the backyards of an entire neighborhood. And the lot grading was done that every time it snows a lot or rains a lot; all the neighboring properties get flooded backyards and basements. And these poor buggers pardon the expression, are fighting with City Hall to say you caused the problem, you fix the problem. My argument would be that had surveyors been involved and had been done professionally, this would not even be a case, it would be a non thing, because somebody would have done the right work at the right time.”

James Dorland, Sudbury – “Rodney, I apologize, this was my motion. I misunderstood the process a little bit. I am James Dorland, from Sudbury. I'm also the Ontario Director of PSC, if anybody has any questions. I'm looking for direction here, but I'm also poking the bear. I'm hoping to highlight sort of in essence this subject because if people are providing or other professionals are providing recommendations on something that should be relative to a boundary where it's meant to protect the public in that way, then why are we not addressing it? Because I personally have issues with my municipality

allowing different types of professionals or their contract list to provide these things to them, and I have multidisciplinary engineering firms, who use the light line boundaries for lot grading plans. And I feel like this is an issue that highlights what it is that we do. And so, I think it's worthwhile to discuss and worthwhile for us as an Association to discuss with municipalities who may require these.”

Helmut Piller, Toronto - “I'm going to bring a unique idea to this assembly. Not really, not my idea. Many years ago, the Association organized a study trip to Australia, and we met with the surveyors there, it was in Queensland mostly only and they were not self-governing at the time. I think they are now, but I'm not sure. They were under the Ministry of Natural Resources like we were. So, in order to promote surveying and survey services, they formed the consulting surveyors of Queensland, and I thought it was a fantastic idea, and when I got back, I approached some of my fellow surveyors at the time, and we did form this group and try to promote it. And the idea was to build it out, get an ambassador that will go and promote the surveying industry to municipalities and emphasize what the quality and the work behind it, and that is reliable, and can be relied on. Now we are in the GTA Toronto area, so most of our stuff is infill housing, which is a surveyor's real property report, a site grading plan, a final plan, and in some cases a final lot grading plan.”

“Now, all of these are based on the survey, and it says in bold letters there ‘the survey information or property information is taken from a surveyor's real property report, etc. Now I put it out to this Forum -why don't we form such an organization? Why we failed back then because it involved money, right? The idea was to build it out, to hire a consultant who would go to the municipalities and promote our services. That involved money and that's why we failed because nobody wanted to pay. It is an idea maybe somebody will take it up. Thank you.”

Amar Loai, Whitby - “Thank you. Helmut.”

Brian Maloney, North Kawartha - “Just a real quick one here in my role as parliamentarian. I'd like to see the mover modified to James Dorland. I feel like I kind of coerced my buddy Rodney here into accepting that and we should have the appropriate mover on that so just for the record, please make that note.”

Amar Loai, Whitby - “Thank you, Brian.”

Al Jeraj, Mississauga - “That's noted, Brian. And as another note, we will never accept another motion from James Dorland.”

Kufre Silas, Toronto - "Hello, everyone. I'm Kufre from Toronto. Years ago, I worked with an engineering company that did final lot grading plans, lots of them. They used digital file of a subdivision as kind of like confirmed boundary. So, it feels to me that from the best of my knowledge that the file may have come from the developer. So, for some of us that do subdivision plans, we submitted the subdivision plan to the developer. It is approved by the municipality and all the authorities, and then they now get all the job done at the final stage. They now give the digital file to the engineer planners, and so on. And based on that digital file they get their own survey department, a non-OLS survey department. So, you need to do a Topo, and then on CAD, they produce the grading, they show the grading plan comparison with what was the design grade. And then the engineer approved say, well, it's written tolerance stamp and it's done. So, it feels to me that the validity of the setbacks they show on those plans, ranges from the fact that it was a surveyor that produced this digital subdivision plan that they use the digital copy of it to make the boundaries. So, I feel that's the validity of what they're doing; they use that as a valid reason to do the final lot grading plan based on the surveyor subdivision plan. So, it looks like in their mindset that the surveyor had confirmed the boundary based on the subdivision digital plan. And that's what they're basing their final grading plan on. So, we don't know whether those boundaries or digital files maybe they were edited or not. So, is it the same digital subdivision file, or it's a little bit edited to adjust or to make sense of the setbacks? So that's what we don't know. But yeah, I just wanted to throw that in there."

Amar Loai, Whitby - "Thank you."

James Dorland, Sudbury - "In my particular municipality, they give out digital files of all the property boundaries to any sub consultant that wants it, and they will use those boundaries to generate their lot grading plans. I've had architects call me and ask why my boundary does not agree with what the city has provided. And I think it's a slippery slope. This is this is what I'm really getting at, if we want to understand the use of these boundary products by others and related disciplines. Then we have to be clear as to what we should and should not be. Where the line should be held, that is an intended pun."

Rodney Geyer, Halliburton - "So first, James, thank you for your admission about the motion, and thank you to our Parliamentarian about the point of order. So, appreciate that. I also as it's very fresh in my mind, looking at its word by word and if I would suggest that I'm sure we have a committee. I know we have lots, and I can't remember

every one of them, but you know Practice Standards committee, or something like that.”

Amar Loai, Whitby - “Professional Standards Committee.”

Rodney Geyer, Halliburton - “Pardon me, the Professional Standards Committee, and I'm sure they're busy and maybe don't have an appetite to take something else on, and perhaps the key word here is review that between that committee and council that there could be further discussion. But I think, to James's point too, and I agree, and Sophie brought it up earlier - that many of us who do layout custom homes, we will often see a site plan that's been prepared by an architect or some other professional that is not accurate, and it just creates a lot of problems for our clients, and of course, therefore, the public. So again, Council mandate is to protect the public's best interests. So, I think that this is an important issue, and I know we've talked about this ad nauseum for years and years and years about this very thing. But I would think I want to just point out the key point. The key word is review, so if I put that back to Council, and whatever appropriate committee, thank you.”

Amar Loai, Whitby - “Thank you.”

Derek Arthur, Manitoba - “We run into these issues as well, I think this comes down to what your act defines as the practice of land surveying and if another professional organization is in breach of that definition you need to contact that organization and say no, you are in breach, you are crossing the line. Please call us. Let us certify the boundary, then you move forward, but I think it all stems right back into what your definition of the practice of land surveying is. In Manitoba, it's a subsection - as soon as you relate any feature or any object to a boundary - that is the practice of land surveying.”

Amar Loai, Whitby - “Thanks Derek”.

Simeon Mitrev, Mississauga - “So, looking at this motion the requirement for those plans to come to existence comes from the municipality, right? And my experience is that not every municipality has the luxury of having an OLS on board, or someone who could clarify the risks in not having an as-built or not having an as-built lot grading plan after everything is finished. So shouldn't our efforts be concentrated on clarifying those risks to the municipalities and making sure that those checks are present in their approval process instead of regulating a new product or something.”

Amar Loai, Whitby - "Thank you. Okay! So, let's call a vote for the motion".

"So again, only members that are licensed and retired members can vote on this, please by show of hands all in favor for this motion and registered members."

"Yeah, okay, so can I see a show of hands of all members that are in favor of this motion?"

"Okay, all members that are opposed to this motion."

"Okay, all members that are abstaining."

"Okay, the motion is defeated. Thank you."

Al Jeraj, Mississauga - "There was another motion that was presented. But the mover is not here. So, my question to Parliamentarian is that even valid? Can it be brought up to the floor?"

Brian Maloney, North Kawartha - "If my information is correct, my understanding was the mover is not even in attendance to the meeting, in fact, is out of the country and I believe that motion is not properly constituted. There should be a motion of this body, and the members that are in attendance at this particular meeting because there's particular voting rights that come to this floor of this meeting as opposed to others. And so, I would say, without a proper mover that's in attendance of this meeting, the motion would be out of order."

Amar Loai, Whitby - "Okay, so as the President, I am defeating that motion. Thank you."

This concludes Open Forum Part 2

AGM Report by Al Jeraj

Al provided the AGM report and thanked the AGM Committee members and AOLS Staff members. Of note, the meeting generated over \$25,000 in sponsorship which significantly contributed to the overall success of the meeting. Also, over \$4,000 was raised for the Educational Foundation. Members were also reminded that next year's AGM will be held in Markham, early March 2026.

Closing Ceremonies

The Standard Measure was removed by the Sergeant -at-Arms, and the meeting was adjourned.

List of Active Membership

(as of March 1, 2025)

Branches: Cadastral, Geodetic, Geographic Information,
Hydrographic, Photogrammetry

If there are any errors or omissions, please email admin@aols.org

2137	ABABIO, Joseph Osei Branch: C OLS, OLIP, 9/29/2022	2053	ALLISON, Tyler Branch: C OLS, OLIP, 7/26/2019
2104	ABDUL ALI, Mohamed Aroos Branch: C OLS, OLIP, 7/15/2021	2069	ALREFAAI, Emad Branch: C 1/19/2021
2133	ABRAHAM, Isaac Abebe Branch: C OLS, OLIP, 7/27/2022	1753	ALTON, J. Mark Branch: C OLS, OLIP, 1/11/1994
1802	ADAMS, Kim C. Branch: C OLS, OLIP, 2/19/1997	1976	AMIRNEZHAD, Bahram Branch: C OLS, OLIP, 1/14/2015
1961	AFZALZADA, Haron Branch: C OLS, OLIP, 7/22/2013	2126	ANDERSON, Jonathan Edward Branch: C OLS, OLIP, 4/26/2022
2068	AGYEMANG, James Asante Branch: C 1/19/2021	2132	ANDERSON, Jonathan Cody Branch: C OLS, OLIP, 7/27/2022
1995	AHLUWALIA, Sabir Branch: C OLS, OLIP, 1/27/2016	2103	ANSARIRAMANDI, Sasan Branch: C OLS, OLIP, 7/15/2021
2019	AKHLAGHI, Armin Branch: C OLS, OLIP, 1/26/2018	2134	ARADAU, Mirel Mihaita Branch: C OLS, OLIP, 7/27/2022
1831	AKSAN, Anna M. Branch: C OLS, OLIP, 7/21/1999	2061	ARAVINTHAN, Vinujan Branch: C OLS, OLIP, 1/21/2020

1869	AREGERS, Craig G. Branch: C OLS, OLIP, 7/19/2002	2157	BATTY, James Arthur Branch: C 7/25/2024
2141	ASADI, Armin Branch: C OLS, OLIP, 1/25/2023	1913	BAYA, Martin Branch: C OLS, OLIP, 9/3/2008
2009	ASSAIE-ARDAKANY, Farrokh Branch: C OLS, OLIP, 2/22/2017	2071	BAZAR, Stefan Branch: C OLS, OLIP, 1/19/2021
1860	AUBREY, Peter N. Branch: C OLS, OLIP, 9/12/2001	1888	BEDARD, Mark Branch: C OLS, OLIP, P.Eng. 1/21/2005
1501	AUER, Gerhard Branch: C OLS, OLIP, 7/9/1980	1800	BENEDICT, Paul J. Branch: C OLS, OLIP, 12/11/1996
2142	AZIZ, Isam Branch: C OLS, OLIP, 1/25/2023	1375	BENEDICT, Ralph J. Branch: C OLS, OLIP, 6/14/1974
2070	BABU, Francis Branch: C OLS, OLIP, 1/19/2021	1614	BENNETT, R. Grant Branch: C OLS, OLIP, 6/17/1987
2045	BANASZEK, Piotr Branch: C OLS, OLIP, 12/11/2018	2123	BEREC, Daniel Branch: C OLS, OLIP, 1/26/2022
1763	BARRETTE, André P. Branch: C OLS, OLIP, 8/2/1994	1836	BERESNIEWICZ, Chris Branch: C OLS, OLIP, 1/26/2000
2046	BASNAYAKA, Aravinda Branch: C OLS, OLIP, 1/22/2019	2165	BHANDARY, Pratik Branch: C OLS, OLIP, 2/3/2025
1941	BATCHVAROVA, Tania Nenova Branch: C OLS, OLIP, 2/24/2011	1754	BHATTI, Wikar A. Branch: C OLS, OLIP, 1/11/1994

2020	BHERI, Aisar Branch: C OLS, OLIP, 1/26/2018	2105	BRAVO, Junnel Branch: C OLS, OLIP, 7/15/2021
1885	BIANCHI, David Branch: C OLS, OLIP, 9/8/2004	1917	BRIDGES, Ron Branch: C OLS, OLIP, 1/15/2009
2072	BIELEN, Marcin Branch: C OLS, OLIP, 1/19/2021	2139	BROWN, Kevin Harold Branch: C OLS, OLIP, 1/25/2023
2031	BIENKOWSKI, Pawel Branch: C OLS, OLIP, 7/25/2018	1971	BROXHAM, Andrew James Branch: C OLS, OLIP, 2/27/2014
1738	BODE, Ralph T. Branch: C OLS, OLIP, C.L.S. 1/16/1993	CR157	BUCKLE, Alan D. Branch: I OLS, OLIP, 6/27/2002
1967	BOGDANOV, Yuriy Branch: C OLS, OLIP, 1/22/2014	2128	BUDZIAK, Monika Branch: C OLS, OLIP, 7/27/2022
2155	BORGHEI, Seyed Isa Branch: C 5/31/2024	1768	BUISMAN, Jeffrey E. Branch: C OLS, OLIP, 1/11/1995
1689	BORTOLUSSI, Adrian Branch: C OLS, OLIP, 1/29/1991	2106	BULUA, Amanda Branch: C OLS, OLIP, 7/15/2021
CR67	BOWLBY, Ewart D. Branch: G OLS, OLIP, 1/29/1991	2062	BUNKER, Tim Branch: C OLS, OLIP, 1/21/2020
1530	BOWYER, Edward W. Branch: C OLS, OLIP, 6/4/1982	1947	BUNKER, Chris Branch: C OLS, OLIP, 10/6/2011
1760	BRACKEN, George N. Branch: C OLS, OLIP, 1/14/1994	CR142	CADEAU, Francis M. Branch: I OLS, OLIP, 2/21/2002

1982	CALONIA, Gualberto C. Branch: C OLS, OLIP, 7/10/2015	1962	CHERIAN, Boney Branch: C OLS, OLIP, 7/22/2013
1314	CAMERON, Andrew Branch: C OLS, OLIP, P.Eng. 11/6/1972	1886	CHITTY, Phil W. Branch: C OLS, OLIP, 9/8/2004
1810	CAMPBELL, Kenton H. Branch: C OLS, OLIP, 8/13/1997	1338	CLANCY, Ronald W. Branch: C OLS, OLIP, 8/17/1973
1747	CAMPBELL, Brian R. Branch: C OLS, OLIP, 8/11/1993	1690	CLARK, W. Bruce Branch: C OLS, OLIP, A.L.S 1/29/1991
2135	CAVANAGH, Jack Francis Branch: C OLS, OLIP, 7/27/2022	1803	COMERY, David A. Branch: C OLS, OLIP, 2/19/1997
1654	CHAMBERS, Donald G. Branch: C OLS, OLIP, 6/19/1989	1511	CONSOLI, Guido V. Branch: C OLS, OLIP, C.L.S. 12/5/1980
2160	CHAN, Dominic Branch: C OLS, OLIP, 7/30/2024	1788	COONS, Scott E. Branch: C OLS, OLIP, 1/23/1996
CR159	CHAPMAN, Michael A. Branch: I OLS, OLIP, P.Eng., Ph.D. 6/27/2002	2148	COONS, Brett Branch: C OLS, OLIP, 7/31/2023
2032	CHAPPLE, Riley Branch: C OLS, OLIP, 7/25/2018	2119	CORTENS, Thomas Branch: C OLS, ALS, 10/18/2021
2166	CHASE, Payton Branch: C OLS, OLIP, 2/3/2025	1987	CÔTÉ, Sophie-Rose Branch: C OLS, OLIP, 7/20/2015
2167	CHEON, Kanghyun Branch: C 2/3/2025	1805	CRANCH, Crystal R. Branch: C OLS, OLIP, 5/13/1997

1977	CROCKER, J. Paul Branch: C OLS, OLIP, 1/15/2015	1458	DE RIJCKE, Izaak Branch: C OLS, OLIP, LL.B. 7/19/1978
1527	CULBERT, Douglas A. Branch: C OLS, OLIP, 1/25/1982	1789	DE ROSA, Pier L. Branch: C OLS, OLIP, 2/22/1996
1928	CUMMINGS, Dwayne Branch: C OLS, OLIP, 1/18/2010	2107	DEJONG, Philip R. Branch: C OLS, OLIP, 7/15/2021
1892	CURRIE, Lise Roxanne Branch: C OLS, OLIP, 8/14/2006	1655	DEL BOSCO, Terry W. Branch: C OLS, OLIP, 6/19/1989
CR132	CZAJKA, Stephen D. Branch: I OLS, OLIP, 9/12/2001	1876	DELLA MORA, Rick Branch: C OLS, OLIP, 8/13/2003
2047	DALZIEL, Scott Branch: C OLS, OLIP, 1/22/2019	2033	DEMARCO, Michael Branch: C OLS, OLIP, 7/25/2018
1714	D'AMICO, John M.J. Branch: C OLS, OLIP, 1/29/1992	1878	DENBROEDER, Ross Branch: C OLS, OLIP, 9/10/2003
2060	DAWE, Lauren Elizabeth Branch: C OLS, OLIP, 11/29/2019	2161	DERUITER, Taylor Branch: C OLS, OLIP, 7/30/2024
1748	DAY, Nigel A.P. Branch: C OLS, OLIP, 8/26/1993	1863	DI COSMO, Matthew Branch: C OLS, OLIP, 2/21/2002
1739	DE HAAN, Peter Branch: C OLS, OLIP, 1/16/1993	2178	DIEMERT, Julia Branch: C OLS, OLIP, 2/4/2025
1983	DE JAGER, Matthew Branch: C OLS, OLIP, 7/10/2015	1478	DIXON, Richard C. Branch: C OLS, OLIP, 6/27/1979

2145	DOCKX, Jamie Branch: C OLS, OLIP, 1/25/2023	2168	DZALDOV, Benjamin Branch: C OLS, OLIP, 2/3/2025
1921	DOMAGALSKI, Adam Branch: C OLS, OLIP, 7/22/2009	1538	EDWARD, Paul C. Branch: C OLS, OLIP, 12/6/1982
2122	DONKO, Victoria Branch: C OLS, OLIP, 1/26/2022	1990	EL-CHANTI, Oussama Branch: C OLS, OLIP, 1/18/2016
1661	DORE, Ronald Branch: C OLS, OLIP, 11/6/1989	2034	ELLIOTT, Jason Branch: C OLS, OLIP, 7/25/2018
1400	DORLAND, David S. Branch: C OLS, OLIP, 5/9/1975	CR113	EMODE, Richard E.O. Branch: G OLS, OLIP, P.Eng., FEC 2/11/1993
2006	DORLAND, James D. Branch: C OLS, OLIP, 1/31/2017	1554	ENGLAND, Brent J. Branch: C OLS, OLIP, C.L.S. 12/21/1983
1854	DOSEN, Vladimir Branch: C OLS, OLIP, 1/31/2001	1782	ERTL, Lawrence O. Branch: C OLS, OLIP, 7/31/1995
1726	DUNLOP, R. Dean Branch: C OLS, OLIP, 8/4/1992	2127	ERTL, Kevin Otto Josef Branch: C OLS, OLIP, 7/27/2022
2143	DUNSWORTH, Peter Alexander V. Branch: C OLS, OLIP, 1/25/2023	1812	EVEN, James Branch: C OLS, OLIP, 8/13/1997
1716	DZALDOV, Ophir N. Branch: C OLS, OLIP, 1/29/1992	1975	FATHI, Seyed Abdolmajid Branch: C OLS, OLIP, 7/24/2014
1852	DZALDOV, Dan Branch: C OLS, OLIP, 1/16/2001	2108	FAULHAMMER, Bennett Branch: C OLS, OLIP, 7/15/2021

1937	FEE, Jeff John Branch: C OLS, OLIP, 1/12/2011	1974	FORD, Greg Branch: C OLS, OLIP, 7/24/2014
1932	FEREN, Peter Raymond Branch: C OLS, OLIP, 9/8/2010	1882	FOURNIER, Marc G. Branch: C OLS, OLIP, 1/9/2004
CR64	FERGUSON, James E. Branch: G OLS, OLIP, 11/6/1990	1988	FOX, Christopher Branch: C OLS, OLIP, 8/19/2015
1616	FERIZOVIC, Ken Branch: C OLS, OLIP, 6/17/1987	CR21	FRANCIS, Paul M. Branch: P I OLS, OLIP, 1/23/1990
2028	FERNANDES, Annie Branch: C OLS, OLIP, 5/31/2018	1636	GALEJS, John Branch: C OLS, OLIP, 6/7/1988
1957	FIDDES, Zachary Branch: C OLS, OLIP, 1/14/2013	1727	GARDEN, Edward R. Branch: C OLS, OLIP, 8/4/1992
2158	FINCH, Jason Branch: C OLS, OLIP, 7/25/2024	2054	GARDNER, Tareyn Branch: C OLS, OLIP, 8/29/2019
1575	FINNIE, Roderick Branch: C OLS, OLIP, 6/10/1985	2003	GAUTHIER, John Branch: C OLS, OLIP, 1/30/2017
1934	FISHER, Michael John Branch: C OLS, P.Eng., 9/8/2010	2109	GAUTRON, Daniel Benoit Josep Branch: C OLS, OLIP, 7/15/2021
1828	FLEGUEL, Robin L. Branch: C OLS, OLIP, 2/3/1999	1718	GEYER, Rodney H. Branch: C OLS, OLIP, 1/29/1992
1555	FLIGG, Robert A. Branch: C OLS, OLIP, C.L.S. 12/21/1983	1984	GHOFRANI, Mansour Branch: C OLS, OLIP, 7/20/2015

2179	GHOLAMHOSSEINI, Maliheh Branch: C OLS, OLIP, 2/4/2025	1663	GOODRIDGE, Paul G. Branch: C OLS, OLIP, 1/23/1990
1952	GHOLAMI, Ali Branch: C OLS, OLIP, 7/19/2012	2035	GOONEWARDENA, Shan Branch: C OLS, OLIP, 7/25/2018
1819	GIBSON, Laura E. Branch: C OLS, OLIP, 1/27/1998	1839	GORMAN, Michael J. Branch: C OLS, OLIP, 1/26/2000
1625	GIFFORD, Steven J. Branch: C OLS, OLIP, 12/14/1987	1430	GOSSLING, Steven J. Branch: C OLS, OLIP, 2/2/1977
1791	GILMORE, Mark V. Branch: C OLS, OLIP, 2/22/1996	1759	GRANDER, Ralph F. Branch: C OLS, OLIP, 1/13/1994
2018	GIRIN, Ignat Branch: C OLS, OLIP, 1/24/2018	1183	GRANDER, Helmut F. Branch: C OLS, OLIP, 12/13/1965
CR96	GOADSBY, J. Morgan Branch: G OLS, OLIP, 11/19/1991	CR120	GREENFIELD, Kirsten M. Branch: I OLS, OLIP, CLS 7/19/2000
1813	GOEBELLE, Hugh B. Branch: C OLS, OLIP, C.L.S. 8/13/1997	1868	GRIFFITHS, Michael A. Branch: C OLS, OLIP, 7/18/2002
1814	GOLDMAN, Barry D. Branch: C OLS, OLIP, 8/13/1997	1999	GROSE, Roger Branch: C OLS, OLIP, 1/25/2017
1998	GOLINSKI, Waldemar Branch: C OLS, OLIP, 12/2/2016	2110	GUNATHILLAKE, Kosala Branch: C OLS, OLIP, 7/15/2021
1942	GONDO, Thomas Branch: C OLS, OLIP, 2/24/2011	1465	GUTRI, John H. Branch: C OLS, OLIP, 10/30/1978

2001	HAINES, Michael Branch: C OLS, OLIP, 1/26/2017	1761	HAWLEY, David J. Branch: C OLS, OLIP, 4/13/1994
2169	HALL, Reid William Branch: C OLS, OLIP, 2/3/2025	1880	HAZEN, Jason P.E. Branch: C OLS, OLIP, 1/8/2004
1556	HALLIDAY, Robert D. Branch: C OLS, OLIP, C.L.S. 7/4/1984	2036	HEALEY, Owen Branch: C OLS, OLIP, 7/25/2018
2048	HANDSPIKER, Andrew James Gerald Branch: C OLS, OLIP, 1/22/2019	1930	HERMAN, Zoltan Branch: C OLS, OLIP, 1/18/2010
2073	HANG, Jackie Branch: C OLS, OLIP, 1/19/2021	1576	HERWEYER, Edward H. Branch: C OLS, OLIP, 6/10/1985
2002	HANNA, Maryna Branch: C OLS, OLIP, 1/30/2017	1899	HEWLETT, James A. Branch: C OLS, OLIP, 1/15/2007
1713	HARAMIS, Patrick J. Branch: C OLS, OLIP, 8/22/1991	1720	HICKSON, Gerald G. Branch: C OLS, OLIP, 1/29/1992
1693	HARPER, William A. Branch: C OLS, OLIP, C.L.S. 1/29/1991	1596	HIGGINSON, Leslie M. Branch: C OLS, OLIP, 6/18/1986
1532	HARRIS, Robert K. Branch: C OLS, OLIP, C.L.S. (St Lucia) 6/4/1982	1494	HILEY, John W. Branch: C OLS, OLIP, 12/7/1979
1786	HARRIS-HERR, Nancy L. Branch: C OLS, OLIP, 10/14/1995	1634	HILLIS, Kerry F. Branch: C OLS, OLIP, 6/7/1988
1847	HARTWICK, Travis G. Branch: C OLS, OLIP, 7/19/2000	1631	HIMMA, Mart H. Branch: C OLS, OLIP, 6/7/1988

1919	HODGSON, Shawn Branch: C OLS, OLIP, 1/15/2009	1832	IAVICOLI, Bruno Branch: C OLS, OLIP, 7/21/1999
1533	HOFMANN, Phillip Branch: C OLS, OLIP, 6/4/1982	2144	IBRAHIM, Hassan Elobeid Branch: C OLS, OLIP, 1/25/2023
2074	HOOD, Brett Branch: C OLS, OLIP, 1/19/2021	2130	ISMAILI, Jurgen Branch: C OLS, OLIP, 7/27/2022
1815	HOOK, Stephen D. Branch: C OLS, OLIP, 8/13/1997	1629	JACOBS, Bryan Branch: C OLS, OLIP, 6/7/1988
CR144	HORWOOD, David M. Branch: I OLS, OLIP, 2/21/2002	2180	JANUSZKIEWICZ, David Branch: C OLS, OLIP, 2/4/2025
2075	HOSSEINI, Ali Branch: C OLS, OLIP, 1/19/2021	1927	JEFFRAY, Angela Branch: C OLS, OLIP, 2/18/2010
1958	HU, Yahui Branch: C OLS, OLIP, 1/14/2013	1574	JENKINS, Kevin G. Branch: C OLS, OLIP, 2/19/1985
2076	HUBERT, Shawn Branch: C OLS, OLIP, 1/19/2021	1864	JERAJ, Alnashir Branch: C OLS, OLIP, 2/21/2002
2125	HUMBER, Jennifer Elizabeth Branch: C OLS, OLIP, 4/13/2022	2149	JIANG, Wen Branch: C OLS, OLIP, 7/31/2023
1582	HUSTED, Kimberly S. Branch: C OLS, OLIP, 12/18/1985	2151	JOANNOU, Stefan Branch: C OLS, OLIP, 7/31/2023
1827	HYDE, Harold D. Branch: C OLS, OLIP, 2/3/1999	1889	JOHNSON, James W. Branch: C OLS, OLIP, 1/26/2005

2154	JOHNSTON, Cally Ann Branch: C OLS, OLIP, 7/31/2023	2057	KESHAVARZ, Amir Branch: C OLS, OLIP, 9/20/2019
1955	KACZMAREK, Rafal P. Branch: C OLS, OLIP, 1/10/2013	2078	KETCHUM, Emmett Branch: C OLS, OLIP, 1/19/2021
2147	KAGAMIDA, Minoru Branch: C OLS, OLIP, 6/12/2023	2063	KHOSRAVIRAD, Fereidoon Branch: C 1/21/2020
2077	KAHUE, Christopher Branch: C OLS, OLIP, 1/19/2021	1429	KIRKLAND, James E. Branch: C OLS, OLIP, P.Eng. 2/2/1977
1922	KALANTZAKOS, Harry Branch: C OLS, OLIP, 7/22/2009	1639	KIRKUP, Roy S. Branch: C OLS, OLIP, 6/7/1988
2017	KANAGANAYAGAM, Athiththan Branch: C OLS, OLIP, 9/8/2017	1649	KNISLEY, Martin W. Branch: C OLS, OLIP, 12/19/1988
1557	KASPRZAK, Adam Branch: C OLS, OLIP, 7/4/1984	2064	KOSMACHUK, Stephen Branch: C 1/21/2020
1985	KASPRZAK, Simon A. Branch: C OLS, OLIP, 7/20/2015	1851	KOVACS, David A. Branch: C OLS, OLIP, 7/22/2000
2014	KAYUK, Andrew Wade Branch: C OLS, OLIP, 7/24/2017	1370	KRCMAR, Vladimir Branch: C OLS, OLIP, 1/22/1974
1883	KEATLEY, Gordon R. Branch: C OLS, OLIP, 1/13/2004	1774	KRCMAR, Maja Branch: C OLS, OLIP, 1/25/1995
2037	KELSALL, Jason Branch: C OLS, OLIP, 7/25/2018	1775	KRCMAR, Saša Branch: C OLS, OLIP, 1/25/1995
		1900	KRCMAR, Tomislav Branch: C OLS, OLIP, 1/23/2007

1722	KRISTJANSON, Tom Branch: C OLS, OLIP, 1/29/1992	2159	LAMOUREUX, Jody Branch: C 7/25/2024
1865	KUBICKI, Borys D. Branch: C OLS, OLIP, 2/21/2002	2136	LANGLOIS, Gordon Jacob Branch: C OLS, OLIP, 7/27/2022
1564	KUELLING, Laurence J. Branch: C OLS, OLIP, 9/4/1984	2140	LAOMOC, Geniphill Branch: C OLS, OLIP, 1/25/2023
1848	KUJALA, Kevin P. Branch: C OLS, OLIP, 7/19/2000	1918	LAPOINTE, Stéphane Branch: C OLS, OLIP, 1/15/2009
1986	KUMAR, Vaitheki Branch: C OLS, OLIP, 7/20/2015	1798	LAROCQUE, Brent R. Branch: C OLS, OLIP, 8/13/1996
1956	LADINES, Jayson F. Branch: C OLS, OLIP, 1/10/2013	1953	LAU, Jansky Tak Choi Branch: C OLS, OLIP, 7/19/2012
1898	LAFRAMBOISE, Gabriel Branch: C OLS, OLIP, 1/11/2007	1914	LAU, Francis Branch: C OLS, OLIP, 8/28/2008
2079	LAKHAN, Satesh Anil Branch: C OLS, OLIP, 1/20/2021	1906	LAWRENCE, Gavin Eldred Branch: C OLS, OLIP, 1/23/2008
1951	LALE, Goran Branch: C OLS, OLIP, 6/6/2012	1792	LAWS, James M. Branch: C OLS, OLIP, 2/22/1996
1729	LAMB, Peter B. Branch: C OLS, OLIP, 8/4/1992	1809	LEGAT, Jaro A. Branch: C OLS, OLIP, 6/17/1997
1829	LAMONT, David A. Branch: C OLS, OLIP, 2/3/1999	1755	LEGROW, Neil A. Branch: C OLS, OLIP, 1/11/1994

1896	LEMMETTY, Anita I. Branch: C OLS, OLIP, 11/10/2006	2083	LUCIKS, Andrejs Branch: C OLS, OLIP, 1/20/2021
2058	LEROUX, Shawn Ryan Branch: C OLS, OLIP, 11/29/2019	2007	MACDONALD, Gregory Michael Branch: C OLS, OLIP, 2/7/2017
1940	LESLIE, Jamie William Branch: C OLS, OLIP, 1/26/2011	1849	MACDONALD, Christopher A. Branch: C OLS, OLIP, 7/19/2000
1694	LESLIE, Craig Branch: C OLS, OLIP, P.Eng. 1/29/1991	1822	MACDONALD, Thomas G. Branch: C OLS, OLIP, 7/22/1998
1825	LINHARES, Eduardo J. Branch: C OLS, OLIP, 8/12/1998	1816	MAGEE, Bret G. Branch: C OLS, OLIP, 8/13/1997
1963	LISE, Arthur J. Branch: C OLS, OLIP, 7/22/2013	2150	MAHANT, Gurjit Branch: C OLS, OLIP, 7/31/2023
2051	LIU, Leo Branch: C OLS, OLIP, 1/25/2019	1546	MAK, Rudy Branch: C OLS, OLIP, 12/6/1982
2082	LIU, Guannan Branch: C OLS, OLIP, 1/20/2021	1785	MAK, Ronald M. Branch: C OLS, OLIP, 8/15/1995
1991	LOAI, Amar Branch: C OLS, OLIP, 1/18/2016	2015	MALEK, Maaz Branch: C OLS, OLIP, 8/1/2017
1679	LORD, Rodney D. Branch: C OLS, OLIP, 7/10/1990	2111	MALLIK, Humair Branch: C OLS, OLIP, 7/15/2021
2027	LOSIEV, Sofia Branch: C OLS, OLIP, 5/31/2018	1744	MANTHA, Andrew S. Branch: C OLS, OLIP, 1/19/1993

2000	MANTHA, Alec Sloan Branch: C OLS, OLIP, 1/30/2017	1966	MC RAE, Reuben Branch: C OLS, OLIP, 1/22/2014
1924	MARES, Viorel Branch: C OLS, OLIP, 8/11/2009	2112	MCARTHUR, Jonathan D. Branch: C OLS, OLIP, 7/15/2021
1540	MARLATT, Michael E. Branch: C OLS, OLIP (RET), C.L.S. 12/6/1982	1724	MCCONNELL, Robert Branch: C OLS, OLIP, 1/29/1992
1907	MARTON, Alexandru Branch: C OLS, OLIP, 1/23/2008	1730	MCDERMOTT, Robert M. Branch: C OLS, OLIP, 8/4/1991
2067	MASCIOTRA, Michael J. Branch: C OLS, OLIP, 1/29/2020	2050	MCFADZEN, Nicholas James Branch: C OLS, OLIP, 1/22/2019
2170	MASTERS, Courtney Branch: C OLS, OLIP, 2/3/2025	1751	MCGUIRE, Gordon D. Branch: C OLS, OLIP, 9/23/1993
1881	MATTHEWS, Jeremy C.E. Branch: C OLS, OLIP, 1/9/2004	1949	MCKECHNIE, Michael Branch: C OLS, OLIP, 2/23/2012
1740	MATTHEWS, Michael F. Branch: C OLS, OLIP, C.L.S. 1/12/1993	1708	MCKIBBON, Robert W. Branch: C OLS, OLIP, 8/14/1991
2012	MAULION, Keene Branch: C OLS, OLIP, 5/31/2017	1709	MCLAREN, Daniel S. Branch: C OLS, OLIP, P.Eng. 8/14/1991
1548	MAURO, Frank Branch: C OLS, OLIP, 7/12/1983	2084	MCLAREN, Robert Alexander Branch: C OLS, OLIP, 1/20/2021
1756	MAYO, Roy C. Branch: C OLS, OLIP, 1/11/1994	2085	MCLEAN, Merrill Branch: C OLS, OLIP, 1/20/2021

1874	MCMORRAN, Douglas Scott Branch: C OLS, OLIP, 2/20/2003	1980	MO, Jason Chun-Ho Branch: C OLS, OLIP, 1/29/2015
1840	MCNEIL, Trevor D.A. Branch: C OLS, OLIP, 1/26/2000	2113	MONAHAN, John Branch: C OLS, OLIP, 7/15/2021
1780	MELDRUM, Julia M. Branch: C OLS, OLIP, C.L.S. 7/19/1995	2114	MOORE, Stuart Branch: C OLS, OLIP, 7/15/2021
1903	MERRLLES, John Branch: C OLS, OLIP, 9/7/2007	1779	MUIR, John W. Branch: C OLS, OLIP, C.L.S. 7/24/1995
1559	MERRY, William I. Branch: C OLS, OLIP, 7/4/1984	1912	MUSCLOW, Chris Branch: C OLS, OLIP, 7/25/2008
1512	MILLER, Paul A. Branch: C OLS, OLIP, C.L.S. 12/5/1980	2030	MUSIL, Andrew Branch: C OLS, OLIP, 7/13/2018
1585	MILLER, Richard D. Branch: C OLS, OLIP, 12/18/1985	2038	MUTH, Nicholas Branch: C OLS, OLIP, 7/25/2018
1855	MILNE, Neil C. Branch: C OLS, OLIP, 1/31/2001	2021	NAJJARBASHI, Navid Branch: C OLS, OLIP, 1/26/2018
1806	MIRET, Dario A. Branch: C OLS, OLIP, 5/13/1997	1870	NANFARA, Joseph Branch: C OLS, OLIP, 10/3/2002
1923	MIRZAKHANLOU, Manouchehr Branch: C OLS, OLIP, 7/22/2009	1871	NG, Foo Yip Branch: C OLS, OLIP, 1/8/2003
1946	MITREV, Simeon E. Branch: C OLS, OLIP, 7/29/2011	1959	NICOL, James Andrew Branch: C OLS, OLIP, 1/14/2013

CR199	NIELSEN, Peter M. Branch: G OLS, OLIP, 1/8/2004	2088	PAINE, Adam Branch: C OLS, OLIP, 1/20/2021
1682	NISBET, T. Martin Branch: C OLS, OLIP, C.L.S. 7/10/1990	1909	PAPA, Valerio G. Branch: C OLS, OLIP, 1/23/2008
1908	NISIOIU, Tudor Branch: C OLS, OLIP, 1/23/2008	2172	PARRY, Aaron Branch: C OLS, OLIP, 2/3/2025
2016	NOMAN, Juzer Branch: C OLS, OLIP, 8/15/2017	1680	PEARSON, Michéle M. Branch: C OLS, OLIP, 7/10/1990
1867	O'CONNOR, Shawn M. Branch: C OLS, OLIP, 7/16/2002	1670	PEARSON, Robert G. Branch: C OLS, OLIP, 1/23/1990
2087	OLENDER, Stephen Branch: C OLS, OLIP, 1/20/2021	2115	PENGELLY, Jeffrey Branch: C OLS, OLIP, 7/15/2021
1893	OSINSKI, Marek Branch: C OLS, OLIP, 8/14/2006	1994	PERERA, Wickramage Sunil Branch: C OLS, OLIP, 1/27/2016
CR200	OSUCHOWSKA, Zofia Branch: P OLS, OLIP, 9/8/2004	1776	PESCE, David Branch: C OLS, OLIP, 1/25/1995
1936	OYLER, Christopher John Branch: C OLS, OLIP, 9/8/2010	1586	PHILLIPS, Gary W. Branch: C OLS, OLIP, 12/18/1985
1572	PACKOWSKI, Thomas J. Branch: C OLS, OLIP, 12/20/1984	1217	PILLER, Helmut Branch: C OLS, OLIP, 5/22/1968
1834	PAGE, Dasha Branch: C OLS, OLIP, 7/21/1999	2065	PINEROS, Ricardo A. Branch: C 1/21/2020

CR130	POOT, Robin W.L. Branch: G OLS, OLIP, 8/10/2001	2004	RAJAKULENDRAN, Shajeeshane Branch: C OLS, OLIP, 1/31/2017
1891	POPA, Dorin Branch: C OLS, OLIP, 1/13/2006	1968	RAMACHANDRAN, Piratheepan Branch: C OLS, OLIP, 1/22/2014
1973	POPA, Dacian Nicolae Branch: C OLS, OLIP, 6/12/2014	2173	RAMESH, Anusiya Shree Branch: C OLS, OLIP, 2/3/2025
CR173	POWER, K. Michael Branch: I OLS, OLIP, 6/27/2002	2181	RAMSAY, Patrick Branch: C OLS, OLIP, 2/4/2025
1993	PU, Tony Branch: C OLS, OLIP, 1/20/2016	1943	RATHNAYAKE, Vineetha S. Branch: C OLS, OLIP, 2/24/2011
1965	QUERUBIN, Ron Branch: C OLS, OLIP, 1/22/2014	2120	RECCHIA, David Branch: C OLS, OLIP, 1/26/2022
1579	QUINLAN, Danny P. Branch: C OLS, OLIP, 6/10/1985	1872	REED, Thomas R. Branch: C OLS, OLIP, 1/9/2003
2023	RAHMAN, Shafic Branch: C OLS, OLIP, 1/26/2018	1766	REID, Rodger J. Branch: C/ G/ OLS, OLIP, C.L.S., P.Eng. 12/1/1994
1841	RAIKES, Peter T. Branch: C OLS, OLIP, CLS 1/26/2000	2055	RENAUD, Tyler Branch: C OLS, OLIP, 8/29/2019
2089	RAIKES, Cole Branch: C OLS, OLIP, 1/20/2021	2039	RESTIVO, Ben Branch: C OLS, OLIP, 7/25/2018
1684	RAITHBY, David J. Branch: C OLS, OLIP, 7/10/1990	1915	RIZK, Ashraf Branch: C OLS, OLIP, 9/3/2008

2091	ROBBINS, Phillip Adam Branch: C OLS, OLIP, 1/20/2021	2010	SALEHI, Farzad Branch: C OLS, OLIP, 5/29/2017
1931	ROBINSON, Daniel Bernard Branch: C OLS, OLIP, 8/18/2010	2163	SALEKNIA, Alireza Branch: C 7/30/2024
2116	ROBINSON, Alycia Branch: C OLS, OLIP, 7/15/2021	1523	SALNA, Robert Branch: C OLS, OLIP, 12/2/1981
2092	RODGER, Greg Branch: C OLS, OLIP, 1/21/2021	1894	SALZER, Eric G. Branch: C OLS, OLIP, 8/14/2006
1804	RODY, Eric Branch: C OLS, OLIP, 2/19/1997	1842	SANKEY, Alister D. Branch: C OLS, OLIP, 1/26/2000
1856	ROUSE, Tracy R. Branch: C OLS, OLIP, 1/31/2001	1895	SCOTT, John S. Branch: C OLS, OLIP, 8/14/2006
1910	ROY, André Branch: C OLS, OLIP, 1/23/2008	2008	SEAMAN, Gavin P.T. Branch: C OLS, OLIP, 2/8/2017
1733	RUDNICKI, Les S. Branch: C OLS, OLIP, 8/4/1992	2024	SEDAGHATJAHROMI, Saeid Branch: C OLS, OLIP, CLS, 1/26/2018
1541	RUEB, Erich Branch: C OLS, OLIP, 12/6/1982	1920	SEGUIN, Ryan William Branch: C OLS, OLIP, 2/19/2009
2162	RUEB, Evan Branch: C OLS, OLIP, 7/30/2024	1611	SENKUS, Tom A. Branch: C OLS, OLIP, 12/15/1986
1875	SALB, Thomas J. Branch: C OLS, OLIP, 7/15/2003	1857	SHANMUGARAJAH, Tharmarajah Branch: C OLS, OLIP, 1/31/2001

2040	SHANMUGARAJAH, Ragavan Branch: C OLS, OLIP, 7/25/2018	1687	SINGH, Tirbhowan Branch: C OLS, OLIP, P.Eng. 7/10/1990
1686	SHANTZ, Murray R. Branch: C/ I/ OLS, OLIP, 7/10/1990	1673	SINNIS, Spiro Branch: C OLS, OLIP, C.L.S. 1/23/1990
2153	SHAUKAT, Wessam Branch: C OLS, OLIP, 7/31/2023	1699	SKURO, Peter M. Branch: C OLS, OLIP, 1/29/1991
1719	SHELP, Andrew V. Branch: C OLS, OLIP, 1/29/1992	2090	SMITH, Gerard Branch: C OLS, OLIP, 1/21/2021
2102	SHRIVASTAVA, Prakhar Branch: C OLS, OLIP, 5/17/2021	1960	SMITH, Kevin R.D. Branch: C OLS, OLIP, 2/28/2013
2138	SHYLLON, Damilola O. Branch: C OLS, OLIP, 9/29/2022	1448	SMITH, Andrew J. Branch: C OLS, OLIP, 6/5/1978
1904	SIBTHORP, Raymond James Branch: C OLS, OLIP, 9/14/2007	2093	SNOW, Trisha Branch: C OLS, OLIP, 1/21/2021
2174	SILAS, Kufre Edem Branch: C 2/3/2025	2094	SOLTANKHAH-BIDKHTI, Alborz Branch: C OLS, OLIP, 1/21/2021
CR124	SILBURN, James L. Branch: I OLS, OLIP, 7/19/2000	2041	SONIER, Katherine Branch: C OLS, OLIP, 7/25/2018
1698	SIMONE, Roy A. Branch: C OLS, OLIP, MIS 1/29/1991	1799	SPERLING, Ernest G. Branch: C OLS, OLIP, 8/13/1996
1794	SIMPSON, Michael J. Branch: C OLS, OLIP, 2/22/1996	2182	STACHOW, Nathan Branch: C OLS, OLIP, 2/4/2025

1570	STANTON, Chester J. Branch: C MBA, CLS, OLS, OLIP, C.L.S. 12/20/1984	2152	SUN, Junke Branch: C OLS, OLIP, 7/31/2023
1850	STARCEVIC, Dario Branch: C OLS, OLIP, 7/19/2000	1969	SUNDAR, Ganesh Branch: C OLS, OLIP, 1/22/2014
1457	STEWART, Ronald J. Branch: C OLS, OLIP, CLS, 7/5/1978	2096	SURGENOR, Jake Branch: C OLS, OLIP, 1/21/2021
2175	STEWART, Joel Douglas Branch: C 2/3/2025	1858	SUTHERLAND, Bloss J. Branch: C OLS, OLIP, 1/31/2001
1769	STIDWILL, Grant T. Branch: C OLS, OLIP, P.Eng. 1/20/1995	1435	SUTHERLAND, Norman Elliot Branch: C OLS, OLIP, C.L.S., P.Eng. 6/24/1977
2095	STIRLING, Tom Branch: C OLS, OLIP, 1/21/2021	1879	SWIFT, Phillip S. Branch: C OLS, OLIP, B.C.L.S. 10/1/2003
1843	STOJANOVIC, Svetomir Branch: C OLS, OLIP, 1/26/2000	2131	SZEREMETA, Dawid Branch: C OLS, OLIP, 7/27/2022
2124	STOREY, William (Coel) Branch: C 1/26/2022	2097	TANDON, Mayank Branch: C OLS, OLIP, 1/21/2021
2164	STREUTKER, Mackenzie Benjamin Branch: C OLS, OLIP, 7/30/2024	1734	TAURINS, Normans V. Branch: C OLS, OLIP, 8/4/1992
1783	STRINGER, David B. Branch: C/ G/ I OLS, OLIP, P.Eng. 7/10/1990	2059	TAVALLAEE, Mojtaba Branch: C OLS, OLIP, 11/29/2019
1589	SUDA, Philip Branch: C OLS, OLIP, 12/18/1985	1795	THOM, Kevin S. Branch: C OLS, OLIP, 2/22/1996
2042	SUKUMARSATH, Surendran Branch: C OLS, OLIP, 7/25/2018		

1844	THOMSEN, Paul R. Branch: C OLS, OLIP, 1/26/2000	2043	VAN LANKVELD, Michael Branch: C OLS, OLIP, 7/25/2018
1635	TIEMAN, Andrea E. Branch: C OLS, OLIP, 6/7/1988	1777	VANDERVEEN, Gary B. Branch: C OLS, OLIP, 1/25/1995
1911	TOMASZEWSKI, Henry Branch: C OLS, OLIP, 1/23/2008	2066	VANDERWOERD, Colin Branch: C 1/21/2020
1938	TRUCHON, Mel Branch: C OLS, OLIP, P.Eng, 1/17/2011	2129	VAZ, Anthony A. Branch: C OLS, OLIP, 7/27/2022
1905	TULLOCH, Mark Kenneth Branch: C OLS, OLIP, 1/15/2008	1757	VERDUN, Michael D. Branch: C OLS, OLIP, 1/11/1994
1954	TULLOCH, David Branch: C OLS, OLIP, 8/13/2012	2026	VIBERT, Natalie Branch: C OLS, OLIP, 3/1/2018
2099	TYLER, Gavin Branch: C OLS, OLIP, 1/21/2021	1417	VOLLEBEKK, Dan R. Branch: C OLS, OLIP, 10/27/1975
2176	UMANSKY, Mark Branch: C OLS, OLIP, 2/3/2025	2100	VOLLEBEKK, Jon Branch: C OLS, OLIP, 1/21/2021
2146	URBANSKI, Mariusz Branch: C OLS, OLIP, 1/25/2023	1765	VOLLICK, Stephen M. Branch: C OLS, OLIP, A.L.S, ALS 8/17/1994
1476	URSO, David S. Branch: C OLS, OLIP, C.L.S. 2/20/1979	2005	WAHBA, Kevin Branch: C OLS, OLIP, 1/31/2017
1935	VAN DER VEEN, Blake Campbell Branch: C OLS, OLIP, 9/8/2010	1929	WAHBA, Christopher Branch: C OLS, OLIP, 1/18/2010

1845	WAHBA, Youssef Branch: C OLS, OLIP, 1/26/2000	1877	WILBAND, Jason P. Branch: C OLS, OLIP, P.Eng. 9/10/2003
1902	WALCZAK, Jacek Branch: C OLS, OLIP, 8/23/2007	1996	WILCOX, Luke G. Branch: C OLS, OLIP, 7/26/2016
1846	WALKER, Darren R. Branch: C OLS, OLIP, 1/26/2000	1758	WILKINSON, Kenneth D. Branch: C OLS, OLIP, 1/11/1994
1944	WANNACK, Robert John Branch: C OLS, OLIP, 2/24/2011	1675	WILLIAMS, Edward J. Branch: C OLS, OLIP, 1/23/1990
1660	WARREN, Brad K. Branch: C OLS, OLIP, 6/19/1989	2025	WOOD, Robert Branch: C OLS, OLIP, 1/26/2018
1735	WATSON, Keith Branch: C OLS, OLIP, 8/4/1992	1613	WOROBEC, Alan J. Branch: C OLS, OLIP, 12/15/1986
2029	WEBB, T.E. (Bill) Branch: C OLS, OLIP, 7/12/2018	1344	WYMAN, Paul C. Branch: C OLS, OLIP, 11/16/1973
1319	WEBSTER, William J. Branch: C OLS, OLIP, F.S.P.L.S. 12/22/1972	1866	YADOLLAHI, Seyed M. Branch: C OLS, OLIP, 7/16/2002
1770	WEBSTER, Brian J. Branch: C OLS, OLIP, C.L.S. 1/20/1995	1916	YALDA, Bahram Branch: C OLS, OLIP, 9/3/2008
1887	WERRELL, Adam J. Branch: C OLS, OLIP, 9/8/2004	2177	YAO, Qianci Sharnid Branch: C OLS, OLIP, 2/3/2025
1696	WIEGENBRÖKER, Robert Branch: C OLS, OLIP, 1/29/1991	2101	YAO, Jing Branch: C OLS, OLIP, 1/21/2021

1807	YEO, Michael W. Branch: C OLS, OLIP, 5/13/1997	1925	ZENG, Zhiqiang Branch: C OLS, OLIP, 8/11/2009
1821	YOUNG, Joseph R. Branch: C OLS, OLIP, 1/27/1998	1835	ZERVOS, George J.F. Branch: C OLS, OLIP, 7/21/1999
1964	YUEN, John Ho-Ting Branch: C OLS, OLIP, 7/22/2013	2052	ZHANG, Yifan Branch: C OLS, OLIP, 6/17/2019
2171	ZAMANI, Mojtaba Mohammad Branch: C OLS, OLIP, 2/3/2025	2013	ZIEMLEWSKA, Justyna Marzena Branch: C OLS, OLIP, 7/24/2017
1979	ZAPATA, Juan Diego Branch: C OLS, OLIP, 1/19/2015		

List of Retired Membership

(As of February 28, 2025)

Branches: Cadastral, Geodetic, Geographic Information,
Hydrographic, Photogrammetry

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2156	ABDI, Omar Abdullahi Branch: C OLS, OLIP, (RET) 5/31/2024	1592	BALABAN, Steven J. Branch: C OLS, OLIP, (RET) 6/18/1986
1772	AGNIHOTRI, Anil Branch: C OLS, OLIP (RET), 1/25/1995	1171	BARBER, John D. Branch: C O.L.S. (Ret), C.L.S., P.Eng. 12/14/1964
1591	ALDWORTH, Geoffrey G. Branch: C OLS, OLIP, (RET) 6/18/1986	1771	BEERKENS, John M. Branch: C OLS, OLIP, (RET) 1/21/1995
1434	ANNABLE, Drew J. Branch: C OLS, OLIP, (RET) 6/24/1977	1737	BERG, Ronald E. Branch: C OLS, OLIP, (RET) 1/21/1993
1498	ARON, Douglas R. Branch: C OLS, OLIP (RET), 12/7/1979	1702	BLACK, David A. Branch: C OLS, OLIP (RET), 8/14/1991
1509	ASHWORTH, Duncan Branch: C OLS, OLIP, (RET) 12/5/1980	1580	BOEHME, Kerry Branch: C OLS, OLIP (RET), 12/18/1985
1525	AVIS, Roger Branch: C/ OLS, OLIP (RET), C.L.S., M.I.A.S., F.R.I.C.S. 1/25/1982	1651	BOGUE, Colin B. Branch: C OLS, OLIP (RET), P.Eng. 12/19/1988
CR206	BAILA, Mircea Branch: I OLS, OLIP (RET.), 2/28/2013	1861	BOUNSALL, Andrew T. Branch: C OLS, OLIP (RET), 9/12/2001
1551	BAKER, Bruce Branch: C OLS, OLIP (RET), 12/21/1983	1440	BOWDEN, Graham W. Branch: C OLS, OLIP (RET), P.Eng. 9/27/1977
		1553	BROUWERS, Bruce Branch: C OLS, OLIP (RET), 12/21/1983

1295	BUCK, William D. Branch: C OLS, OLIP (RET), P.Eng., C.L.S. 12/17/1971	1641	COLLETT, Brent W. Branch: C OLS, OLIP (RET), 6/7/1988
1323	BUNKER, Thomas A. Branch: C OLS, OLIP (RET.), C.L.S., P.Eng., C.A. 1/29/1973	1801	CORMIER, Dan J. Branch: C OLS, OLIP(RET), C.L.S. 1/18/1997
1269	CARD, William H. Branch: C OLS, OLIP (RET.), 5/26/1971	1413	COTTERILL, J. Stanley Branch: C OLS, OLIP (RET), 10/8/1975
1811	CHAPPLE, Brooke D. Branch: C OLS, OLIP, (RET) 8/13/1997	1608	COULAS, Timothy A. Branch: C OLS, (RET), 12/15/1986
1531	CHAU, Marvin M. Branch: C OLS, OLIP (RET), MHKIS, Accredited Mediator 6/4/1982	1837	COUTTS, Hugh S. Branch: C OLS, OLIP, (RET) 1/26/2000
912	CLARKE, Alvin J. Branch: C OLS, OLIP, (RET.) 8/15/1956	1304	DANIELS, William J. Branch: C OLS, (RET), 6/20/1972
1201	CLARKE, Ross A. Branch: C OLS, OLIP (RET), P.L.E., P.Mgr. 10/4/1966	1939	DAVIDSON, Steven Palmer Branch: C OLS, OLIP (RET), 1/21/2011
1443	CLARKE, Carlton H. Branch: C OLS, OLIP (RET.), 1/18/1978	CR196	DAVIS, Kelly P. Branch: I OLS, OLIP, (RET) 2/20/2003
1781	COAD, Brian A. Branch: C OLS, OLIP, (RET) 7/20/1995	1630	DELORME, Line G. Branch: C OLS, OLIP (RET), 6/7/1988
902	COE, William R. Branch: C O.L.S. (Ret), 11/28/1955	1568	DIETZ, Terry P. Branch: C OLS, OLIP (RET), 12/20/1984
1542	COLE, J. Anne Branch: C OLS, OLIP (RET), C.L.S. 12/6/1982	1521	DOLLIVER, Dan Branch: C OLS, OLIP (RET), 12/2/1981

1125	DONALDSON, Bruce A. Branch: C OLS, OLIP (RET.), 11/17/1962	1762	GAUTHIER, Richard R. Branch: C OLS, OLIP, (RET) 6/15/1994
1309	DOUGLAS, Robert G. Branch: C O.L.S. (Ret), 7/11/1972	1808	GELBLOOM, Jaime Branch: C OLS, OLIP (RET.), C.L.S. 6/17/1997
1491	DUTRISAC, Denis Branch: C OLS, OLIP, (RET) 8/15/1979	1111	GOOD, Gordon S. Branch: C O.L.S. (Ret), 6/19/1962
1424	FENCOTT, Robert J. Branch: C OLS, OLIP(RET), P.Eng. 7/15/1976	1288	GRAHAM, Derek G. Branch: C OLS, OLIP, (RET) 11/22/1971
1059	FENTON, William M. Branch: C OLS, OLIP (RET), 8/26/1960	1595	GREGOIRE, Paul J. Branch: C OLS, OLIP (RET), C.L.S. 6/18/1986
1615	FERGUSON, Kerry D. Branch: C OLS, OLIP (RET), 6/17/1987	1824	GROZELLE, Nancy J. Branch: C OLS, OLIP, (RET) 8/12/1998
1436	FORCE, Robert T. Branch: C OLS, OLIP (RET), 6/24/1977	1516	GUNN, Robert C. Branch: C O.L.S. (Ret), P.Eng. 2/6/1981
1311	FORTH, Paul F. Branch: C OLS, OLIP (RET), 7/24/1972	2044	HADDAD, Kevin Branch: C OLS, OLIP, (RET) 10/24/2018
1138	GACSER, Ernest Branch: C OLS, OLIP, (RET) 5/28/1963	2121	HADIAN, Ario Branch: C OLS, OLIP, (RET) 1/26/2022
1644	GALATI, Pasquale Branch: C OLS, OLIP (RET), 6/7/1988	1705	HARTWICK, Gregory J. Branch: C OLS, OLIP, C.L.S. 8/14/1991
CR95	GARIEPY, David H. Branch: P OLS, OLIP, P.Eng. 11/19/1991	1406	HAWKINS, Robert C. Branch: C OLS, OLIP, (RET) 6/17/1975

1058	HERMANSON, Glenn D. Branch: C O.L.S. (Ret), C.L.S. 6/21/1960	1425	JASON, Ronald M. Branch: C OLS, OLIP, C.L.S., P.Eng. 7/15/1976
1621	HEYWOOD, Allan J. Branch: C OLS, OLIP (RET), 12/14/1987	1550	JEMMETT, Douglas W. Branch: C OLS, OLIP (RET), 7/12/1983
1078	HILL, James L. Branch: C O.L.S. (Ret), C.L.S. 5/10/1961	1688	JOHNSTON, Kerry S. Branch: C OLS, OLIP (RET), 1/15/1991
1617	HOGAN, J. Russell Branch: C OLS, OLIP (RET), 6/17/1987	1282	JONES, Russell W.R. Branch: C OLS, OLIP (RET.), 9/13/1971
2049	HOLSTEAD, Donald Branch: C OLS, OLIP, (RET) 1/22/2019	1626	JORDAN, Robert J. Branch: C OLS, OLIP (RET), 12/14/1987
1773	HOPPE, Thomas Branch: C OLS, OLIP, (RET) 1/25/1995	1352	KERR, Brian W. Branch: C OLS, OLIP, (RET) 11/22/1973
1360	HUME, Darrell L. Branch: C O.L.S. (Ret), C.L.S. 12/31/1973	1972	KING, Adam Branch: C OLS, OLIP, (RET), BCLS, 2/27/2014
1534	HUNT, Douglas E. Branch: C OLS, OLIP (RET), 6/4/1982	1299	KIRSTINE, B. Gary Branch: C OLS, (RET), P.Eng. 2/14/1972
1573	IRWIN, Gary A. Branch: C OLS, OLIP (RET), 2/19/1985	1607	KLIAMAN, Cindy S. Branch: C OLS, OLIP (RET), C.L.S. 6/18/1986
1728	IRWIN, Bruce C. Branch: C OLS, OLIP (RET), 8/4/1992	1488	KOWALENKO, Walter Branch: C OLS, OLIP (RET), 8/15/1979
1897	ISIP, Reynaldo Lagman Branch: C OLS, OLIP (RET), 1/11/2007	2081	KRAWCZUK, David Branch: C OLS, OLIP, (RET) 1/20/2021

1401	KRUPICZ, Joseph A. Branch: C O.L.S. (Ret), P.Eng. 5/9/1975	1535	MANSFIELD, Peter J. Branch: C OLS, OLIP (RET), C.L.S. 6/4/1982
1610	LAWLOR, Michael J. Branch: C OLS (RET), A.M.C.T. 12/15/1986	1337	MARR, Douglas G. Branch: C OLS, OLIP, (RET) 8/14/1973
1997	LEIPER, Rob Colin Branch: C OLS, OLIP (RET), 7/26/2016	CR101	MCELRAVY, Gordon D. Branch: P OLS, OLIP (RET.), C.C. 11/19/1991
1989	LEVAC, Patrick Branch: C OLS, OLIP, (RET) 1/18/2016	1741	MCLEOD, Daniel J. Branch: C OLS, OLIP (RET), 1/21/1993
CR167	LI, Songnian Branch: I OLS, OLIP (RET), Ph.D., P.Eng. 6/27/2002	1558	MCNABB, Marvin D. Branch: C OLS, OLIP (RET), 7/4/1984
1830	LIN, Joseph Branch: C OLS, OLIP, (RET) 2/3/1999	1710	MINNIE, Steven J. Branch: C OLS (Ret), C.L.S., B.C.L.S. 8/14/1991
1605	MACEK, Michael Branch: C OLS, OLIP, (RET) 6/18/1986	889	MOFFATT, W. Harland Branch: C OLS, (RET), 7/5/1955
1656	MACGREGOR, Susan F. Branch: C OLS, OLIP, (RET) 6/19/1989	1681	MOLLOY, Perry A. Branch: C OLS, OLIP (RET), 7/10/1990
1459	MACINTOSH, James A. Branch: C OLS, OLIP (RET), 7/19/1978	1053	MONTEITH, John D. Branch: C OLS, OLIP (RET), 5/13/1960
1489	MACLEOD, Alistair M. Branch: C OLS, (RET), C.L.S. 8/15/1979	1317	MORETON, Peter G. Branch: C OLS, OLIP (RET), C.L.S. 12/19/1972
1549	MALONEY, Brian J. Branch: C OLS, OLIP (RET), 7/12/1983	2086	MORGAN, David James Branch: C OLS, OLIP, (RET) 1/20/2021

1467	MOUNTJOY, Maureen V. Branch: C OLS, OLIP, (RET) 12/14/1978	1421	PUN, Yip K. Branch: C O.L.S. (Ret), 12/30/1975
1746	MOUNTJOY, Robert G. Branch: C OLS, OLIP (RET), P.Eng. 1/12/1993	1683	PURCELL, T. Murray Branch: C OLS, OLIP, (RET) 7/10/1990
1658	MWINYI, Omari B.S. Branch: C OLS, OLIP, (RET) 6/19/1989	1637	QUESNEL, Paul M. Branch: C OLS, OLIP (RET), 6/7/1988
1420	O'DONNELL, J. Hugh Branch: C OLS, (RET), Q.L.S. 12/10/1975	1561	RAMSAMOOJ, Sase N. Branch: C OLS, OLIP (RET), 7/4/1984
1010	OGILVIE, Donald W. Branch: C O.L.S. (Ret), C.L.S. 5/6/1959	1731	RAY, Gordon A. Branch: C OLS, OLIP, (RET) 8/4/1992
CR208	OREN, Nedim Branch: I OLS, OLIP (RET), 1/20/2016	1342	REDMOND, Donald A. Branch: C OLS, OLIP (Ret.), 11/16/1973
1290	PATTERSON, Douglas W. Branch: C O.L.S. (Ret), 11/29/1971	1386	REYNOLDS, Rodney G. Branch: C OLS, OLIP, (RET) 7/25/1974
1695	PERKINS, Kevin D. Branch: C OLS, OLIP (RET.), 1/29/1991	1472	ROBINSON, Ian D. Branch: C OLS, OLIP (RET), 2/7/1979
1787	PETTIT, Bruce D. Branch: C OLS, OLIP (RET), 10/19/1995	1725	ROBINSON, Gregory G. Branch: C OLS, OLIP (RET), 1/29/1992
1539	PREISS, Richard A. Branch: C OLS, OLIP (RET), 12/6/1982	1140	ROESER, Heinrich L.S. Branch: C O.L.S. (Ret), 12/4/1963
1752	PRESTON, Gary L. Branch: C OLS, OLIP (RET), 8/18/1993	CR12	SANI, Anthony P. Branch: P/ I/ OLS, OLIP, M.R.I.C.S. 11/6/1989

CR122	SAUVÉ, Sheryn I. Branch: I OLS, (RET), 7/19/2000	1164	STEWART, Robert Craig Branch: C O.L.S. (Ret), 11/17/1964
1188	SEXTON, Christopher A. Branch: C OLS, OLIP (RET), 12/13/1965	1588	STIDWILL, Kirk L. Branch: C OLS, OLIP (RET), P.Eng. 12/18/1985
1697	SHIPMAN, Jeffrey P. Branch: C OLS, OLIP, (RET) 1/29/1991	1513	STIRLING, Robert D. Branch: C OLS, OLIP, (RET.), C.L.S. 12/5/1980
1518	SIMPSON, Walter J. Branch: C OLS, OLIP, C.L.S. 5/8/1981	1428	STRONGMAN, Charles T. Branch: C OLS, OLIP (RET.), 11/11/1976
1296	SMITH, Ronald H. Branch: C OLS, OLIP (RET), C.L.S. 12/17/1971	1659	SUPPA, Pasquale Branch: C OLS, OLIP, (RET) 6/19/1989
1600	SMITH, Anthony G. Branch: C OLS, OLIP, (RET) 6/18/1986	1326	TAGGART, Ross W. Branch: C OLS, OLIP (RET), P.Eng. 2/4/1973
CR125	SMITH, Ian D. Branch: I OLS, OLIP, (RET) 7/19/2000	1862	TALBOT, Jeffrey P. Branch: C OLS, OLIP (RET), 9/12/2001
1601	SNELL, William D. Branch: C OLS, OLIP (RET.), C.L.S. 6/18/1986	1603	THORPE, Peter Branch: C OLS, OLIP (RET), 6/18/1986
CR52	SROM, Jaromir Branch: G O.L.S. (Ret), P.Eng. 7/10/1990	CR148	TIERNEY, Kevin M. Branch: I OLS, OLIP (RET), 2/21/2002
1469	STATHAM, James S. Branch: C OLS (RET), C.L.S. 2/7/1979	1340	TORRANCE, Paul H. Branch: C OLS, OLIP (RET), C.L.S. 11/1/1973
1948	STEPHEN, Adam Michael F. Branch: C OLS, OLIP (RET), 1/13/2012	2098	TREMBLAY, Wayne Leslie Branch: C OLS, OLIP, (RET) 1/21/2021

2118	TSVETANOVA, Anna Branch: C OLS, OLIP, (RET) 7/15/2021	1504	WATSON, Mark T. Branch: I/ I/ OLS, OLIP (RET.), 7/9/1980
1155	VAN HARTEN, Menno P. Branch: C OLS, OLIP (RET.), 5/8/1964	1035	WELSMAN, Roger R. Branch: C O.L.S. (Ret), 11/25/1959
1515	VAN LANKVELD, Ted Branch: C OLS, OLIP (RET), 12/5/1980	1427	WILSON, Paul Branch: C OLS, OLIP (RET), P.Eng. 11/11/1976
1259	VINKLERS, John Branch: C OLS, OLIP (RET), C.L.S., P.Eng. 11/16/1970	1612	WILTON, David Branch: C OLS, OLIP, (RET) 12/15/1986
1396	VISSER, Raymond J. Branch: C OLS, OLIP (RET), C.L.S. 1/10/1975	1645	WOOLLEY, Patrick J. Branch: C OLS, OLIP, (RET) 6/7/1988
1056	WALLACE, Ivan B. Branch: C OLS, OLIP, (RET) 5/20/1960	1820	WYLIE, David J. Branch: C OLS, OLIP, (RET) 1/27/1998

2025 Annual General Meeting Photographs



Sergeant-at-Arms, David Urso, O.L.S. #1476 as Henry Strange, O.L.S. #1



**Sergeant-at-Arms, David Urso,
presenting the Standard Measure at the Opening Ceremonies**



Meet and Greet, Tuesday
left to right: Navid Najjarbashi, Phil Hofmann and Vicky Kumar



Registration Desk, Wednesday
left to right: Al Jeraj, Matt Meade, Herman Bernardo and Lena Kassabian



left to right: Laura Stewart and Mark Sampson of Gallagher Canada

Lunch with Exhibitors, Wednesday



left to right: Michael Gorman and Peter Hettstedt of BeSpatial Ontario



2023/2024 Council

Back, left to right: Bruce Clark, Peter Nielsen, Linda Latham, David Kovacs, Doug Pierson

Front, left to right: Al Jeraj, Sophie Côté, Saša Kremer, Amar Loai and Natalie Vibert

Missing: Robin Fleguel, Daniel Gautron, & Gavin Seaman



Annual Women Surveyor's Breakfast

Back, left to right: Qianci Yao, Amanda Bulua, Julia Meldrum-Smith, Michele Pearson, Trisha Snow, Tareyn Gardner-Ham, Krystel Gem Reyes, Lise Currie, Anna Aksan, Sophie Rose Côté, Kirsten Gutri, Lauren Dawe, Jing Yao, Tracy Rouse

Front, left to right: Yifan Zhang, Vicky Kumar, Natalie Vibert, Andrea Tieman, Nancy Harris-Herr, Anna Tsvetanova, Victoria Donko and Maryna Hanna

Convocation Lunch, Thursday



left to right: Aaron Parry, Mojtaba Mohammad Zamani, Courtney Masters, Reid Hall and Benjamin Dzaldov



left to right: Julia Diemert, Qianci Sharnid Yao, Mark Umanski, Joel Stewart and Kufre Silas

New OLS Members



Seyed Isa Borghei



James Batty



Jason Finch



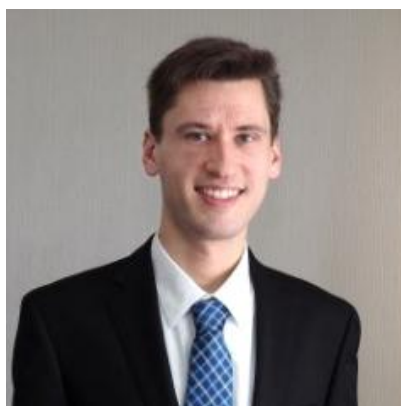
Jody Lamoreaux



Dominic Chan



Taylor DeRuiter



Evan Rueb



Alireza Saleknia



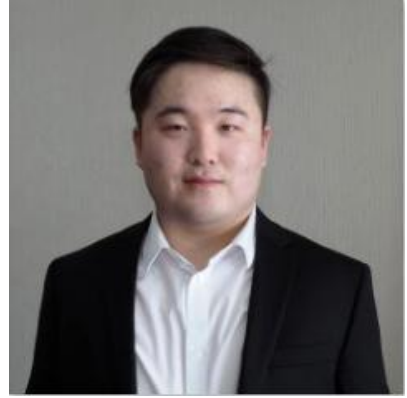
Mackenzie Streutker



Pratik Bhandary



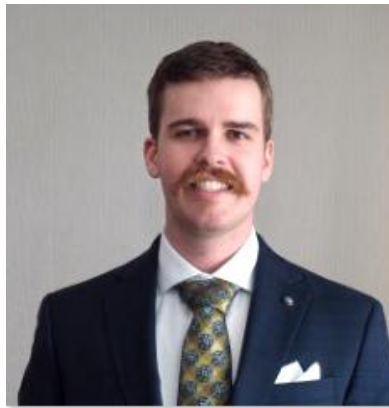
Payton Chase



Kanghyun Kevin Cheon



Benjamin Dzaldov



Reid Hall



Courtney Masters



Mojtaba
Mohammad Zamani



Aaron Parry



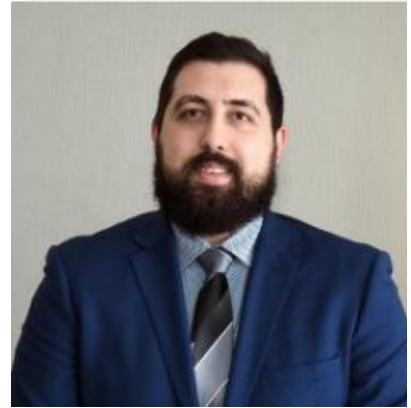
Anusiya Shree Ramesh



Kufre Silas



Joel Stewart



Mark Umansky



Qianci Sharnid Yao



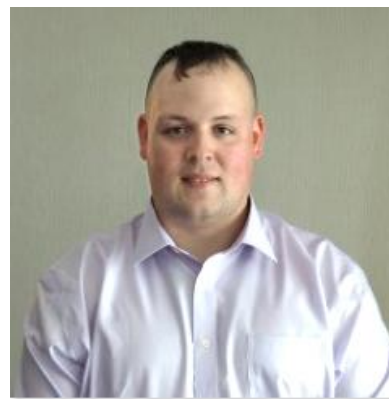
Julia Diemert



Maliheh Gholamhosseini



David Januszkiewicz



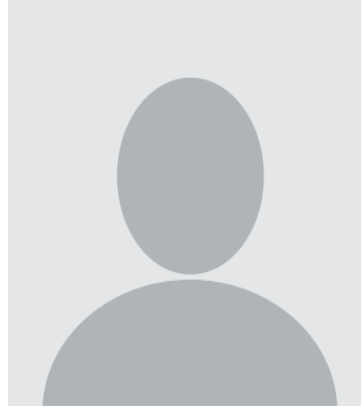
Patrick Ramsay



Nathan Stachow



Jeremy Paquin



Omar Abdi
(Not pictured)

Charge to the New Surveyors delivered by Vladimir Krcmar





Keynote Speaker
Cheryl Rose Tan
*Possibility Executed:
Building the Future of Surveying in
an Age of Uncertainty*



Veteran's Celebration Dinner
Brian Maloney presenting the
Veteran's pins.



Sophie Rose Côté
presenting the 2024
Financial Report.



Lena Kassabian,
recipient of the
Honorary Membership
Award.

Citations



Amar Loai (left) presenting the citation to Brian Campbell for his many years of service to the Academic and Experience Requirements Committee (AERC).

Amar Loai (left) presenting the citation to David Kovacs for his leadership and service on Council.





Amar Loai (left) presenting the citation to Sophie Côté for her leadership and service on Council

Amar Loai (left) presenting the Professional Recognition Award to Paul Wyman.





Incoming President Saša Krcmar (left) presenting the Past President's gavel to Amar Loai (right)



The Krcmar Family

Back, *left to right*:
Maggie Krcmar and
Victoria Donko

Front, *left to right*:
Mr. Vladimir Krcmar,
Mrs. Valentina Krcmar,
Mrs. Rosie Krcmar and
Mr. Saša Krcmar



Incoming President Saša Krcmar and wife, Mrs. Rosie Krcmar



Past President Amar Loai and wife, Rauan Al Sabti

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