

2025 Committee Reports

The following will provide a report from each of the active Committee with the following exceptions as statistics and data were provided in the Registrar's Report:

- Academic and Experience Requirements Committee
- Complaints Committee
- Discipline Committee
- Fees Mediation
- Registration Committee

All reports were prepared by the Chair of the Committee or approved by the Committee.

Annual General Meeting Committee

Members: Sasa Krcmar (Chair), Natalie Vibert, Al Jeraj, Penny Anderson, Felicia Harris, Matthew Meade, Chris Fox, Shawn Leroux, Brian Maloney (Parliamentarian), TBD (Sergeant-at-Arms), Herman Bernardo and Alan Worobec.

The AGM Committee is convened shortly after the conclusion of each AGM to begin planning for the next one. The committee meets several times a month to determine the event theme, select speakers, and develop the agenda and programming. Taking into account feedback from the membership, the committee attempts to include relevant and interesting content to keep the membership informed on emerging technological or regulatory trends, surveying principles and business practices.

Planning the AGM is a complex, highly involved process that demands significant effort from both staff and volunteers.

Archival and Historical Committee

Members: Gord Good (Chair), Al Jeraj, Vicky Culbert, Doug Culbert, James Hill, Kent Campbell, Rick Della Mora, Scott Dalziel, John Vinklers, Don Anderson, Damilola Shyllon

It is important to note that every meeting is opened with an acknowledgement to our ancestral inheritance. Ontario Land Surveyors, administer all the lands in Ontario and it would be lengthy to mention all ancient groups. It is to be hoped that any offence taken will be directed towards the Chair as age does, sometime, become a liability. Here is our composite **"The Committee acknowledges that we are gathered on the ancestral lands and waters of all Indigenous Peoples who have left their mark. We respectfully**

acknowledge those that came before us, those that are here and those yet to come. May we all continue to serve as stewards of the Earth and the Water.”

The committee continues to work on the following items:

- Completing the study of “High Water Mark” in Ontario and developing a library of research related to water bodies.
- Working with the Markham Museum to display most of the survey equipment at 1043 McNicoll.
- Maintaining the Yates database of surveyors.

This year the Committee developed a placemat to distribute at the Veterans Dinner during the 2026 AGM. Attendees will fill out information about themselves so that their stories can be told for future generations.

Continuing Education Committee

Members: Tom Packowski (Chair), Gavin Seaman, Peter Raikes, Al Jeraj, Vicky Kumar, Ron Querubin, Steve Czajka, Kate Sonier, Tyler Renaud, Stefan Bazar, Hassan Ibrahim, Paul Wyman, Penny Anderson

Council is authorized by Ontario Regulation 1026 of the Surveyors Act under Sections 41, 42 and 43 of Regulation 1026 to establish a professional development program also known as Continuing Professional Development (CPD). This CPD program is carried out by the Continuing Education Committee (CEC) as set out in a directive by Council dated November 20, 2012.

The Committee met seven times in 2025 to determine educational opportunities that would meet the needs of the profession in their responsibilities to the Public.

Paul Wyman and Tom Packowski developed the framework for the National CPD Policy that the committee reviewed and approved. The policy was approved by all other surveying regulators across the country.

A subset of the Committee also met a few times to review the current CPD requirements to determine if change needed to occur. This subset ultimately agreed to wait until the National Policy was developed before making recommendations. It is expected that for 2026, the CEC will continue this work.

Executive Committee

Members: Sasa Krcmar (Chair), Natalie Vibert, Amar Loai, Robin Fleguel, Doug Pierson, Al Jeraj

The Executive Committee is a subcommittee of Council formed under Section 12, Regulation 1026. Council may assign duties to the Executive Committee from time to time. These include administrative duties such as providing oversight on staff matters, reviewing Council agendas and discussing other relevant matters. The Committee met regularly throughout the year.

Inclusivity and Diversity Committee

Members: Francis Babu (Chair), Leo Liu, Al Jeraj, Robin Fleguel, Bruce Clark, Tracy Rouse, Satish Lakhan, Ken Wilkinson, Tom Packowski, Alycia Robinson, Nancy (Guannan) Liu, Maryna Hanna, Penny Anderson

The Inclusivity and Diversity Committee of the Association of Ontario Land Surveyors (AOLS) is dedicated to fostering an equitable and inclusive environment within the profession, ensuring representation and participation from underrepresented groups.

Throughout the year of 2025, the committee has focused on initiatives aimed at raising awareness, providing trainings on diversity, equity, and inclusivity (DEI), collecting member information on DEI and based on the information collected promoting the participation of underrepresented groups. These efforts align with the AOL's commitment to building a profession that reflects the diverse communities it serves.

Their most significant accomplishment was to champion the creation of the Women's Caucus. The newly formed Caucus will meet to focus on issues women face in the industry, discuss solutions and provide support. They held their first event in November, and it was an incredible success.

Insurance Advisory Committee

Members: Dan Dzaldov (Chair), Sasa Krcmar, Andy Shelp, Joseph Young, Rodney Geyer, Dan Cormier, Al Jeraj

The Insurance Advisory Committee meets quarterly to review all claims against the AOL's General Liability policy. Members provide general advice to the insurance broker with respect to the facts presented in each claim. In 2025, AOL received 35 claims against the policy.

Legislation and Regulation Committee

Members: James Dorland (Chair), Al Jeraj, Natalie Vibert, Linda Latham, Andrea Tieman, Ophir Dzaldov, Tim Bunker, Russ Hogan, Chris Musclow, Brian Maloney, James Ferguson, Prakhar Shrivastava

The committee met once this year to review the final changes for Regulation 1026 and 216/10 and approved them. It is anticipated that this committee will be called on for future statutory and regulatory changes.

Marketing and Recruitment Committee

Members: Chris Oyler (Chair), Peter Nielsen, Dave Kovacs, Al Jeraj, Andy Shelp, Hugh Goebelle, Simon Kasprzak, Cole Raikes, Chris Fox, Oussama El Chanti, Yifan Zhang, Bill Webb, Coel Story, Nigel Day, Aloka Kumaranayake, Maja Krcmar, Michael Matthews, Bob McDermott, Rudy Mak, Shajeeshane Rajakulendran, Bennet Faulhammer, Jack Gauthier, Annie Fernandes, Boney Cherian, Adam Paine, Bob Pearson, Gavin Tyler, Mahdi Talib, Penny Anderson, Grant Lee (Consultant)

The Committee's goal is to develop and implement a strategy to increase the attractiveness of the land surveying profession as a career and build awareness within government and the public of the value of land surveyors.

They oversee all marketing efforts of the Association. The Committee annually creates a tactical plan. The 2026 Tactical Marketing Plan has a three year term (2026, 27, 28), designed to help implement the "Awareness" objective of the AOLS 2025-2028 Strategic Plan.

Highlights from the year include:

- Launch and promotion of the startacareer.ca website
- Participation in Junior Achievement Canada World of Choices events
- Science Rendezvous Kingston (May 2025)
- Articles published in industry magazines
- Celebrate Global Surveyors Day and GIS Day
- Create Career Brochure as a companion to startacareer.ca
- TMU interactive evening
- Attendance at Be Spatial (April 29)
- Sponsorship of Girl Guides Canada with Land Surveyor badge
- Creation of educational and promotion material
- Exhibits for career fairs at High School

Monument Protection Committee

Members: Sabir Ahulwalia (Chair), Bruce Clark, Gavin Seaman, Al Jeraj, Merrill Mclean, Thomas Gondo, Michael Masciotra, Douglas Scott McMorran, Shawn Leroux, Shan Goonewardena, George Zervos, Jurgen Ismaili, Fereidoon Khosravirad, Dave Lamont

The Committee did not meet in 2025 as no direction was provided to them by staff. Council will consider the role of this committee and determine if it is needed.

Municipal Surveyors Committee

Members: Saeid Sedaghat (Chair), Andre Roy, Gavin Lawrence, Gary Irwin, Bill Harper, Bill Merry, Dave Lamont, John Galejs, Normans Taurins, Viorel Mares, Dean Dunlop, Kate Sonier, Wikar Bhati, John Merrlles, Haron Afzalzada, Peter Feren

The Municipal Surveyors Committee examines matters related to municipal surveying practice and to identify best practices that may be consistently implemented by municipalities throughout Ontario. The Committee's work supports professional standards, regulatory compliance, and the protection of the public interest.

During the 2025, a significant focus of the Committee's efforts was the distribution and disclosure of survey plans held by municipalities. The Committee examined the risks associated with the public release of survey plans, particularly in circumstances where plans may be disclosed through municipal Access to Information and Privacy (ATIP) offices under the Municipal Freedom of Information and Protection of Privacy Act (MFIPPA), despite being subject to copyright protection. To address these concerns, the Committee drafted a letter to municipalities outlining the legal and professional implications of such disclosures. This initiative culminated in the issuance of a letter by AOLS in December. Additionally, the Committee recommended the inclusion of an explanatory note on the AOLS website to educate the public on the reasons municipalities are restricted from sharing survey plans.

The Committee also reviewed issues related to re-monumentation associated with construction projects. Discussions emphasized the importance of reinstating survey monuments following construction activities and conducting post-construction audits to ensure the preservation of survey monuments and the safeguarding of the public interest.

Further discussions addressed One Call locate requests for monumentation surveys in urban environments using CC, CP and PB.

The Municipal Surveyors Committee remains committed to ongoing engagement with municipalities and to the continued identification and promotion of best practices that uphold professional surveying standards, ensure legal compliance, and protect the integrity of survey monuments across municipalities.

Nominating Committee

Members: Dave Kovacs (Chair), Andy Shelp, Martha George, Gavin Lawrence, Andrew Mantha, Dan Dzaldov, Paul Miller

The Committee is responsible for identifying at least two new Council members and confirming candidates for President and Vice President. The committee is led by a new chair each year who is normally the past president coming off Council. This year, the Committee successfully met their mandate.

Professional Standards Committee

Members: Joseph Young (Chair), Daniel Gautron, Al Jeraj, Linda Latham, Paul Wyman, Tom Packowski, Gabriel Laframboise, Chris Bunker, Ted Williams, Normans Taurins, Ron Berg, Nicholas Muth, Jonathan McArthur, Anna Aksan

The Committee is responsible for reviewing and suggesting recommendations to current AOLS standards that affect practitioners and to develop new standards. All of the committee's recommendations are submitted to Council for review and approval.

The Construction Survey Best Practices seminar developed by Tom Packowski and Joe Young was presented at the Regional Groups.

The Committee reviewed the suggestion of eliminating Lot Corner Ties on plans. It was brought to the attention of the committee as some members felt the ties were outdated and unnecessary. The committee performed a jurisdictional scan and determined that Lot Corner ties were still used and recommended their continued use.

The committee reviewed current construction practices and reviewed whether or not municipalities had the right to replace lot corner monuments in instances where they had been destroyed due to road construction activities. Currently some municipalities replace the monuments where they had been previously found before construction took place. The committee determined that it was in the best interest of the public if those destroyed monuments were replaced after construction was completed.

The Committee reviewed the new co-ordinate system being implemented in Ontario but did not recommend adding them to the current list of system in Regulations as the new system is not expected to be in effect for a number of years.

The Committee reviewed the Right-of-Entry Bulletin 2005-01 at Council's request and did not recommend any changes to it. The Committee did feel that all OLS's when entering a property should take all measures to ensure owners are aware of their presence.

Lastly, the Committee reviewed a document prepared by Paul Wyman on OLS Project Oversight and agreed with the recommendations therein. The document will be part of the consideration for AOLS in developing a policy on issuing Certificate of Authorizations.

Provincial Survey Records Index Committee

Members: Ron Mak (Chair), Al Jeraj, Natalie Vibert, Robin Fleguel, Mike Fisher, Phillip Swift, Ali Gholami, Ron Querubin, Ganesh Sundar, Dean Dunlop, Eduardo Linhares

The Committee met a few times for the first half of the year as the database was operating as expected. Their meetings focussed on new functionality such as the SRD Comprehensive Review Submissions.

The Committee was in the process of reviewing the entire system in anticipation of the end of the initial contract with MPAC and iLOOKAbout. This became more urgent when the Committee learned about the financial woes of Voxtur (iLOOKAbout's parent company). They met multiple times in the latter half of the year to discuss the feasibility of setting up a new database. Much effort was put into considering different options and given the short timeline, the committee settled on developing a new database in three phases:

- Phase 1 - develop a simple text-only system where members can search and input records.
- Phase 2 – has subcomponents:
 - Address the inconsistencies for existing records and setting standards. For example, Lot 1, Concession 1, Township would be set to a standard the committee decides on to eliminate variations such as Lt 1, LT1, LOT 1, LOT ONE or Conc 1, CON 1, etc.
 - Determine how to better manage records in both historic and current municipalities
 - Improve the data sharing with the independent providers (LSR, Pimark and iLOOKAbout).

- Phase 3 - Will be to consider developing a map-based system where all records are geocoded and can be located on a map.

For phase 1, the committee sole sourced the evaluation of the existing system to Luna Geomatics. Luna will review the functionality of the current PSRI and will make recommendations on a plan to move forward. The Committee expects to receive recommendations early Q1, 2026.

Survey Review Department Committee

Members: George Bracken (Chair), Julia Meldrum-Smith (Chair), Spiro Sinnis, Peter Nielsen, Gary Auer, Paul Wyman, Stefan Bazar, Andre Roy, Paul Francis, Linda Latham (optional), Al Jeraj

This report provides an overview of significant activities, discussions, and actions taken throughout the year. It includes key points from the Executive Director's and SRD Manager's reports, as well as recommendations for future steps. The Survey Review Department Committee continues to focus on modernization, education, and regulatory improvements, with a commitment to maintaining the integrity of the profession and supporting the members.

Aims, Objectives and Responsibilities of the Committee:

- The Committee will ensure that the SRD follows its Terms of Reference and Manual of Procedures.
- The Committee will review feedback from the membership through questionnaires, surveys, interviews or any other means deemed appropriate or necessary regarding SRD's review performance and make recommendations to Council as appropriate.
- The Committee will review the Manual of Procedures of the Survey Review Department, and may recommend additions, deletions or amendments to Council as required.
- The Committee will undertake any additional reviews of the procedures/responsibilities of the SRD, if directed by Council.

SRD Manager's Report Summary

Sticker Sales and Transition:

- Virtual stickers only.
- Sticker sales for fiscal year 2024/2025 - 29,440 (77.5% of the budget goal).

Systematic Reviews and Plans

- 160 systematic reviews have been completed in 2025. Half of the reviewed plans have errors.

Digital Submission System

- A new tool for digital submissions of supporting materials related to Comprehensive Reviews was developed and implemented through the iLookabout PSRI application in April 2025.

SRD Procedures Manual

- Updates are in progress.

Digital Integration

- Approximately 80% of firms (35 of 43 files) submitted their data digitally rather than hard-copy submissions, resulting in improved productivity in staff and consultant's processing of the reviews.

Staffing Update

- Spiro Sinnis, OLS, CLS was appointed as Deputy Registrar / SRD Manager effective January 6th, 2025.
- SRD Manager, Paul Wyman retired on March, 7th, 2025.
- Felicia Harris, SRD Administrator started on July 9th, 2025, after the departure of Sheila Lavigna a month earlier

SRD Consultants

- Chester Stanton, OLS resigned as a SRD Consultant on September 16th, 2025.
- Tom Packowski, OLS resigned as the Systematic Reviews Manager on November 19th, 2025.

The committee expressed gratitude for their contributions. A search for new SRD consultants is in progress.

Post-Comprehensive Review Questionnaire (Exit Survey)

Twelve (12) of seventeen (17) * firms have responded. The feedback is viewed as positive. The only recommendations refer to streamlining the process to lessen the effort for reviews. The Committee agreed that SRD staff should follow-up with the non-respondents, emphasizing that it not be mandatory.

* One firm was referred to the Registrar and the C of A was surrendered by the time the final Report was issued.

Expanded Profession Peer Review Program

The Committee discussed the challenges of expanding SRD reviews to those non-cadastral branches of professional surveying services* that are not exclusive to the Ontario Land Surveyor. In the absence of a national peer review program for non-cadastral work, any arduous effort, costs and risks associated with the OLS being reviewed for offering those services will be a hinderance to sustained membership. The consensus approach may be to develop annual questionnaires for OLS C of A firms/C or R members that identify expectations related to professional practice and performance standards. Such a questionnaire can be used by the SRD to develop tools for monitoring and education related to practice risks towards protection of the public interest and our reputation.

* photogrammetry, geodesy, hydrography and geographic information management

Comprehensive Reviews

18 files have been completed and 25 files in progress for the 2025 comprehensive review program. The remaining files are scheduled for completion by April 2026.

Next Steps

- Develop a new annual Questionnaire for C of A firms/C of R members to support the ‘Expanded Profession Peer Review’ initiative related to professional practices and performance standards;
- Advance discussions with ‘subject matter experts’ on expanding SRD’s educational role and integrating reviews of non-cadastral services;
- Continue the development of the C of R review program, prioritizing member involvement.

Underground Utilities Committee

Members: Peter Lamb (Chair), Natalie Vibert, Paul Benedict, Peter Skuro, James Dorland, Nigel Day, Francis Babu, Alborz Soltankah

The Committee maintained AOLS representation on two key organizations in 2025:

- (1) the Ontario Regional Common Ground Alliance (**ORCGA**) Board of Directors, and
- (2) the Subsurface Utilities Mapping Data Exchange (**SUMDEX**).

1. **ORCGA** is an umbrella organization of utility companies, municipalities, locate companies, and construction and landscape contractors whose objective is to reduce the risk of excavating near underground utilities. This is done through “DIG SAFE” promotions, regional breakfast meetings, Damage Prevention Technician

(DPT) training, Safe Excavation Training (SET), an annual Symposium and other means. It also supports two national-level efforts as part of the Canadian Common Ground Alliance (CCGA): A **Best Practices** manual and the **Damage Information Reporting Tool** (DIRT) website that allows a yearly statistical analysis to be prepared that shows the causes and frequency of utility damage incidents.

Our AOLS presence allows us to both advocate for the protection of survey monument infrastructure and provide expertise in the area of spatial reference systems, surveying, and digital mapping. In 2025 we presented information on the new vertical reference datum, CGVD2013, and we contributed an article for the Fall/Winter edition of ORCGA's Ear-to-the-Ground magazine about the benefit that professionally licensed surveyors can lend to digital utility surveying and mapping efforts.

REFERENCES:

- a. **2024 national DIRT report on damage stats:** <https://orcga.com/wp-content/uploads/2025/04/March-24-2025-Final-2024-DIRT-Report.pdf>
- b. **CCGA Best Practices manual V 5.0** at <https://www.canadiancga.com/best-practices>
- c. **Ear to the Ground Magazine** with article on OLS expertise for good digital mapping: <https://orcga.com/ear-to-the-ground/>
2. **SUMDEX** also has a goal of improving the safety of workers, the public, and the environment by reducing utility damages. It comprises some fifty north American firms, software developers, NGOs, and various levels of government and is chaired by Steve Slusarenko, a project manager with long term utility company experience. SUMDEX's focus is now on implementing Open Source "FuzionView" software to expedite the automated exchange of underground utility information among designers, locaters, and excavators.

FuzionView was developed under the guidance of Minnesota One Call. It will allow composite utility maps to be generated "just in time" in response to project polygon submittals from those needing the info. There is no need for a massive general register of utility information to be maintained centrally. Recently, the software was implemented among some 11 organizations in the U.S. In Canada, a similar automated utility info response system has saved the City of Burnaby about \$120K per year over an older manual response process.