

No. 128

**ANNUAL REPORT**

of the

**ASSOCIATION OF ONTARIO LAND SURVEYORS**

Organized 1886

Incorporated 1892



PROCEEDINGS OF THE ONE-HUNDRED AND TWENTY-FIRST  
MEETING SINCE INCORPORATION  
HELD AT TORONTO, ON, CANADA  
FEBRUARY 26 – MARCH 1, 2013



## Preface

To the members of the Association of Ontario Land Surveyors:

The Minutes of the Association at its One-Hundred and Twenty-First Annual Meeting are herewith presented.

Blain W. Martin  
Executive Director  
July 2013

Association of Ontario Land Surveyors  
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Copies of the Annual Report for some of the past years can be obtained by applying to the Association Offices.

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

## RECIPIENTS OF AOLS AWARDS

### PROFESSIONAL RECOGNITION AWARD

---

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

### FELLOWSHIP AWARD

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HARRY DOUGLAS GIBSON CURRIE	1979
MAURICE HEWITT	1979
JOHN DUNCAN BARNES	1982
RALPH ANGUS SMITH	1992
ANDREW GIBSON	1993
DARSHAN CHANDER KAPOOR	1993
ROBERT ALFRED FOWLER	1999

### CENTENARY AWARD

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DANIEL ALPHONSE CYBULSKI	1992
BRYAN THOMAS DAVIES	1992
RONALD JAMES EMO	1992
SYDNEY GRENVILLE HANCOCK	1992
DAVID WHITFIELD LAMBDEN	1992
KENNETH HARVEY McCONNELL	1992
THOMAS EDWARD MERRIMAN	1992
WILLIAM CHARLES YATES	1992
JAMES NEIL GARDINER	1993
JAMES L. HILL	2009
JOHN GOLTZ	2010
ROBERT GUNN	2010
RON BERG	2011
JAMES FERGUSON	2011

## ASSOCIATION OF ONTARIO LAND SURVEYORS

Organized February 23, 1886

Incorporated 1892

### PAST PRESIDENTS

1886	G.B. Kirkpatrick	1928	J.J. Newman	1971	J.C. Kirkup
1887	G.B. Kirkpatrick	1929	A.T. Ward	1972	S.G. Hancock
1888	A. Niven	1930	R.M. Lee	1973	E.W. Petzold
1889	A. Niven	1931	J. van Nostrand	1974	J.D. Dearden
1890	V. Sankey	1932	J.W. Pierce	1975	G.T. Rogers
1891	V. Sankey	1933	J.M. Empey	1976	J.D. Barber
1892	E. Stewart	1934	R.M. Anderson	1977	M.J.M. Maughan
1893	E. Stewart	1935	E.G. MacKay	1978	D.W. Endleman
1894	M.J. Butler	1936	H.M. Anderson	1979	T.E. Lyons
1895	M. Gaviller	1937	E. Cavell	1980	G.J. Zubek
1896	W. Chipman	1938	R.S. Kirkup	1981	D.F. Yates
1897	T.H. Jones	1939	F.W. Beatty	1982	H.M. Graham
1898	P.S. Gibson	1940	G.L. Berkeley	1983	B.T. Davies
1899	H.J. Bowman	1941	N.A. Burwash	1984	W.D. Brubacher
1900	G. Ross	1942	E.L. Moore	1985	R.J. Meisner
1901	J. Dickson	1943	N.D. Wilson	1986	H.R. Whale
1902	W.R. Aylsworth	1944	W.J. Fulton	1987	L.U. Maughan
1903	W.R. Aylsworth	1945	C.H. Fullerton	1988	J.K. Young
1904	C.A. Jones	1946	E.W. Neelands	1989	M.J. O'Sullivan
1905	J.W. Tyrrell	1947	J.K. Benner	1990	T.E. Rody
1906	O.J. Klotz	1948	H.G. Rose	1991	J.W. Nicholson
1907	T. Fawcett	1949	W.F. Weaver	1992	S.J. Statham
1908	A.J. van Nostrand	1950	S.W. Archibald	1993	P.C. Wyman
1909	L. Bolton	1951	C.G.R. Armstrong	1994	D.A. Simmonds
1910	H.W. Selby	1952	A.L.S. Nash	1995	J.D. Annable
1911	J.F. Whitson	1953	A. Gillies	1996	B. Maloney
1912	T.B. Speight	1954	W.G. Ure	1997	P.J. Stringer
1913	J.S. Dobie	1955	J.E. Jackson	1998	J.H. O'Donnell
1914	J.W. Fitzgerald	1956	W.J. Baird	1999	D.S. Urso
1915	E.T. Wilkie	1957	W.H. Williams	2000	C.M. Fraser
1916	C.J. Murphy	1958	R.B. Erwin	2001	M.P. Allen
1917	J.J. MacKay	1959	R.F. Mucklestone	2002	R.C. Dixon
1918	H.J. Beatty	1960	H.D.G. Currie	2003	D.D. Blais
1919	C.F. Aylsworth	1961	M. Hewett	2004	T.A. Bunker
1920	T.D. leMay	1962	J.G. Pierce	2005	P.L. Church
1921	G.A. McCubbin	1963	E.C. Brisco	2006	D.E. Culham
1922	G. Hogarth	1964	M.J. McAlpine	2007	J. G. Boyd
1923	H.T. Routly	1965	R.W. Brotherhood	2008	K. H. Campbell
1924	W.G. McGeorge	1966	W.J.G. Wadsworth	2009	A. J. Worobec
1925	L.V. Rorke	1967	R.R. Smith	2010	W. Kowalenko
1926	N.B. MacRostie	1968	F.J.S. Pearce	2011	D. Brubacher
1927	H.W. Sutcliffe	1969	M.N. Simpson	2012	P. Benedict
		1970	D.T. Humphries		

## Officers of the Association: 2012-2013

### HONORARY MEMBERS

John D. BOGART, Q.C.	Toronto
Dr. Gordon GRACIE	Mississauga
N. Lorraine PETZOLD	Toronto
George WORTMAN	Richmond Hill
Roger TOMLINSON	Ottawa

### PRESIDENT AND CHAIRMAN OF COUNCIL

Paul J. BENEDICT	Ingersoll
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### VICE-PRESIDENT

Eric L. ANSELL	Peterborough
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### EXECUTIVE DIRECTOR / TREASURER

Blain W. MARTIN	Stouffville
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### REGISTRAR

William D. BUCK	Markham
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### DEPUTY REGISTRAR

Maureen V. MOUNTJOY	Brampton
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### MEMBERS OF COUNCIL

David M. BRUBACHER Past President	Kitchener
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	<u>Term Ending</u>
R. J. HOGAN	2013
D. PAGE	2013
G. B. MAGEE	2014
D. M. HORWOOD	2014
G. T. HARTWICK	2015
R. W. MURRAY	2015

S.F. MACGREGOR, Surveyor General	Peterborough
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E.J. BUNDGARD, Lay Councillor	Toronto
K. J. PALMER, Lay Councillor	Peterborough
A. LEITCH, Lay Councillor	Oakville
M. SPRAGGETT, Lay Councillor	Toronto

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George WORTMAN	Richmond Hill
Roger TOMLINSON	Ottawa

### PRESIDENT AND CHAIRMAN OF COUNCIL

Eric L. ANSELL	Peterborough
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### VICE-PRESIDENT

Dasha PAGE	Grimsby
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### EXECUTIVE DIRECTOR / TREASURER

Blain W. MARTIN	Stouffville
-----------------	-------------

### REGISTRAR

William D. BUCK	Markham
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### DEPUTY REGISTRAR

Maureen V. MOUNTJOY	Brampton
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### MEMBERS OF COUNCIL

Paul J. BENEDICT Past President	Ingersoll
------------------------------------	-----------

	<u>Term Ending</u>
D. M. HORWOOD	2014
G. B. MAGEE	2014
G. T. HARTWICK	2015
R. W. MURRAY	2015
J.E. BUISMAN	2016
T.D. HARTLEY	2016

S.F. MACGREGOR, Surveyor General	Peterborough
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P. MEEHAN, Lay Councillor	Sudbury
K. J. PALMER, Lay Councillor	Peterborough
M. SPRAGGETT, Lay Councillor	Toronto

**ACADEMIC AND EXPERIENCE REQUIREMENTS COMMITTEE  
2012 - 2013**

**Robert D. Halliday, Presiding Officer**

	<u><b>Term Ending</b></u>
R. D. HALLIDAY	2015
C. R. CRANCH	2015
N. J. GROZELLE	2014
K. M. GREENFIELD	2014
M. K. TULLOCH	2014
B. K. WARREN	2014
A. V. SHELP	2014
E. L. ANSELL	<i>Council, Vice President</i>
K. J. PALMER	<i>Lay Councillor</i>
M. A. CHAPMAN	<i>Ryerson Liaison</i>
C. ARMENAKIS	<i>York Liaison</i>
M. V. MOUNTJOY	<i>Deputy Registrar</i>
W. D. BUCK	<i>Registrar</i>

**ASSISTANTS TO THE AERC**

R. G. BENNETT, Brockville	N. A. LEGROW, Newmarket
R. E. BERG, St. Catharines	R. J. MANN, Thunder Bay
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P. W. CHITTY, Gananoque	M. F. MATTHEWS, Kingston
B. J. CLARKE, Lynden	P. A. MILLER, Belleville
J. A. COLE, Sudbury	R. NICULAE, Thornhill
D. J. CORMIER, Kingston	S. M. PERKINS, Ottawa
J. S. COTTERILL, London	G. W. PHILLIPS, Toronto
T. W. DEL BOSCO, Sudbury	P. T. RAIKES, Shanty Bay
L. G. DELORME, Rockland	R. J. REID, Stirling
P. J. GREGOIRE, Richmond Hill	A. P. SANI, Scarborough
E. H. HERWEYER, Gloucester	A. D. SANKEY, Mississauga
P. J. HOMER, Bramton	R. A. SIMONE, Windsor
B. C. IRWIN, St. Catharines	S. SINNIS, Newmarket
J. C. G. KEAT, Peterborough	I. D. SMITH, Fonthill
L. A. KINGSTON, St. Catharines	D. B. STRINGER, St. Catharines
P. B. LAMB, St. Catharines	H. J. VERHOEF, Fort Frances
D. A. LAMONT, Dundas	M. T. WATSON, Pickering
G. E. LAWRENCE, Newmarket	H. J. WIMMELBACHER, Lindsay
M. J. LEGRIS, Oakville	



**REGIONAL GROUP CHAIRS  
2013-2014**

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**SOUTH WESTERN**

Jason P. Wilband

**EASTERN**

Paul A. Miller

**GEORGIAN BAY**

Paul R. Thomsen

**HAMILTON & DISTRICT**

Brent R. Larocque

**KAWARTHA-HALIBURTON**

Chris Musclow

**NORTH EASTERN**

Mark K. Tulloch

**NORTH WESTERN**

David A. Kovacs

**SOUTH CENTRAL**

Reynaldo L. Isip

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# AGM 2013 Exhibitors

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AOLS Archives Committee  
Cansel Survey Equipment  
Carlson Software  
D W Technologies Ltd.  
First Base Solutions  
Four Point Learning  
Geo-Plus  
GeoShack  
J.P. Morasse Inc.  
Leica Geosystems Ltd.  
multiVIEW Locates  
Northway/Photomap/Remote Sensing Ltd.  
Océ-Canada Inc.  
ODCC  
Sokkia Corporation  
T2 Utility Engineering Inc.  
Teranet Inc.  
Terra Discovery Ltd.  
Tulloch Mapping Solutions  
Underground Engineering Services

## **Exhibitors in the Hallway:**

AOLS-PAC  
The CG&B Group  
Professional Surveyors Canada  
Sir Sandford Fleming College  
URISA  
York University



**PROGRAMME: 2013 ANNUAL MEETING**

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**TUESDAY, FEBRUARY 26<sup>th</sup>, 2013**

Opening Ceremonies  
Veterans' Celebration Dinner

**WEDNESDAY, FEBRUARY 27<sup>th</sup>, 2013**

ODCC Status Report  
Four Point Learning Session  
Introduction of Exhibitors  
Lunch with Exhibitors  
*Keynote Speaker:* Neil Hetherington, CEO, Habitat for Humanity  
Social Media Presentation  
Business Session  
Exhibitor Presentations throughout the day  
Young Surveyors' Scavenger Hunt  
Welcoming Party

**THURSDAY, FEBRUARY 28<sup>th</sup>, 2013**

Copyright Enforcement Group Meeting  
Municipal Surveyors' Meeting  
Educational Foundation Meeting  
ACLS Meeting  
Discipline Committee Meeting  
Joint Meeting: MGS, MTO and MNR

*Concurrent Sessions:*

Leadership Training

Building Information Modeling

Monitoring

Insurance Claims

Convocation Lunch

Plenary Session: Water Boundaries

Exhibitor Presentations throughout the day

Social Night at Medieval Times

**FRIDAY, MARCH 1<sup>st</sup>, 2013**

Business Session

Administrative Reports

2013 Budget

Educational Foundation – Auction of Artifact

Open Forum

President's Luncheon

*Speaker:* Murray Howard, President of Special Hockey League

New President's Address

Thanks to Guests / Adjournment

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*President Paul Benedict and Christine Benedict*





The following proceedings, transcribed by ASAP Reporting Services, have been edited for publication  
(A full transcript of the proceedings of the Annual Meeting can be obtained through the AOLS Office)

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**Tuesday, February 26<sup>th</sup>, 2013 - Toronto, Ontario**

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--- Upon commencing on Tuesday, February 26, 2013, at 4:10 p.m.

**OPENING CEREMONIES:**

MR. ANSELL: Ladies and gentlemen, we have already had the first glitch of the day. We were going to have St. Michael's boys' choir sing "O Canada" for us. They have had a problem at the school, and they are unable to attend, so guess what? I am going to ask everybody to stand up and, just like at a good old hockey game, we are going to sing "O Canada."

--- (The Canadian national anthem was sung.)

MR. ANSELL: Thank you, ladies and gentlemen. I would like to mention that St. Michael's choir for boys is a semi-private school here in Toronto. I don't know what has happened at the school, why they can't attend. It was a very last minute thing, and I am sure they would have done proud for singing "O Canada" for us.

Welcome, ladies and gentlemen. I am Eric Ansell, your Vice President of the association, and I will be chairing this year's Annual General Meeting. Unfortunately, President Paul Benedict is unable to attend. He is actually in the hospital right now, and therefore, he has asked me to step into his shoes. Most of you know Paul. He has got very big shoes, so I am sure I can step into them, but I am not too sure I can fill his shoes. I certainly will try.

The 121st Annual General Meeting since incorporation of the Association of Ontario Land Surveyors will please come to order. Proper notice has been given. The meeting has been scheduled within the terms of our governing legislation, the Surveyors Act, and a quorum of at least 15 members as defined in the AOLS bylaw 2004-1 is present. I therefore declare this meeting properly constituted.

As with all AOLS meetings and seminars and in consideration for our speakers and presenters, I ask that cell phones and other electronic devices be silenced. If such devices should happen to ring during the meeting, our Sergeant-at-Arms will be very pleased to collect your generous donation of \$100, which will immediately go to the AOLS Educational Foundation.

Welcome, all, to this 121st annual meeting in Toronto, in the downtown Marriott Hotel. To our out-of-province guests, I extend a welcome to the City of Toronto. I hope you enjoy your stay in Ontario's capital and have a chance to enjoy the amenities and hospitality that this city and region have to offer.

In honour of President Paul, the President's chain of office -- which I can't wear yet -- which is the official symbol of authority of the President, is displayed up front with me. This particular chain was first worn in 1986 and replaces the historic chain now in the archives of our association.

Symbolic of the annual general meetings is the usual solid brass standard measure used to control the accuracy of surveys in Upper Canada. This standard measure was deposited in 1851 with the Board of Examiners here in Toronto.

Engraved on the plaque on which the standard measure is kept is the following creed: "May the presence of this ancient standard be a continuous measure of our deliberations and achievements, a perpetual symbol of truth, honesty and accuracy."

It is a treasured artefact of our association and traditionally signals the commencement of our Annual General Meeting. This standard measure will be set at the call of order of each session during our meeting. Sergeant-at-Arms for this meeting is Mel Truchon. The responsibility of the Sergeant-at-Arms is to maintain the schedule and decorum of the meeting. She has been given the authority to use whatever means may be necessary to achieve that purpose. It is also her duty to present and guard the standard measure.

Mel is dressed as Lara Croft, and all of you will recognize her as a most formidable enemy who has the power to take control of any sinister situation. I am sure that Mel will rule this meeting in a fair and just manner, but be forewarned of her powers.

Sergeant-at-Arms, do you have the standard measure to present?

SERGEANT-AT-ARMS: I do.

MR. ANSELL: Ladies and gentlemen, please stand while the Sergeant-at-Arms presents the standard measure.

--- (The standard measure was presented.)

MR. ANSELL: I dare any one of you to let your phone ring. Thank you. You can sit down.

As with all official meetings, certain rules will apply to this meeting. The meeting will be conducted in accordance with Sturgis' Standard Code of Parliamentary Procedure. Past President, Jack Young, is our parliamentarian. We shall abide by his interpretation of the Code should the need arise.

I would like to review some of the guidelines for this meeting. The business portions of our presentations are being recorded, and in order to have an accurate recording in the minutes and so the proceedings of the minutes can be properly transcribed, I ask that anyone wishing to speak during the course of the meeting

please approach one of the floor microphones and wait to be recognized by the Chair. After being recognized, please state your name and hometown or affiliation before speaking.

The Chair may find it necessary to restrict speakers to one appearance on any subject. All motions presented during this meeting must be in writing and signed by the mover and the seconder and forwarded to the Resolutions Committee and the Chair before discussion. Please present any motions to Penny, who will normally be sitting at the back of the room at the audio visual table.

The Chair will determine the method of voting. This will normally be by a show of hands. I would remind you that at this time, only active licensed or registered members of the association are entitled to vote. Scrutineers other than members of Council will be assigned if the need arises.

We have planned an exciting AGM that will address the challenges and opportunities before us as we move together towards tomorrow. We have changed things up a little bit this year. A special note is our opening ceremonies today rather than the usual Wednesday morning. The Veterans' Dinner is tonight for the first time, and for the first time, all members are invited to join the celebration with the veterans.

Wednesday will include speakers and presentations as well as vendor sessions throughout the day and a continuation of the business portion of the meeting. Thursday, we will continue with the education theme and plenary sessions and vendor sessions. On Friday, we will complete our business session and finish with open forum and an auction.

We have left time for some good open discussions, and I would urge all of you to contribute to the discussion and to provide feedback. Please participate in the fullest, as this is your meeting, and it is only as good as you make it.

### **INTRODUCTION OF AOLS COUNCIL:**

MR. ANSELL: It is now my pleasure to introduce the AOLS Council for 2012. Please stand as I introduce you and remain standing. Unfortunately, President Paul Benedict is not here. Past President David Brubacher; Senior Councillors Russ Hogan and Dasha Page; Intermediate Councillors Dave Horwood and Bret Magee; Junior Councillors Richard Murray and Travis Hartwick; Surveyor General Susan MacGregor; Lay Councillors Julaine Palmer, Mark Spraggett and Patricia Meehan; Executive Director Blain Martin; Registrar Bill Buck.

I would also like to recognize Art Leitch and Eric Bundgard, former Lay Councillors, whose terms expired during this year. Ladies and gentlemen, your 2012 Council. Normally, at this time we would have a report of the scrutineers of the election, but given that there wasn't any election this year, I can just report that your President for the coming year is Eric Ansell. Thank you very much. Your Vice President will be Dasha Page. Your junior Councillors will be Jeff Buisman

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

I would like to invite the Vice President Elect Dasha and the two new Councillors, Jeff and Tim, to say a few words if they like. Dasha, are you here? Jeff? Tim? I saw you here.

MR. HARTLEY: Tim Hartley from Windsor. Every year for the last ten or 15 years, I would get a call: "Would you run for Council?" No, I can't; no, I can't. I was just waiting this year. When I got the call, I said, "Certainly." I think everyone has got to do their part, and I knew my time had come, so I look forward to being on Council. I am semi-retired, so I have the time, and I think I have seen every aspect of surveying. I look forward to being on Council. Thank you.

MR. ANSELL: Thank you, Tim. I know anybody that has met or worked with Tim will know that he will make a great impression on Council this coming year. As part of our business, we must address the minutes of the 120th Annual General Meeting. Executive Director Blain Martin, will you please present the motion regarding the minutes of the 2012 Annual Meeting.

MR. MARTIN: Thank you, Mr. Vice President. Before I do that, I want to welcome Tim to Council. He has been a great friend for many years, and I am really looking forward to participating with him on this.

There was a bit of a mix-up last year with the 2012 report. A few of the reports were inadvertently printed upside down and backwards. I have heard of about five of them that were printed like that. One of them was President Paul's, and he actually sent me the copy. It was interesting to see it. One of the other recipients of the report sent me an email stating that he could read it, but it was a little challenging.

I am raising this because if any of you have one of those reports, please get in contact with me, and I will send you one that is not quite so challenging to read.

**MOTION TO ACCEPT THE MINUTES OF THE 2012 ANNUAL MEETING:**

MR. MARTIN: Be it resolved that the proceedings for the 2012 Annual General Meeting as printed in the 2012 Annual Report be received. That is moved by myself, Blain Martin, and seconded by Bill Buck.

MR. ANSELL: Is there any discussion? All those in favour, please raise your hand. All those opposed, please raise your hand. The motion is carried.

We are moving along quite nicely. Without the choir here, we seem to have gained quite a bit of time. Before wrapping up the opening ceremonies: The veteran celebration dinner is tonight at seven o'clock in Trinity 4 and 5. Preceding the dinner, there will be a reception for veterans from 6:00 until 7:00 in Salon 1 and a reception for non-veterans in York A and B at the same time.

Tomorrow, we will have a few education and informational sessions, including an ODCC status report, a seminar on third party liability in the release of old survey plans, and a social media presentation. Our guest speaker tomorrow will be Neil Hetherington, CEO of Habitat for Humanity in New York City. Habitat for Humanity certainly is a perfect fit for this year's theme, "Together Towards Tomorrow." I encourage all of you to attend tomorrow's proceedings.

Boy, did we ever move along. The last line says, "This concludes our business session for today". I am just wondering, Blain, this might be a good time to throw something in at this point.

We have a bit of spare time, and as the meeting moves along, our days are going to get tighter and tighter. Certainly, we want to leave a lot of time on Friday for an open forum, so I am going to take some of our time that we should have done in the coming days and do it now.

### **TRIBUTE TO DECEASED MEMBERS:**

MR. ANSELL: A sad portion of this meeting is a tribute to our deceased members, and there are, unfortunately, those who can no longer attend our meetings. I will now read the names of those members who have passed away since our last annual meeting. Please rise and remain standing for a silent tribute. Today, we remember: Leonard Melvin McNeice, 695; Alan James Simpson, 1038; Glenn Edward Giddy, 1353; William John Quinsey, 897; John Ward, 1463; Frederick J.S. Pearce, 674; Walter Richard Barrow, 1479; Christopher Maurice Armstrong, 790; Douglas J. McNeely, 939; Douglas E. Magee, 1181; James Stanley Campbell, 1192; Ian McLaren, 1335; John Clifford Robertson, 968; George Annis, 1159; Roman Lawryshyn, 1067; Arthur F. Rappich, 1221; John M. Harvey, 840.

Does anyone know of any other member who has passed away since our last meeting that I haven't mentioned? Please take a moment of silence for our deceased members.

Thank you. You may be seated. I just hope that as I bounce around, I don't do the same thing tomorrow and make the same announcements twice.

### **INTRODUCTION OF ASSOCIATE GUESTS:**

MR. ANSELL: What I would like to do now is welcome our associate guests. Joining us over the course of our meeting are a number of professional guests representing other provincial and neighbouring state associations and the national organizations. I see many of them are here today, so this might be a good time to welcome them.

I would like to now introduce our guests and their accompanying persons. On Friday, I will allow our guests -- I was going to say that to save time, we will allow our guests to say something on Friday, but this might be a good time to allow them

to speak now, if they have a chance.

I would certainly like to introduce our guests, and I hope you have a chance to meet with them during the course of our meeting. I certainly extend an invitation to all our guests to participate in our deliberations, and I certainly appreciate if you have anything to offer in our deliberations, that will be much value added to our meeting.

With this, during the course of our meeting: From the Association of Manitoba Land Surveyors, Andre and Linda Van De Walle; from the Saskatchewan Land Surveyors' Association, Bill and Joanne Soroski. If you are here, please stand. I am sorry. I should have mentioned that.

From the Alberta Land Surveyors' Association, Connie Petersen; Alberta Land Surveyors' Association, Brian Munday; from the Association of Nova Scotia Land Surveyors, Cyril and Patricia Rose LeBlanc; Professional Surveyors of Canada, Denis and Karen Blais; Canadian Institute of Geomatics, George and Hope McFarlane; from the Minnesota Society of Professional Surveyors, Harold and Connie Peterson; Association of Newfoundland Surveyors, Ian and Jeanien Edwards; from the Association of Canada Lands Surveyors, Ivan and Val Royan; from the Association of Prince Edward Island Land Surveyors, John and Beryl Mantha.

You will have to excuse my French: L'Ordre des arpenteurs-géomètres du Quebec, Luc St-Pierre. For the Association of British Columbia Land Surveyors, Nigel Hemingway; honorary member, George Wortman and Janet Wortman. Ladies and gentlemen, please give a warm welcome to all our guests.

I would also like to mention two special guests: Malcolm Shaw and Janice Shaw. Are Malcolm and Janice here? Tomorrow? Okay. I will introduce them tomorrow, then, but they certainly have contributed greatly to our association over the last few years.

I am just wondering if any of our guests would like to say a few words at this time. We certainly have the time to really put you on the spot.

### **INTRODUCTION OF AGM 2013 SPONSORS:**

MR. ANSELL: What I would like to do is to introduce and announce our sponsors of this year's annual meeting. Certainly, without the sponsors we wouldn't have as good a meeting and have the amenities that we do have. They contribute tremendously to this meeting. We have different categories, and maybe I will ask Blain later to explain what level each category is at because I don't have it in my talk.

Certainly, we have -- the event sponsor is CG&B and Novex Group Insurance, an Intact company. Platinum sponsors: Cansel Survey Equipment; GeoShack; Leica Geosystems Ltd.; Sokkia Corporation; Teranet Inc.; Tulloch Mapping Solutions; Bob Morrow, The Connectors Insurance Group; ESRI Canada; iLookabout; Krcmar

Surveyors Ltd.

Gold sponsor: Geo-Plus. Silver sponsors: Airborne Imaging; Fawcett Printers; Land Survey Records Inc. Our Veterans' Celebration Dinner sponsor is Autodesk Canada. Our Convocation Lunch sponsor is Four Point Learning; President's Luncheon sponsor is Geo-Plus; and our coffee break sponsors are: Eastern Regional Group, Georgian Bay Regional Group, Hamilton and District Regional Group, South Central Regional Group, South Western Regional Group, and ORCGA.

In addition, Pat Hills of Cansel is again organizing a hockey game for the AOLS participants this year, and I will be making an announcement because that will be Thursday night. I will make another announcement later on about that. Blain?

MR. MARTIN: I might just add a little bit more to that for you, Eric, and give the level of contribution that these sponsors are providing us this year. One of my goals with the Annual General Meeting is to break even so that it doesn't cost the association money, and the sponsorship that these firms are providing really helps us with that.

The event sponsor is our liability insurance program, the company that runs that. In fact, their logo is up on the side as part of the event sponsor, and they contribute \$5,000 to the Annual General Meeting. We have ten platinum sponsors -- Eric named them -- and they each contribute \$1,500 to cover off the costs. The gold sponsor is \$1,000, and the silver sponsor is \$500; then, it is \$500 for each of the events, the Veterans' Celebration Dinner, the Convocation Lunch and the President's Lunch. Coffee breaks, the regional groups have sponsored some of them to the tune of \$250. Altogether, it is over \$25,000 that we have got in sponsorship money from these companies.

MR. ANSELL: Like I said, a tremendous contribution to allow us to have the amenities we do have for the next few days.

I hope you all appreciate the struggle that we have had with the fact that -- and I really do feel sorry for Paul not being able to be here. Certainly, you work hard all year, hoping to see a conclusion at your annual meeting. Again, my sympathies to Paul for not being here.

This concludes our business session for today, and we are adjourned until 8:30 tomorrow morning. Thank you.

--- Whereupon the proceeding adjourned at 4:38 p.m., to resume on Wednesday, February 27, 2013, at 8:30 a.m.

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**Wednesday, February 27<sup>th</sup>, 2013 - Toronto, Ontario**

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--- Upon resuming at 8:32 a.m.

**MORNING SESSION -- ODCC:**

MR. ANSELL: Good morning, everyone. Welcome to those who are just arriving today. Yesterday, we did have our opening ceremonies, and I know some of you weren't here for that. I hope the weather wasn't too bad. I understand that as you head north of the city, it was a little dicey or icy or whatever the case may be.

Our standard measure is in place, and this meeting is now reconvened. I would like to repeat some of the important notices that we did yesterday. With all AOLS meetings and seminars and in consideration for our speakers and presenters, I ask that all cell phones and other electronic devices be silenced.

If such a device should go off and should ring during our meeting, you will be ceremoniously removed from the room, and your donation of \$100 to the Educational Foundation will be greatly appreciated. Our Sergeant-at-Arms Mel Truchon will be happy to force you to pay that \$100.

Today, we have a number of topics that will be of special interest to our membership. We will start with a report on the status of the Ontario Digital Cadastre Corporation followed by a presentation on third party liability in the release of old survey plans.

Our guest speaker immediately after lunch will be Neil Hetherington, CEO of Habitat for Humanity, New York City. In the afternoon, we also have a social media presentation.

At this time, I would like to introduce David Brubacher, who will give the status report of Ontario Digital Cadastre Corporation. As many of you know, David, Past President for 2012, resigned from Council in order to take the position of consultant to the board of the ODCC. Under his direction, the corporation has moved forward substantially. Also with David this morning is Izaak de Rijcke. Ladies and gentlemen, I would like to introduce both David Brubacher and Izaak de Rijcke.

**PRESENTATION BY MR. DE RIJCKE:**

MR. DE RIJCKE: Thank you very much, Eric, and good morning, ladies and gentlemen. We are here. It is February 2013, and the slide on your display is the point of departure a year ago exactly in Ottawa at the AGM, a year ago in February. The ink has dried on this particular diagram, and many of you will recall that the point of the diagram or the quick sketching out was to essentially illustrate what ODCC as a concept was really all about.



Perhaps not mentioned at the time was the word "relationships" because it was then all about relationships, and today it is still all very much about relationships not only among surveyors but between surveyors and potential service providers. It is also about relationships between surveyors and ODCC as a gateway or portal for many other potential opportunities.

The ink has dried, but what has really happened, of course, in the last year since Ottawa, has been a maturation of what we think of as relationships at that time to where we are now.

What I think we are going to be able to really demonstrate for you is an exciting picture, not just a story. Yes, it is story, but it is more than just a story. It is a comprehensive concept that outlines for you the degree of maturation that all of these relationships are going to take hold, are going to take shape and move forward in a way that really opens many, many other doors.

As people keep filtering in this morning, welcome, everybody. The weather has been frightful, as they say, not to mention the drive.

The other interesting aspect of what we of course need to talk about is something that nobody is allowed to do with PowerPoint, and that is to flood you with an ocean of text. I need to do this. We all need to do this because we need to be candid about what this is not.

Although we are going to be hearing David talk about shares, about people being elected to boards of directors, although there is discussion about some financial details, perhaps, we need to be really clear about the fact that this is not anything that is going to be considered as a prospectus.

This is not a private offering. This is not an opportunity to, let's say, participate in an investment. This is not a pitch in order to get anybody to buy or invest in ODCC or any other associated or related entity.

You may say, "Well, here you go again." Lawyers have to put up all these kinds of verbal paragraphs and the sentences speak to disclaiming this and denying that and, of course, all the weasel words that lawyers use are again found in this type of statement. Unfortunately, but without apology, it is part of our reality, and we have to draw your attention to this. It is part of the display. Do not take this anywhere without keeping all of this, of course, in mind.

Having said that, and without any other, of course, need to rain on anybody's party, it is David next who is going to be doing virtually all of the presentation that is going to follow. It is in David's good hands from here on in. Everybody, David Brubacher.

## **PRESENTATION BY MR. BRUBACHER:**

MR. BRUBACHER: Thank you, Izaak. As I was sitting down there, I realized I am not going to be able to stand in front of my computer, or you won't hear me. Let's get started here.

Here is what we are going to talk about today. I am going to give you a short update on how the sign-up of the MSAs and the schedules are going. I am going to go into a fair amount of detail about the proposed ownership structure. I am going to give you numbers, profit and loss projections, and then we will move on to some conclusions and next steps. Hopefully, there will be a good amount of time for questions because I have a feeling there will be a lot.

Just to reiterate some of the words that went before, I stepped off Council in December so that I could handle the operational aspect of ODCC. It was, frankly, suffering from the fact that we were driven entirely by volunteers. It really needed a lot of work, and a lot of work is what I have put into it.

We have managed to get to a point where I think everybody has been looking for, and that, most specifically, is the numbers and the ownership structure -- "how do I participate." That is what I am going to be delivering to you now. Here is a list of most of the things that I have been doing over the past four months. It is a short list, but let me tell you, getting around all the regional groups and managing all of those schedules, 900 agreements in total, has been a fairly major task.

I have spent a lot of time on the phone. I have spent a lot of time person-to-person, talking with people and, in fact, I will be spending a lot more time. There is a booth in the exhibitor hall. I will spend as much time there as I possibly can, and I welcome you all to come and ask the questions that maybe don't get asked and answered today or occur to you when you wake up at three o'clock in the morning like I do, and something pops into your mind.

Here, we have a tabular report on the schedule sign-up, both -- we have the NDA; we have the Master Services Agreement, and both Schedule A and Schedule B. Schedule A, I will remind you, is the MPAC agreement. That is the property dimension report. Schedule B is the Union Gas draft plan.

We have about 98 NDA signers across Ontario. If you look at South West and Hamilton, we have 60 per cent Schedule A sign-ups in both of those regions. That satisfies the MPAC requirement of 50 per cent sign-up in the pilot area -- which is where Hamilton and South West are -- by six months into the agreement. That would be March 20. We hit that about two months early.

If you look at the number of agreements across the province, we are actually doing fairly well. We are at 32 per cent, and there are a few people here that I will be talking to that aren't on this list, so either escape when I run down the hall at you, or be prepared to have a little conversation.

Here, I have got the same thing but in a format that we are much happier looking at as surveyors, I think. It gives you an indication of where the offices are across Ontario; who has signed an NDA, who has signed the MSA and the schedules.

Again, the table in the bottom left-hand corner is just the table I showed you on the previous slide. I figured you would want to actually see the hard numbers as well. It is a very interesting spatial distribution. You can see the attention that has been paid in South West and Hamilton because of the six-month requirement and, unfortunately, currently, the lack of attention that has been paid to South Central and Eastern, which is what I am really working towards right now.

Let's jump right into the governance and ownership structure of ODCC. This is a proposal by a number of us. I was going to say "the board," but I was also involved in that. I am not a member of the board. Bob Fenn, Izaak de Rijcke have been involved in this.

Let's just jump right into it. We have the corporation that we created a year ago. I am going to add two new bodies in here. One is the association, which we are all members of, and the new one that you may not be thinking about is the cooperative body. We have come up with a structure wherein we have a co-op in which we are all members, and we have the corporation which is in fact owned from a majority point of view by the co-op and a minority point of view by the association.

We are recommending that the association keep its hand in the ownership in a minority stake. It is not a controlling interest, but ownership of the corporation does help to satisfy our objects. I think as we go through that, you will see how the co-op and corporation structure benefits you as members and us as an association.

I would also like to point out that the logo colours were actually chosen very carefully. You will see that the association logo is a blue tripod on a mustard yellow foundation, which is an "O," and the blue corporation logo of ODCC is sitting on a foundation of the mustard background co-op logo, so there is a parallel there.

That parallel continues, actually, in that the co-op, being owned by a group of members, and the association governing a group of members who happen to be a very similar group -- almost exactly the same people, the difference being that you have a choice whether you join the co-op or not, but I do strongly encourage it.

The single member group really wears two hats. You elect a Council which is effectively a board of directors, and you elect a board of directors into the cooperative. The co-op and the association in turn elect the board of directors of the corporation, so that is your mechanism of influence up to the corporation, how you take part in the governance of that body.

Our primary requirement when creating this structure was to make sure that all members can participate and have the opportunity to experience potential value. My list on the left is the list of ways that you can participate.

You can be a supplier; that would be through schedule sign-up. You can be a contractor to the ODCC, so if we have projects that require a fair amount of work to be performed in-house, we will be looking for contractors to help satisfy those requirements. You can be a consumer of the data. I think we all understand how that works.

At the heart of it ODCC has a survey records index -- I am going to say a survey records index on steroids because it is a lot more than a survey records index. It will be beneficial to your business to consume that product as well. You can be a member of the co-op. You could be elected to the board. You could, in fact, be elected to the ODCC, the corporation board, and you can work on some committees. I am going to get into a little bit more detail on that shortly.

The list on the right-hand side is how you can potentially experience value. No. 1 reflects the first two ways you can participate, either as a supplier, as a contractor or both. You realize value through improved efficiencies in your own organization as a consumer of that data.

The co-op, like any co-op, pays dividends, and that is a very direct way that you potentially benefit. The AOLS, as a minority owner of the corporation, would see some of those benefits as well, those dividends. How the association chooses to use those benefits - that is not under my control. I really have absolutely no say in that. However, potentially we can be talking about reduced fees and reduced costs here and educational opportunities, all those kinds of benefits. The last is as a bond holder because there is an investment requirement within ODCC.

Let's, for a moment, compare co-ops and corporations. You may not be too familiar with how co-ops work, but most of you are probably quite familiar with how corporations work, and you will see that there are some differences between the two. When I look at both of those lists, I think there is a lot of value in both of those lists. The blended approach that we have proposed here, with the co-op owning the corporation, takes advantage of both of those sides of the table.

We do get the ability through the corporation to maximize shareholder wealth, which has a knock-on effect to those shareholders and those members in the co-op -- that would be you.

We have a very direct accountability mechanism because the co-op is accountable to every single one of the members. The co-op, in turn, has an accountability chain that goes up to the corporation, so it is a very useful and powerful model.

How do we experience potential value? Let's have a closer look at that. Here, we have the three bodies: the corporation, the cooperative and the association. I am going to add to that two additional groups: One is a supplier or a group of suppliers, and one is a group of customers. You, in fact, can sit in almost every one of those chairs: member of the association, member of the co-op. You could indirectly, therefore, be an owner of the corporation. You could be a supplier. You can be a consumer.

In a very simplistic fashion, we have suppliers that put survey data into the corporation, which, in turn, repackages it and sells it to the customers. Those customers, in turn, pay for their product, which goes through the corporation again and remunerates the suppliers less, of course, operating expenses and retained earnings.

Every year, hopefully, we have a distribution that goes out to the association and the co-op, the only two owners of that corporation. If we think back again to that list, as a supplier, you can potentially realize value. As a customer, you potentially realize value, and as a member getting a dividend through the co-op, you potentially realize value.

Last but not least on this slide, I have only put reduced fees. As I said before, there are many different ways that value can be channelled back through the association to the membership, but that is the fourth way. I am going to get into the fifth way shortly.

Next, we have financing. How do we finance this beast? I just want to point out that there were a number of options in financing, and I am only presenting one option here because it is the cleanest, and it is the simplest. It is just really the most favourable option that we have. It is very clean and quite useful.

Also, when I talk about financing, I am not talking about governance. I am not talking about ownership. I am talking about finance. Here are four vehicles by which money can flow into the co-op for financing. You see, I am starting with the co-op. I am going to get to the corporation shortly.

The light blue box, "Annual Or Life Time Membership Fees" -- I can't actually even really count that because there are rules around how that money is used. Typically, if you have ever gone to Mountain Equipment Co-op or Costco, which tends to be on the high side of a co-op, we are talking about low dollars. These are not appreciable dollars. This is a membership fee that -- a couple of cups of coffee later, you haven't really noticed it.

I am going to go right to the other side and talk about membership shares and non-member shares. The non-member share side of it satisfies the desire by some of our clients to help finance ODCC in the early stages to ensure a viable business. Similarly, you as members might be interested in doing the same kind of thing through a share structure.

Now, I am going to flip over to member loans. These are kind of an odd duck, and I don't think we will ever go down this road. In a co-op, when you create a member loan, it is a mandatory loan that everyone must -- it is very much like a tithe, if you will. You don't get your money back out until you leave the co-op, so it has some unusual restrictions to it that aren't particularly useful to us.

Last but not least is the route we are more likely to go, and that is through bonds and

debentures. The reason we are not attaching this financing through a corporation is that as soon as you have 49 owners or more than 49 owners, you have to do a very expensive and very time consuming prospectus that goes through the Ontario Securities Commission. We just don't have the funds or the time to do that.

Unfortunately, you can't get away with not doing anything at all. Within a co-op structure, you have to do what is called an offering statement. An offering statement is required when you are looking to raise \$200,000 or more; when you have more than 35 investors -- and there is an "and/or" in there, but let's just consider it an "and" -- you wish to raise more than \$1,000 per member, per year. So there are a few different caps.

However, an offering statement is not nearly as onerous as a prospectus through the OSC. It goes through a different body. Co-ops are doing it all the time. It is a very possible and very easy -- well, I am not going to say "easy." It is a bit of work, but it is doable.

We have this model where we have financed a co-op, and I think everyone really understands what happens next. The co-op helps to do the short-term financing on the corporation. Another very interesting part of this whole model including if you think back to the dividends side of things, another reason why this is a very good model is that co-op dividends are considered an expense for tax purposes. They are not taxed, so there is the opportunity from a tax perspective to do some very clever and useful things that can save us a lot of money and keep a lot of money within the association and the organizations. That is our No. 5. That is the bond holder. That is the fifth way to potentially realize value.

I have a slightly more complicated slide here on governance. This is the one I was referring to earlier. We have a co-op; we have a corporation; and we have, obviously, some shared resources. So we have you, the members, at the top, directly or indirectly electing the board of directors who are communicating with lawyers, accountants, those kinds of third parties, and a general manager who would most likely run both.

The co-op will not have a lot of management requirements associated with it, so certainly in the early days, there is no problem having a general manager responsible for both sides of the equation. The general manager works with the corporate secretary, a member coordinator on the co-op side and a number of committees. I have got two asterisks on those committees, and you can see the education committee has one. I think that there is an opportunity for the co-op to work with the association hand-in-hand to deliver more and broader ranging educational offerings, so there would be a lot of communication there.

It is the same with the standards committee. The corporation has a big requirement to standardize information flow, so we need to be working hand-in-glove with the association on that.

Now, I think this is probably what people are really looking for: The profit and loss

projections. I have run three models, and I am going to characterize them as very conservative, conservative and somewhat conservative. In no way did I make a model that was pie-in-the-sky or wildly optimistic.

Each model runs a five year duration, monthly resolution, so I can pull a lot of useful information out of here. I am not going to take you through 60 months of three models. I have rolled them up either quarterly or annually, depending on the slide. Generally, it is annually. If you later want to see the quarterly information or even want to dive right into the monthly spreadsheet, come and see me in the booth. We can take that deep dive, and you can see where the money is flowing - coming from and going to.

I have simplified the slides as much as possible, but hopefully not too much for clarity. I have restricted my slides to the middle-of-the-road model. I have some assumptions that go along with these slides. Whenever you do projections, there are assumptions. I pay down debt within all of the models as soon as possible.

If we go with a bond route of financing that is actually not the way debt is paid down through a bond structure, and that can only have a positive impact on profit curves and dividends curves.

I have assumed a split in ownership of 70/30 between the association and the co-op. That is not necessarily what the split is going to be, but for the purposes of showing you what kind of numbers we are talking about, that is the split I have used. Lastly, I have a cap on retained earnings within the corporation as a means to ensure dividends are driven back to the co-op.

Just before we get into real numbers -- you were probably hoping there were going to be some numbers on the screen. This isn't land surveying. This is not the land surveying business model, so the metrics that you have in your head for how land surveying works and how money comes in and out of a land surveying business do not apply to what we are going to see here.

Right away, I get into a detailed slide, and it is an exception to the rule. It has a quarterly resolution, and it shows a lot of data. I have three lines there going across the page, which are the three models, the low, medium and high models, and it goes out to the end of 2017.

I can use my pointer here. This is the low model. This is the medium model or the average model that I typically am using in the next slides. This is the high model.

We also have these dashed lines which are showing the debt levels, and you will see in a more detailed slide going forward, every single one of them starts at \$100,000 because I am accounting for the money spent by the association on getting ODCC to where it is today. That money will be paid back through this model.

Lastly, I have some bars that go up that split the dividends coming back through the corporation and the association, that potential value coming back to you. All three

models are present here, and you can see with this low model, we don't really get much happening until 2017, which is a bit of a long wait.

I certainly don't like this model. I have a feeling that I am going to lose your hearts and minds if that is the model that goes, so I am doing my best to be up in this positive territory.

I have a little bit simpler chart now. If you think back to my slide where I had the ways you can potentially realize value, one of them was as a supplier. We have two schedules out there now; one that has a per item value of \$3, and another that has a per item value of \$15. Many of you have come to me and said, "Where is the money in that? Why am I doing this? This is not going to pay even to supply the information," and you are absolutely right.

Those are both relationship building schedules, and that is what they are all about. However, as you build on top of those with additional schedules, and you get a multiplier effect happening, you see something happening almost immediately in 2014.

Before we do that, I want to back up. This divergence here maybe caught your eye. We have the low model just trundling along at the bottom, and then a sharp divergence in the other two models at the end of this year. That is predicated completely on a few major clients, doing projects for those clients and the knock-on effects that that has. Again, I want to say to you that what we do over the next year -- critically important.

That is, again, why we see quite a spike right here over 2014, over 2013. It is because of the divergence in that model, and I am using the middle-of-the-road model.

You also see that there are two kinds of payments there, a direct payment and a pooled payment. A direct payment, I think, is probably pretty straightforward: you supply a product; you get paid for the product.

We also have a number of potential projects in the pipeline right now where high levels of participation by surveyors is required, but the area of interest by the client is restricted. So you could be in -- I am not going to choose a place, but you could be outside of the area where there is a high degree of interest and really not make very many deliveries into this particular product, but we need you on board as a participant because that is a requirement of the client. So the pooled resources help to equalize it, help to make it reasonable for you to participate, get value out of participating, even though you are actually not making that many sales.

Then, what I have done is taken that last slide, and I have averaged it down, or I have divided it down by the number of suppliers per year. It is not a straight division of the previous slide because I have modelled an increasing number of suppliers over time. If you look at the total benefit there as a supplier -- this is the potential average direct and pooled payments -- we are floating in around the \$4,000



per year.

It is not gigantic, but it is not bad. It is certainly more than the \$3 per line item and the \$15 for a draft plan.

Similarly, dividends would be coming back through the corporation and the association. If you see anything on the chart here -- 2013, you don't, but in 2014, you do. If you see something here, it is because the corporation has hit its dividend cap, and that has forced money back or dividends back through the association and through the co-op.

These are total benefits, red being the association on top, blue being the co-op, and if I go to the next slide, I have done the same division down by members. Let's say in 2016, we are looking at about \$1,400. In 2017, that has gone up to about \$1,800 annually.

Again, it is not huge. These are very conservative models. I didn't want to make guesses on things and under-deliver. I would rather under-promise at this point and over-deliver in the future, but even so, it is still not a bad result for something that we are trying to pull together as the association here.

There is another asset involved in this that I haven't really spoken to, and that is the asset that is the whole reason for our being, and that would be the digital cadastre. It seemed as though there wasn't ever going to be a digital cadastre when we were talking in October. That was an unfortunate impression because there really does have to be.

What I have done with this is assumed that -- well, there are a number of clients who are looking for what is essentially parcel maintenance to be off-loaded, and I have taken a portion of the expenses that go into that, the costs that go into producing that product, and fed them into the value of the cadastral fabric, the digital cadastre.

As you can see, these are the three models, the low, high and average models, and by the end of December 2017, if I had stayed with the average model, we would have about a \$3 million asset -- would be the value of the digital cadastre as improved over time.

Then, the last of these details on the profit and loss; I have pulled out the debt numbers and the investment numbers. Again, I want to draw your attention to this point right here. It is starting at \$100,000. That is the association money being kicked back in. You can see that with the low model, our debt goes out longer, but as I have also said before, probably, if we are going the bond route, that is not what these curves are going to look like.

They are not going to be paid down as fast. They are going to be term bond, and that will have to be modelled in, but it has a positive short- and medium-term effect on our dividends and income.

What can we conclude from these profit and loss slides? No. 1, that that low projection is viable, but there are a lot of risks associated with it. We don't get -- really, we don't start to kick up above that zero line until 2017. The average model, the average profile is a much more desirable thing to do, to achieve, and that our actions over the next few months will be very significant in terms of what road we take. It is certainly not too late to go down the road that we want, but we have to act pretty quickly.

Lastly, the projections indicate that we really never top \$250,000 in required investment capital. I have no idea what time it is, but looking at my clock, I am going to have a fair amount of time for questions. That's good, but I do want to talk a little bit now about the next steps.

If we look at these four items -- see me at the booth with your questions that don't get answered now. Sign your agreements if you haven't already. I have them all at the booth if you haven't brought them with you. Learn how to use the data loader. There is a three o'clock today and a three o'clock tomorrow time slot where you can sign up at the booth and learn how to use the data loader and supply data into Schedule A and Schedule B.

Then, I am looking for a motion, hopefully, from the floor on Friday, requesting Council to consider approval of this proposal.

Following on from there, assuming we get the approval from Council to go with this proposal, we would create the co-op, seek our investment, transfer the ownership and build the business.

There is a Council motion that says, "We want to have your plan by July."

We have delivered on that plan now, and I would like to fast track that. I can't wait until July to make this work.

That is the end of the presentation. Hopefully, I have got lots of time now for questions. If you want to approach the mic and say your name and where you are from when you ask questions, it will be better for our minutes, please.

### **QUESTIONS FROM MEMBERS:**

**MEMBER:** Blain Martin, Stouffville. David, I wanted to personally thank you for the work you have put into this over the last few months. In a personal sense, it has been a huge relief to me. I think you have provided us with some answers and some structure that people have really been looking for, so thank you for that.

I do have a question in terms of -- golly, we finally have numbers. We've got some numbers up on the screen, and I think people have been looking for those. Maybe I missed it, but I am not sure if those numbers were revenue or just what those numbers actually meant, so can you elaborate on that a little bit?

MR. BRUBACHER: Let's go back to this slide right here. Those curves, the solid lines -- that is profit, so that is after you have paid your expenses, and that is after you have paid your dividends. That is not gross income; that is even after-tax profit, that line. That would be these lines here. Does that explain what you want, Blain? Does that clarify it?

MEMBER: Barry Clarke, Hamilton. In the model at the beginning in terms of the share structure and who is going to be part of it, you indicated that the clients have an opportunity to invest in this organization, if we call it -- the non-member shares. Is the amount going to be limited as to what they can invest?

In other words, I guess my personal concern is that these big companies can come in and swallow this thing up.

MR. BRUBACHER: This is financing; this is not control, so whether it is limited or not, it likely would be because, as I said before, I am projecting really only a high-water mark of about a quarter million dollars in terms of required financing. So, yes, it would be limited, but again, it is not control, and that is another huge advantage of the co-op model.

A co-op itself is owned by each one of you, so we would have 600-plus owners. If you wanted to take control, you actually can't through that model. The corporation itself is only owned by the association and the co-op, so there is no way it is fully protected from any kind of hostile or not takeover that way.

MEMBER: Tim Hartley, Windsor. I am wondering -- by limiting the amount of retained earnings in the corporation, you may be unfairly burdening the corporation in times of downturn. In times of a downturn, the corporation may want to have more retained earnings. If its hands are tied, then funding becomes a problem.

I think, by trying to pay off the debt as quickly as possible and limiting retained earnings, you may be putting the corporation at a disadvantage.

MR. BRUBACHER: That is quite possible, and I welcome you to come to the booth and fiddle with the knobs on the spreadsheet, and we will come up with a different model. We can adjust all of that, but you do want to have a mechanism by which you drive back dividends to the co-op so that money comes out of it and becomes a potential benefit for each one of you.

For the purposes of my forward-looking model, I thought that that was a fairly reasonable way of doing it. Maybe I didn't choose the numbers that are appropriate, maybe I did, but it is a model that will work, and we can fine tune it.

MEMBER: Wayne Brubacher, Kitchener. Just on that same thing: you could instead have it yearly set by the board of directors --

MR. BRUBACHER: Absolutely.

MEMBER: (Mr. W. Brubacher, cont'd.) -- and the board of directors are answerable to the co-op members, perhaps by having yearly elections. If they don't perform the way they should, then they are booted out, and somebody else gets put in. Maybe, rather than having it a number that is in there in solid ink, it might be something that is voted on from year to year.

MR. BRUBACHER: Absolutely, and again, I used a number in a spreadsheet cell so that I could adjust the number and play with it and see how things worked and have all the calculations cascade through very easily, so it is a somewhat simplified thing. The idea of having the board of directors decide that number on an annual basis, possibly even at a co-op AGM -- it could be something that is voted on on the floor, and we would not have the same restrictions as the association, where we do all of our money decisions by ballot.

We could have a vote on the floor: "How much is the dividend going to be? Here are the numbers for the corporation. What do you want to send back through as dividends?" It is all possible. Any more questions?

MEMBER: Hugh Coutts, Oshawa. Right now, we have got MPAC and Union Gas on board. Who else are we -- without revealing a name if you can't do that, do we have a bunch of other clients that are getting ready to sign on?

MR. BRUBACHER: The answer is yes. I can put them in some general categories. They would be, certainly, additional utilities. We have a municipality that is very interested in a parcel maintenance. We have a municipality that is very interested in a one-off project that has to do with cadastre; it doesn't really fit into any category. We have additional interest from MPAC on other projects.

MEMBER: (Mr. Coutts, cont'd.) Follow-up, if I may. You spoke of a municipality interested in the cadastre. Is that because they have nothing at this point in time and/or -

MR. BRUBACHER: Actually, they have a very good one, but they do not want to be in the business of maintaining a cadastre. They would rather hand that business off to surveyors who are the experts and then subscribe. They are looking to contribute their cadastre to our overall Ontario Digital Cadastre, have us maintain it, and then, essentially, get it as a subscription back.

MEMBER: (Mr. Coutts, cont'd.) Without revealing the name of the municipality, is it a big municipality, or is it a small one?

MR. BRUBACHER: It is a big one.

MEMBER: Good morning, David. Brent Collett, Brockville. I have just got a question about what you showed there about the \$400,000 profit and how that would be in a profit, and then what would that money be sitting there in profit doing? So, for the future -- and if that is a fairly conservative middle of the road, what is your liberal forecast? Where would that money go? That is question No. 1.

Question No. 2 would be, when you talk about the cadastre, I am still curious about -- for the surveyors in that cadastre retrieving those field notes and plans and things. Is that -- anyway, I will leave it with that.

MR. BRUBACHER: I think I understand question No. 2. I am going to wave my magic wand on that first question and say, "Well, if things went really well, what would we do with that money?" It would not be sitting there dormant. Obviously, we have had discussions as to how much money comes back through to the co-op as a distribution, how much money comes back through to the association as a distribution.

The question was asked of Council, "What if you are an order of magnitude low on these numbers? What happens? How can the association take in that much money and still maintain its tax free corporation status?"

You find member benefits, and I think that the gold standard on that member benefit would be to get a school happening again. If we really had that kind of money, I would hope that the association would be funding a chair at a university to have a survey school back in Ontario and replace the loss of Erindale finally. There are, absolutely, places that money can go if it is a lot bigger than what I have forecasted here.

The other question, I may actually ask you to come back to the mic and clarify a little bit. I think what you are asking is what happens to your records, and how do your records go into the system, and how do they come out, and how do you get value for that. Is that sort of the question? All right.

We have two kinds of products that typically are coming out of a survey office. One of them is very common, and that is a plan, whether that happens to be a scanned version or not. There are existing services, whether it is LSR or Pimarc that will scan all of your documents, or maybe you have got your own in-house solution. There are many, many solutions.

One of the things that we need to do is work with all of those individual suppliers, whether it is a large inventory or a small inventory, and bring all of those threads together so that there is a single portal for access to those scanned plans.

To answer a previous question about other possibilities, we have a number of parties that are interested in view-only access to a scanned plan. All you can eat; here is my subscription value. I am not paying per plan. I just want to pay X dollars per month to view everything you have got. Maybe I view nothing, maybe I view all of it.

Then, we also have your -- for want of a better term -- CAD files. That data that -- perhaps you built a private cadastre to help you locally to do what we are trying to do across Ontario. We would be working with you to bring that data in, to remunerate you in an acceptable fashion, and to use that data to improve the cadastre.

Generally, though, that would be done on a client-driven basis. We are not proposing to proactively build a digital cadastre and spend a lot of money doing so, but if it makes sense from a client-driven perspective, then we want to bring in the digital data as well to help to improve and improve and improve the cadastre. Does that answer your question?

MEMBER: Mike Tulloch from Sudbury. Dave, I have two questions if I could ask them one at a time. The first one is on governance. Currently, the ODCC is wholly owned by the association, and you are proposing to reduce that ownership to around 30 per cent and transfer the balance to the cooperative.

I am curious why it wouldn't be 100 per cent owned by the cooperative, what the value in the association retaining some ownership there is, especially when you consider the association has membership and the cooperative will have membership, and they are one and the self-same persons. Does that introduce the potential for a cross-interest there or a divided interest? I would just like your thoughts on that.

MR. BRUBACHER: One of the major benefits of having association ownership of part of it, besides the fact that we would not be the only body that has an interest in a for-profit corporation -- we just need to look at the Law Society to see that. We have been told in no uncertain terms by our clients that one of the big selling features of ODCC is the regulatory oversight.

If we transfer everything to the co-op, we lose that direct regulatory oversight. We lose the ability to ensure that there is benefit for all members because one thing that may not have been clear -- and I am going to back up to this slide right here.

The membership on the left, under the association, over here, is slightly different than over here. This would be professional members. This is all members. The difference isn't huge, but on the association side with that benefit floating through back that way, you are benefiting retired members; you are benefiting articling students; you are benefiting honorary members.

It goes across the board so by doing it that way, there is no way anyone can accuse you of creating a sort of an "us and them" scenario.

MEMBER: (Mr. Tulloch, cont'd.) Just to be clear, then, on the cooperative membership, you are talking about individual members as opposed to corporations --

MR. BRUBACHER: That's correct.

MEMBER: (Mr. Tulloch, cont'd.) -- and it would be voluntary whether a person, an individual professional member, chose to buy a share or not?

MR. BRUBACHER: That is correct.

MEMBER: (Mr. Tulloch, cont'd.) My second question has to do more with the

growth projections. On the average model, what would you anticipate the staffing level of the corporation, ODCC, to be at start-up and then five years out?

MR. BRUBACHER: I am going to try to think back to how I have modelled that. For the first year, every model -- no. The low model has only a single staff member at start-up for the entire year. By, I believe it is October, both the average and the high models bring in one additional staff member and then two additional staff members in the early part of 2014 where that divergence happens, to handle the additional workload.

As you get out into 2017, it is kind of a difficult question to answer because on a lot of the projects, what I have done is assumed that all of the fulfilment of those partial maintenance projects would be subcontracted, and the choice would be ours whether we subcontract or we build forces internally.

It could be anywhere from three to 20, but I don't think that the idea is to build a large empire of people. That would be, again, up to you as members of the co-op and having that influence that goes through the co-op to the corporation, how that is done. We are not talking about an empire. Does that satisfy you? No?

MEMBER: (Mr. Tulloch, cont'd.) Yes, it does, but it just prompted one more question, if I may. You talked about subcontractors, and I am wondering, since the special meeting in October, has ODCC had the opportunity to reach out to entities that we might consider -- I won't say "competitors," but people that are vital to us?

In other words, other entities that have, maybe not cadastres, but records and information for sale that would be at cross-interests to us. In other words, bring us all under the same camp; I think that is an important consideration.

MR. BRUBACHER: The answer is yes. It has been somewhat restricted in that I haven't had a lot of bandwidth to do that. I have had some other things on my plate, but I have been able to put some draft MOUs in place, and we will see what comes of those.

MEMBER: Gary Auer, Kitchener. You were talking about the membership side being professionals. Where is the room in the system for GIMs, GIS people, related fields?

MR. BRUBACHER: The only place I wouldn't be as a GIM is as a data supplier. I could be No. 2 here, the customer. I could be No. 3, the member of the co-op because I am a professional member as well as a GIM. When I say "professional member," I am not saying "cadastral member". So the only avenue that is restricted to me is as a supplier.

MEMBER: Borys Kubicki from Mississauga. I am very concerned with the role of the association; when we were talking initially about this initiative, the association was going to cease its interest over time, and I don't think that it is a good idea to get our administrative and regulatory body involved in a business model. We know

what happens with governments when they don't have direct financial responsibility for what they are doing.

I think the administration should concentrate on their statutory tasks and do not get involved in any kind of revenue generating business. This ODCC might as well bring losses, as every corporation, and that means the members that do not sign up, they will be bearing the cost of the venture.

MR. BRUBACHER: No. You have protection through the corporation. There is limited liability through that corporation so that if ODCC were to fail, it is not going to have a significant -- there will be a negative impact, but it is not going to be significant, "all debts are payable by the association" kind of impact that you are suggesting.

MEMBER: (Mr. Kubicki, cont'd.) But if the association is going to be involved in the business model, it will also be responsible financially for the decisions that they are going to make.

MR. BRUBACHER: They would be electing a minority number of board members, so in that respect, they are helping to guide the corporation. That is true, but the corporation is a separate body.

MEMBER: (Mr. Kubicki, cont'd.) I understand. My problem is that, as I mentioned, without a financial stake, if the company -- making decisions for the company, it is not a good business model, as far as I am concerned.

MR. BRUBACHER: Without a financial stake?

MEMBER: (Mr. Kubicki, cont'd.) Stake, like, as an association. I don't think we have the powers, or I wouldn't like the association to contribute any membership money into the proposed model that you display.

MR. BRUBACHER: From day forward, there is no more association money being proposed to go to build the corporation. There has been, and that was taken care of in that debt projection and payback, so the money that has been spent at this point is a priority repayment for ODCC. The model does not call for additional funds.

MEMBER: (Mr. Kubicki, cont'd.) Thank you. I just wanted to express my concern.

MR. BRUBACHER: Thank you.

MEMBER: Tom Bunker from Gravenhurst. I have seen a lot of projections and financial statements in my life, and sometimes I question how real they are, so I would expect that your bump-up in general profits in 2014 and so on is based on a real expectation of something that you are aware of that you can't share with us right now.



MR. BRUBACHER: Correct.

MEMBER: (Mr. Bunker, cont'd.) The things that you anticipate are real?

MR. BRUBACHER: That's correct. Yes. It is not a -- the numbers have been vetted by people who know what is in the pipeline. Let's put it that way. Any more questions? Good morning, Anna.

MEMBER: Anna Aksan, Toronto.

MR. BRUBACHER: Can you come a little closer to the mic?

MEMBER: (Ms. Aksan, cont'd.) I have two questions, and they are along the same lines. First is the involvement of the association in the corporation and, as Borys mentioned, being the regulatory body probably -- probably, it should really have no business in it. I don't know if you will be amending the Act or what -- Surveyors Act -- you know what the association is for.

Also, most of my concern would be that it is definitely being for profit. It would create a conflict of interest with protecting the public interest, so this is one thing.

The other thing that I wanted to ask is if ever it was explored, the confidentiality part of -- well, and it is not client-solicitor because we are not solicitors, but we are bound by privacy issues. I think I know it is not on at the moment now, but it might come to the point if you sign up, you will have to put all the surveys that you do online for anybody who wants to view them or buy them. You will have to do it.

Now, you have some obligations to clients who paid for the survey, so I would like to make myself clear, but let's say if I commission a song to become posted by a songwriter, he or she definitely has this intellectual property or whatever, but I am the distributor.

He or she couldn't go and sell it to other people then, if I pay for it, so were those things ever considered by the new corporation? If they were, what is the outcome of the consideration?

MR. BRUBACHER: That is a fairly long and complicated question, and the answer has to be pretty long and complicated too. The short part is yes, they were considered. Absolutely. It has been a little while, obviously, getting to this point, and part of that was considering all of those angles, all of those very important aspects to what we are doing.

In terms of the confidentiality -- and I may want to defer that question for a little bit and make sure I give you an answer that is complete and accurate, but from a confidentiality standpoint, if we are talking about public documents, there is really no confidentiality, because the document is already public. If we are talking about private -- for instance, an SRPR, if we are looking at the vector data, we would be limiting the amount of vector data that gets brought in.

It is not going to be absolutely everything, and if it is a scan of that, then I would defer that to some service provider who we are aggregating. For instance, LSR, I know, requires you to block out those confidential portions. Others require the same thing when you put it up for sale, so I would say that the confidentiality on a scanned document would be deferred to a service provider from that perspective.

I am going to get back to you on the other question. Is that all right?

MEMBER: Good morning, David. I am Bill Bennett from Brampton. I had a question with regards to your No. 3 over there, your membership in the co-op. Is it restricted to acting professionals? As a soon-to-be-retired surveyor, am I still allowed to invest in this as a bond holder or whatever? Similarly, do we have some rich students who would like to fork in a whole bunch of money to fund this?

MR. BRUBACHER: You can be a bond holder without being a member of the co-op. The way you would be an investor or a financier would be over here. There is no my No. 5. It is through option 5 as a bond holder. You don't have to be a member. You can be a member, but you don't have to be.

In terms of when you cease to be a member of the co-op upon retirement and that kind of thing, the model was that if you were active, you were eligible to be a member. I don't know what we are going to do with that, but it is certainly a consideration that maybe we will want to toss around a little bit.

MEMBER: (Mr. Bennett, cont'd.) I would think there would be a number of surveyors who still have firms that may not be actively offered to the public but are more like a holding company and those kinds of things, as well as their individual stand, and they may want to be a part of the co-op.

MR. BRUBACHER: Exactly.

MEMBER: Boney Cherian from Mississauga. What prevents surveyors from making side deals with the customers directly so that they can make more profit out of their own product? Has ODCC established anything about that?

MR. BRUBACHER: I am not sure I understand your question.

MEMBER: (Mr. Cherian, cont'd.) Surveyors supply the product to ODCC; ODCC sells it to the customers, and the customers know what price it is from a certain surveyor, so they will say, "I had better go to the surveyor directly because maybe the surveyor might give a better deal on that."

MR. BRUBACHER: The products that I am talking about in this slide -- not the products that you are supplying right now to your customers. You are providing individual surveys; you are providing that sort of micro type of very localized product. The products over here are province-wide aggregations of that information.

These are products that we are not supplying to any customer today, and unless we work together, we have no opportunity to supply those. There is no avenue for a customer who wants an SRPR to come and beat you down in price because he has got an online -- it is not like getting a hotel room online.

It is much more like buying much larger spatially covered services that aren't currently available. Does that answer your question?

MEMBER: (Mr. Cherian, cont'd.) Not quite because --

MR. BRUBACHER: Maybe talk to me afterwards, and I will try to get an answer for you.

MEMBER: David, Ross Clarke from Windsor. Good morning. I don't have a question; I have a comment. I don't rightly understand everything that is going on here, but I would say, though, I have a great measure of trust in you and the other leaders who are taking on this responsibility to move us forward together because if we don't move forward together, we won't survive into the future.

I certainly would complement you and the others and encourage you to move forward as fast as you can but also to obtain the best advice from outside the camp that is needed, both legal and accounting, in order to accomplish what we are trying to do. It is a measure of trust that I think is my overriding comment to you because the details -- only you know that; we don't. We trust you, that your father raised you properly to represent us all, so we appreciate that.

MR. BRUBACHER: Thank you very much, Ross. I really appreciate that level of trust, and in terms of detail, I think -- and I would like to suggest that you have seen more detail today than you ever have before. I hope that I have satisfied the need for detail to a larger degree. If I haven't, you know where to find me right next door. Saša?

MEMBER: (Saša Krcmar) Good morning, David. Admittedly, I have not been following the details of what this is all about -- just too busy with all sorts of other stuff. Bill keeps reminding me all the time in the past that the devil is really in the details, and the one aspect that I am not clear on, and I know others in this room may not be super clear on, is just the idea that right now, we have a model.

Let's just talk about LSR for a second. We have a model. We have spent -- many member firms have spent a lot of money either scanning, acquiring, whatever they have done, but they have a good database of, let's just say, electronic data that is flowing through LSR.

LSR has been working, and each of the firms has a choice on what they want to charge per survey. As a result, they get a monthly cheque at the end of every month. The question I am trying to -- again, into the details.

How does -- just with that aspect alone, forgetting all the other things you are dealing with, why should I become a member? I am representing -- think of all the other firms that have their stuff and are getting their cheques.

In other words, can I set my own fee for what my survey plans will be, what the customers will be paying for my survey plans? Currently, I can set whatever dollar I want, and that is the beauty of LSR. It is a free-market system. If I want to charge \$15 per plan, I can charge \$15. If I want to charge more, I can charge more.

MR. BRUBACHER: The answer is a very clear yes and no. Yes, you can in that we are not trying replace or supplant LSR, and that ability to set your own fee at LSR will always exist. I can't speak for LSR, but I am assuming that their business model isn't changing any time soon because, as you say, it works.

What we would be doing, again to focus on LSR, is aggregating that same data stream -- so your data would be involved in there -- and taking that aggregation to clients who are now not currently using LSR and who have high volume requirements but not necessarily purchase requirements.

Imagine, if you will, a firm that needs to have view-only access to 20 million plans, which is far more than LSR has, but I am just going to throw that number out there.

This meaning that I am going to be pulling the 1.6 or 1.7 million from LSR, and I am going to be pulling from here, and I am going to be pulling from here, aggregating that into a view-only service which they pay for. So this is a new revenue stream for a product that isn't even being sold by LSR because the volume of plans isn't there yet. That is one reason why you might want to be involved.

In that certain circumstance, you cannot set the price for a view-only, but it is a view-only. What you can do is -- when they look at it, they are going to see where they can purchase that plan, and you have set your price at LSR. It just feeds you right through to LSR. So what I am doing is I am putting more eyes on your plans through this, and I am also generating revenue in ways that are not being currently generated through LSR. Does that help?

MEMBER: (Mr. Krcmar, cont'd.) Yes and no. I guess the challenge becomes that, while I can see that there will be a larger market of people looking at the material, I don't know what view-only means.

MR. BRUBACHER: It means it appears on your screen.

MEMBER: (Mr. Krcmar, cont'd.) With a screen shot which you can print, so I don't understand.

MR. BRUBACHER: Reduced resolution and a licence agreement that view-only means view -- only.

MEMBER: (Mr. Krcmar, cont'd.) Right. My challenge becomes that I can see, in

the future, us getting pennies on a view kind of thing, and I am challenged by that.

MR. BRUBACHER: Okay.

MEMBER: Since nobody else is standing up here, and the time is wasting, Hugh Coutts again from Oshawa. I was a little dismayed at the comment here first that South Central only had four per cent, and since I have signed up, that means that there is a substantially big group that either haven't been contacted or they are deciding not to get involved.

MR. BRUBACHER: What is going on?

MEMBER: (Mr. Coutts, cont'd.) That is one question, David, but the second one is, is that because, obviously, 4 per cent doesn't meet the 60 per cent threshold, is it still possible for me to have input into the ODCC with whatever M plans and severances that I am going to do and get revenue from that?

MR. BRUBACHER: To answer that last question first: Absolutely. Once you have signed the MSA and the schedules, and we get you started loading the data, whether you are the only person or there are 10,000 others like you, it makes no difference.

Going forward, there is the ability for the client to back out if we haven't hit the 50 per cent across Ontario, and to be perfectly honest, they are very interested in South Central, so what has happened in South Central is that I have been focused on those pilot areas. I have contacted everyone. If you -- I should not say "everyone". Currently, those two schedules are targeted at C of A holders only. We will see some new schedules coming out, I hope, that have a broader reach.

If you are a C of A holder, you would have received from me at least the NDA by email. If you haven't, let me know. Maybe it is going down into some black hole in the internet that I don't know. I have them here. I can give you copies here. What has happened is that I just haven't been pushing it, but now South Central is on the radar.

I just actually wanted to -- just before you stand up, Helmut. Sorry about that. Something that keeps coming into my mind that I want to mention: this model also has another huge advantage, and that is that as a government surveyor, with this arm's length relationship between the corporation and the member of the co-op, it is our opinion that as a government surveyor, you have every right to participate within the co-op. That is how you become involved, even though you can't be a supplier, and not necessarily would you be a customer. Helmut, what can I --

MEMBER: Helmut Piller, Toronto. We are one of the South Central group members who have not signed. We have not signed up because we really can't see any revenue stream in this. At \$3 for MPAC, it is of no interest to us whatsoever. It costs us more to do that than we would make on it.

So far, I haven't -- show me the beef. Show me where the money is coming from. What you have showed us this morning was a return on the money -- on what money? I haven't seen any revenue projections. Where is the money coming from? The vague things -- a municipality here, other things there.

In my opinion, if you want to build a model or want to build a business plan, then you have to somehow show where it is going. If I take a business plan to an investor or to my bank, I have to tell them certain -- I have to have certain facts and not think that, "Well, maybe this one or that one will come."

So this is what is lacking here, and Union Gas is of no interest to us at all in Toronto, so what is the advantage for us to sign up.

MR. BRUBACHER: I am going to take issue with what you said in that these are not guesses. These projections are based on known quantities. I know that, as you say, you don't see the \$3, and I have readily admitted that the \$3 is not there to help you retire, Helmut. That is just not what it is for. It is to build that relationship. As that relationship builds, there are other revenue streams within that relationship.

So I would say that, in fact, this is backed up by numbers, by real, hard facts, but you haven't signed the NDA, Helmut. I am not going to show you those facts. If you go to the bank, you have a relationship with the bank, and if you are showing them the details of your business plan, they are not allowed to spread those details around. If you sign the NDA, I will show you some details, and that NDA protects me. So if you want to see the facts, sign the NDA.

MEMBER: Barry Clarke from Hamilton. I would like to remind Helmut that -- just set aside the revenue stream. Look at the advantage of increasing the exposure of this membership, the profession, the opportunities for new people to come into the profession because of its elevated status.

MR. BRUBACHER: Thank you, Barry. I think that is a very good point.

MEMBER: Wayne Brubacher, Kitchener. I just wanted to say too that I think we forget that signing that agreement does not in any way bind us other than in confidentiality. That is the limit of what it is. It doesn't bind you to invest. It doesn't say you are going to go any further down the road. It merely means that you promise not to talk about the specifics to other people.

MR. BRUBACHER: It lets us have a conversation about some details that we can't otherwise talk about.

MEMBER: (Mr. W. Brubacher, cont'd.) Right. If everyone in this room had signed that, then you could put names on that.

MR. BRUBACHER: Possibly.

MEMBER: (Mr. W. Brubacher, cont'd.) While I am here, just to clarify something

for me: as you went through, you showed little aggregate profits of \$1,400 here or returns per member and another one. Have you aggregated those together to say Star 1 -- maybe not Star 1 because that is a supplier, but of those other benefits that accrue, have you aggregated those to say \$1,400 here and \$2,400 there and \$4,000 there -- what is the probability if you put them all together on a yearly basis? Do you understand the question?

MR. BRUBACHER: Yes, I do. The problem is that, for instance, the aggregate coming back to a supplier, as you mention, is a different -- that is more of a corporate body. That is the C of A, whereas the dividends coming back through the co-op go to the members. Those dividends are restricted to the members of the co-op, and then the association portion is yet a larger group.

If you were a supplier in this model, for instance, you would be looking at about \$4,000 on average projected pooled payments, and I took 2016 and then each individual member of the co-op within your firm would be looking at about \$1,400 a year. Again, it is that average, albeit conservative projection.

You are not all going to retire on it, but we are a large group, and \$1,400 apiece is actually a fair amount of money for a business that at that point would be four years old.

MEMBER: Wayne Brubacher, Kitchener. Sorry to come back to this. One other thing that I meant to say while I was here, and you did say it, but I think it bears saying it again, is that we are talking about markets that nobody is covering.

MR. BRUBACHER: That's correct.

MEMBER: (Mr. W. Brubacher, cont'd.) This isn't trying to elbow our way into an existing market. It takes a critical mass such as we have in order to produce the product and deliver those products. I think a lot of people are missing that. It is a brand new string.

MR. BRUBACHER: Right. Through ODCC, I am not trying to take a slice of your pie so that I can feed it back to you and call it a dividend and be happy about it. This is not only a completely different pie that we are trying to eat here. It is a different table, and we are talking about markets that you have never had access to and income you have never had access to and relationships you have never been able to make before.

MEMBER: Tim Hartley from Windsor. I think the question people are trying to ask is that if the dividend is \$1,200 for an individual, what is the outlay? What is the yield? How much do they have to invest to get a dividend of \$1,200? I think that is what people --

MR. BRUBACHER: Let's take Mountain Equipment Co-op as an example.

MEMBER: (Mr. Hartley, cont'd.) No, but you get no -- I mean, you pay \$5 for a

membership fee, but there is no dividend.

MR. BRUBACHER: Sure there is. It is a small one.

MEMBER: (Mr. Hartley, cont'd.) Yes, but that is not where we are at.

MR. BRUBACHER: That is where we are at.

MEMBER: (Mr. Hartley, cont'd.) No, because, obviously, I think Barry is right: this would help the association, but from a purely business question, if you projected that the dividend is \$1,200 per member, how much does that member have to invest to get the \$1,200?

MR. BRUBACHER: Really, we are talking about this financing slide, right?

MEMBER: (Mr. Hartley, cont'd.) Yes.

MR. BRUBACHER: If you choose to contribute some of that quarter million-ish high-water mark --

MEMBER: (Mr. Hartley, cont'd.) I would think probably half a million.

MR. BRUBACHER: Let's go with half a million; \$1,000 a head.

MEMBER: (Mr. Hartley, cont'd.) Okay. I think that is what people wanted to know. Is it that I am investing \$10,000, \$5,000, \$3,000?

MR. BRUBACHER: If everyone was willing to pony up \$1,000, we would be golden at this point. However, whether you do or you don't, that is not how you get your dividend.

If you pony up the \$1,000, that is a bond which has a percentage yield, completely different than that dividend. If you are a member of the co-op, and you pay the membership fee, whatever it happens to be, whether it is the \$5 at MEC or the \$200 a year at Costco or whatever it is, that puts you in that dividend stream.

MEMBER: (Mr. Hartley, cont'd.) I can't see someone -- the numbers don't add up. If I give you \$5, you are not going to give me \$1,200.

MR. BRUBACHER: Come to the booth, and let me walk you through. Any more questions? It is 10:08. I think we are going until 10:30, correct?

MEMBER: Just one quick comment. Barry Clarke, Hamilton. Let's take a mundane profession. Let's have some fun with this. I don't think anybody has got their hands in our back pocket. Let's do something.

MR. BRUBACHER: Exactly. Thank you, Barry.



MEMBER: Bruce Baker, London. I am a member of the board of directors of ODCC. I just want to make two comments. The first one is if you have been a participant and signed the NDA and the other schedules, if you have and you look specifically at Schedule A, and you look at the uploader, you have been provided access to data that you have not had access to before. Take a close look at that, and that is one benefit of signing Schedule A. The monetary benefit of \$3 per line is minimal. It is the access to that other data that we are providing.

Secondly, Council passed a motion and directed the board of directors of ODCC to come to them with a corporate structure by their meeting in July of this year, and we have done so today at this meeting because we wanted the opportunity to present it to the members. Also, it was presented to Council yesterday, and it is in their hands. They are the sole owner, and they have to decide, ultimately, what they want the structure to be. So I would encourage everybody to canvass the members of Council and tell them what you want. We suggested an ownership; they didn't want any. It doesn't have to be that way. You tell them. They are going to decide, so get hold of the Council members, and tell them what you want.

MR. BRUBACHER: Thank you, Bruce. If you are feeling like you want to make a motion for Friday, I have blank motion papers at the ODCC booth.

Any more questions? All right. I think that wraps it up. Hopefully, I have answered a lot of the doubts and the questions in your mind, and I just want to close by thanking the task force who have done a whole lot of work again this year, volunteers every week, just about every week, for an hour or two. Also, the board of directors -- also volunteers -- who had their faith in me to push this forward. Hopefully, you have liked what you have seen. If you have comments and questions, please come and see me. Thank you.

MR. ANSELL: I am up here to thank David for his presentation, but I do have one question, so you can't walk away yet.

I know Anna alluded to it, and I think Ross was kind of getting there. A very important question for me is that we are a regulatory body. Our main objective is to protect the public. We are not here to make a profit.

Can you explain to us why this is good for our association? I know it is excellent for our profession. That is a little bit different than where we go with it as a profession. How is this good for our association, knowing that our primary objective is just simply to protect the public?

MR. BRUBACHER: I can't help but intermingle the profession in that because I strongly believe that a lengthy and vibrant profession that has some interesting things that it is doing and has some actual numbers that you can point to when you are at an education fair and say, "These are the things that we were doing as an association. If you are a member, you are a part of this whole piece over here." I think that that might be a very positive influence on attracting new membership.

Heaven knows that we have had difficulty doing that, and our demographics show that. We need to find something that is going to revitalize us both from an excitement point of view, how excited we are to be surveyors and be members of an interesting profession, and how attractive we are to potential members.

I would have to say that what we are trying to do here covers off so many of those bases that it really is an important and really fantastic way of revitalizing this profession which, I have to say, looking around -- we are headed towards a cliff in terms of retirees and our ability to serve the public.

If we don't have enough members to be self-regulating, if we don't have enough members to serve the public, then we have failed our association. Anything we can do to attract members and strengthen the association is something we need to try to do. Does that answer your question?

MR. ANSELL: Thank you, David. I know back at our meeting in the fall, everybody wanted to have, certainly, more answers, and we wanted to have some numbers.

I am certainly glad that you did have numbers for us, and I know people are still going to have questions. As David said, he is going to be in the exhibitor's booth to answer those questions and maybe give you even those little nuances that you still have questions for.

David, I want to thank you very much -- a very small token of our appreciation for coming here today and giving us such a great presentation.

We certainly have a great turnout now. We did have our opening ceremonies yesterday afternoon, and I know a lot of you weren't here for that, so I do want to go over a few things that I did say yesterday.

You may be wondering why I am up here. I am Eric Ansell. I am your Vice President. Unfortunately, Paul Benedict, your President, is in the hospital, and he is unable to attend this meeting. It is really sad that -- you work all year, and the end result of being President for a whole year is to come and run your AGM, and Paul cannot be here today, so I have had to step in.

With that said, we do have the chain of office which is the authority of the President, on display here. I can't wear it yet, of course, because I am not President, but just so you know that Paul's authority is still here by that chain of office. I just wanted to make it very clear why Paul was unable to attend.

I also want to just repeat because there have been quite a few people come in since I said it: we do have presenters, and we do have speakers, and in recognition of them we ask that your cell phones and electronic devices be turned off and muted.

One of our illustrious Past Presidents was unfortunate to sit right behind me this morning, and his phone did go off. Our Sergeant-at-Arms, I will give you a \$100 donation to the education foundation. If your cell phone or electronic device does

go off, Sergeant-at-Arms Mel will be very happy to take your \$100 donation.

I think we are fortunate because we kind of moved through the questions nicely. I know 15-minute coffee breaks are always too short. It is hard to get every back in here, so with that said, this will give us a chance to have a half-hour coffee break. I think that is a great way to have a bio break as well, and everybody can get refreshed.

When we do come back, Izaak de Rijcke will be giving us a presentation on liability and the release of old plans. I think that will nicely fit into some of the questions we heard about ODCC as well.

Our coffee break is supposed to go until 10:45. I think the Sergeant-at-Arms will ring the bell a little bit sooner than that so that we can be back in here, sitting down, by 10:45. With that said, we are at a coffee break. Thank you.

--- Recess taken at 10:17 a.m.

--- Upon resuming at 10:47 a.m.

MR. ANSELL: Welcome back, everybody. The meeting will come to order. One little announcement is that the vendors will be holding hourly sessions in the Simcoe Room. I encourage all of you to check your schedule and just see what sessions you may want to attend in the Simcoe Room.

Our next presenter is Izaak de Rijcke, and I am sure Izaak is another one of those people that needs no introduction, but I will anyway. You can't get away from it.

Izaak is both a licensed member of our association and a lawyer. As a barrister and solicitor, Izaak is a certified specialist in real estate law. He also makes a substantial contribution to continuing education through Four Point Learning. Izaak's presentation is most topical, as he will discuss third party liability in the release of old survey plans. Ladies and gentlemen, Izaak de Rijcke.

#### **FOUR POINT LEARNING PRESENTATION BY MR. DE RIJCKE:**

MR. DE RIJCKE: Thank you, Eric. Thank you very much. It is always strange hearing people talk about you, especially when it is so flattering. It is with some trepidation that I come to you today with this particular topic because you may well say to yourselves, "Well, hold on. This is a topic that we were wrestling with perhaps 15, 20 years ago.

I thought we had all gone digital, and I thought we had clearly established in the court of appeal decision that was released -- actually, the motions judge decision that was released in December that copyright does exist, and in survey plans it does belong to the surveyor, so why are we still worrying about this issue? Why is this topic pestering us?"

To give you some background as to why this topic came up, this had actually been

prepared by me at the request of the association of New Brunswick land surveyors who had an AGM in January. I ended up getting a frantic phone call just before Christmas saying, "We have a spot, and we think that there is a topic of concern to our members, and we would like you to talk."

I said, "But I am not a lawyer in New Brunswick." "Well, no, but that doesn't matter. Please talk about this topic because it is a real problem for our members, and we have no guidance on what to do." So, sure. In fairly short order, I pulled the stuff together.

They also said, "We also, at the same time that you deliver the topic and the content and materials, if you will, we also want you to use it as an opportunity to perhaps showcase or demo what it is that your learning platform can do in providing CPD for members in our association on an ongoing basis." I thought that is really flattering as well, because what it does then is it allows for a two-pronged approach or purpose to this particular presentation.

The first purpose is the topic. There is a substantive component, and of course then the second purpose is more or less inferred. Even though we have a booth in the exhibitors' hall next door, this presentation will also take place from the web site that is going to end up being resource driven and show you what is typically part of a seminar or a product that gets delivered through distance education from the Four Point Learning web site.

I have to tell you, this will be very boring to many people who have already taken courses or seminars from Four Point Learning, and many of you have already. There is, on this particular web site, a whole portfolio of products and courses, and I am going to show you something that only I, as somebody who has instructor status -- I have access to all the other materials.

For example, in bold you have courses available involving research in boundary case law, a seminar dealing with that; a Survey Law II course which is active. Again, by the way, many of you, thank you for being guest speakers and contributors to sessions within Survey Law I and II.

We have this particular product, the Liability from Third Party Use of Survey Plans, which is today, and other ones include Managing the Surveyor Client Relationship; many of you have taken that. Origin and Boundaries of Roads and Highways in Ontario; Survey Law I; Intro to Canadian Common Law for Land Surveyors.

This is just to give you the hidden portfolio of what is all available out there, already built, and we are actually keen on having other people interested in delivering a CPD product in letting us work with you in the actual delivery and the compilation of the complete package, if you will, through a distance education web site such as this.

When you end up signing in or enrolling for a course, you typically see that there are a number of resources including a presentation and literature, case book

readings. In this case, we certainly have no exception to that, of course, and we have, as many of you have already experienced in the past, a whole series of readings.

This, for some people, is frustrating because they basically say, "Why do we get that? Aren't you just going to talk about this? After all, we just want to know the bottom line, and if a case book is something that involves us doing reading, you are essentially forcing us to do a lot of extraneous reading that isn't directly on point, and if the bottom line is really what we are interested in because it is efficient for us to get to the bottom line, we want to cut to the chase. Tell it to us in a nut shell."

Sometimes there is an element of frustration in realizing that these issues are not necessarily straightforward, and by reading some of what the courts have to say about this problem, you get a more thorough and in depth appreciation of why this particular topic, by the way, is both persistent and particularly troubling. It seems to not go away.

So this kind of a series of readings goes on for about 60 pages. It is all organized and formatted with a table of contents that are all hot linked to the individual sections within these readings. I am going to be referring to some of this in what we can talk about this morning, but we are also going to end up dealing primarily with the slides, which begin with this one.

In some ways, this kind of a topic -- what surveyors really have to end up asking themselves is, are we in the business of promoting the distribution of our plans for consumption by third parties? If you think about that question carefully, you say, "Well, no; not if it means that I am going to be triggering a lawsuit or if somebody is going to blame me for something that apparently is wrong or problematic with that product."

However, if I can solve that issue or risk, the answer flips around to yes because I might be able to sell it. I could make money and people might find value in my old plans of survey. The difficulty is really much the same as -- you know the movie title, "The Accidental Tourist."

The person who finds himself fortunate to have a survey plan that you signed and sealed off on in 1965 -- clearly, it is out of date, but they are using a product which you have produced. The person potentially becomes the accidental client, the client that you need to fear; the client that you cannot control as present culture would suggest, and because the client is not necessarily controlled, it is fundamentally dangerous to your practice.

Their own naiveté, their own inexperience, if you will, is part of what is going to hurt you because they hurt themselves through that naiveté. They don't understand the product. If we end up looking at what we see about this, it is going to end up inevitably being part of the problem in redistribution of survey plans.

How does this impact insurance? We all have premiums. That is part of our

business reality. It is an expense that goes up the minute we trigger a claim, and present policies that apply and are available through the group, the association policy, essentially are done on a claims-made basis. If your survey plan triggers a claim because somebody has incurred a loss, then you have higher costs of doing business.

The other issue, of course, is we need to end up thinking about how do we practice smart? What is not only the best practice, but if we are actually interested in harvesting this old data, these old products, and we are wanting to make money of this, how do we do that in a way that is going to be best practice, if you will?

We might also want to think about where we are going to be in five years from now. Some people think that in five years, we are going to be at the stage or reality of digital plan submission. We might see the electronic land registration making more use of surveys than ever before, but this also is in conjunction with a society, a public which is used to geographic data.

I typically use my iPhone if I need to go to a destination, and lo and behold, typing in the address not only ends up identifying where it is, but it now gives me three choices as to whether I want to go by freeway, toll road or if I want to use the back roads.

This is what the public is used to using. This is what the public has assumed is the default. Geographic data is not only everywhere, but it is also reliable; it is free, and it is trustworthy to the extent that if it comes from a survey office, it must be especially reliable and trustworthy.

The unfortunate reality, of course, is that old plans of survey are point-in-time snapshots, and the public doesn't necessarily realize this, but they do get used over and over by members of the public including lawyers, including yours truly because we have many clients in our practice -- as every other real estate lawyer in Ontario and other jurisdictions will do.

We have a requirement from a lender. We require title insurance, and if a survey plan is available, even if it is out of date, we want to see it. We want to look at it. We want to know if there is disclosed an encroachment or some other problem in terms of setback or side yard.

The old idea that survey plans are dangerous if we release them; they can hurt us, and they trigger claims is potentially true if we don't understand what it is that serves as the legal foundation for this kind of liability.

First of all, there has to be a misrepresentation made, in other words, a falsehood. Something untrue about the survey needs to be contained in the document that you prepared before. The statement that is negligently made has to be not only wrong, but it also has to be something that is relied on by the user.

So there is reliance made on an incorrect statement, and that statement was made to

somebody that you owed a duty to. You have a duty to prepare a correct survey, and that duty today is no different from what it was 30 years ago.

The question then, of course, is has anybody really incurred a loss? Many incorrect statements or misinformation, if you will, can be very benign, totally benign. It doesn't trigger a loss. It doesn't mean that somebody has relied on the survey, or even if they have, necessarily triggered any kind of economic loss.

These are not elements, if you will, that are found in the Surveys Act. There is no legislation that speaks to this. These are elements, if you will, that are found in the case law, and the courts have really, over time, developed the requirements that are necessary for a plaintiff to succeed in a claim based in negligence.

As I mentioned before, surveyors don't traditionally read large amounts of text. The preference is, of course, just to go to the bottom line. "Tell us what the case says, and that is all we need to do," but in this instance, the reason why, in my recommendation, if you will -- my suggestion here is that these kind of resources that are found in these readings give you the kind of context and history that are all too important.

They give you insight into the legal process. They give you awareness of the kind of fact-specific scenario that gives rise to any particular case. This is just stuff that is -- certainly, if it involves surveyors and survey plans, can be very exciting and interesting.

In the readings, we see this Hedley Byrne case. I am sure everybody knows all about this, but just by way of a short reminder, this is the Lord Denning decision from 1963 in the English jurisdiction. It is considered to be the grandparent of all case law involving third party liability, very simply put, and it is almost humorous today to think back in time when this case might have actually occurred.

Hedley Byrne is an outfit that was really functioning as an advertising agency, and Hedley Byrne was asked to take on a large project, a huge contract for a company that had approached it as a client.

Hedley Byrne wasn't quite sure about whether or not they could pay for the job after the contract was done, so they asked the banker of the proposed client, "Tell us, are these people credit worthy? Are they good for the money? If we do this job, it is going to cost us maybe \$100,000 or even half a million. When we are through, we want to make sure that they are good for the money because, in our business, people don't pay up front. They pay when the job is done. When we have done the job, we want to make sure we get paid."

The banker said, "Not a problem. They are credit worthy, and they are rock solid, and we have known them for a long time. They have been our customer for a long time as well." So Hedley Byrne went ahead. They did the job, rendered the invoice, and the client went bankrupt. Hedley Byrne, the agency, sued the bank.

Heller and Partners was a private banking facility in England, and their defence was, "We have no contract with you. Didn't pay us anything. We have no contract with you, and therefore we owe you no duty. We really haven't got a relationship with you that is something that you can point to that creates a duty on our part to be careful."

As it turned out, the records, the financial statements that were submitted to the banking company showed that they were really precarious. They were on thin ice. They were hanging on by threads, and they were in trouble, so Hedley Byrne turned around and not only in suing them, made these arguments that "You know, you could have told us the truth instead of lying to us."

The English court really established this new proposition that you make the statement; it is not true; you have a duty to be truthful. Someone relies on the statement to their detriment, and they incur a financial loss. We have now third party liability. That is part of the common law in England.

It took 13 years, and the Supreme Court of Canada adopted Hedley Byrne in this Haig and Bamford decision. It has been part of the common law of Canada since 1977.

The Haig and Bamford decision was very similar. It was a series of investors who relied on financial statements prepared by accountants, and they were apparently wrong. The investors lost a bundle of money. They sued the chartered accountants, and in succeeding, the Supreme Court of Canada said there is third party liability that is owed by chartered accountants to investors who are not their clients.

This is key. This is the key element of this whole topic, that these are people that are unknown to you today, who will be unknown to you tomorrow, and who are not your clients. These are the scary people that you might have a duty towards, and who might start a claim against you.

If we flip back to the companion set of materials that goes along with this, this really takes us through these readings and materials along the way, down to about page 13 because these readings not only talk about a lot of what we have just seen on the slides, but it ends up moving right along to, let's say, this first decision.

It is one in Canada involving surveyors in New Brunswick in 1984. Leblanc and Dewitt case is an interesting one because you have a series of comments that are quoted and replicated in the materials directly from the case report itself, but then what you also have, of course, is, in the slide, some of this being talked about as well.

Essentially, Dewitt was not the surveyor but was a lawyer, so Leblanc suffers a loss and sues his lawyer Dewitt. The problem there was with respect to information that could have been known to the law firm, but they chose not to look at it, and it included a survey plan that was available.



The claim over time came to be expanded, and the survey firm got drawn into the fracas, and the argument of a standard of care arose. Again, the type of reliability, the nature of the work was a bit of a moving target in this case.

In this instance, there was no direct contract between the party who had ordered the survey and the person who had relied on the survey or the survey firm itself, who was essentially distanced from the plaintiff by the law firm. It was an out-of-date plan, and there were all kinds of problems that were resulting.

In this case, the surveyor was held to not have breached a standard of care, but it is an interesting case to read because it is one of the early decisions involving surveyors after the Hague and Bamford adoption of Hedley Byrne from England in Canada.

The other interesting case we come to is one from Newfoundland involving Cook and Power, and I know there is a lot of text in this particular slide, but it is a very interesting decision from 1992 in which Cook and Power involved a survey firm that raised issues of a boundary overlap not being identified or picked up on by the law firm that was involved as well.

There were issues with respect to a building encroachment, and there was also misinformation about the location of water and sewage servicing for the site. Again, if we turn to the companion readings for a lot of this material, the Cook and Power decision is spoken about, talked about, if you will, at page 19. For example, if you were today sitting in this room and, instead of being in this large room with all of your colleagues, you might be absorbing this same material at home.

You could be doing it at a time of day when it suits your schedule. You are not necessarily at work. You might even be home on a weekend. You might be choosing to watch this before the kids get out of bed in the morning on a Saturday, and you at the leisure -- comfort, if you will, from your own home, have access not only to all of these slides, but if this is a recorded session, you could watch and see all of this.

What I am showing you right now in terms of the companions' readings, you have essentially got access to a 60-page book, a book that you can refer to, that you can print out, that is available to you as some of the takeaways from this particular seminar product.

Obviously, we are going too fast through these readings to make it useful or to make it possible, but it is material that is available if and when we actually repeat this or actually make it available as a product for people to use or have access to across Canada.

The reason why I raise that, you will see in a moment as well. Let's go back to the slide. The next one, again, is a significant quotation because what it does is it also refers to the 1980 Canadian Western Natural Gas and Pathfinder Surveys case. Again, in Cook and Power, we have the Newfoundland trial court in 1992 referring

to an Alberta court decision from 1980 involving Pathfinder Surveys.

You might say, "Why do we need to read all of this?" Again, to reiterate, the Pathfinder case is a very interesting one as well. That spoke directly to the liability of a survey firm and explains the kind of circumstances that can give rise to difficulty.

Really, the issue as to whether liability and tort could be held to exist where there was a direct contractual relationship between the plaintiff and defendant, the thrust of the decision considered as a whole clearly acknowledges the applicability or the principles in Hedley Byrne to the profession of land surveying.

If there were a doubting Thomas or a doubting Thomasina in the crowd that Hedley Byrne is for accountants and doesn't apply to us, here is a direct statement that, no, it does apply to you and the surveying profession and your survey plan products which are out of date, which you cannot control any longer -- falling into the hands of third parties, is subject to the consequences of Hedley Byrne.

The other consideration in Cook and Power is this test, a multiple component or element test, one of which is proximity. Proximity is how far removed, how far distant can the person who is a plaintiff who says they suffered a loss be to the origin or source of the survey work that caused the problem or the mistake in the first place?

Again, there is a need to -- the courts talk about "a class of persons," and today the class of persons has expanded to be so wide that it is anybody in the public domain who happens to have a photocopy, a microfilm copy, a digital copy of a plan of survey that you prepared.

I don't think we can get wider than that. That basically says you owe a duty today to the world for work you have done in the past, so the proximity test is virtually satisfied on that basis.

Cook and Power speaks as well about standard of care, and we often get asked the question, "What is this all about? Standard of care? I am a human being." Yes, we all are human beings, but do we find what this standard of care is in a manual or a guide? I am not perfect; none of us are.

Again, it doesn't exist in a manual. It isn't a place where you are going to be able to find in a single spot, "I just have to do this, and if I meet nine out of these ten criteria, I have satisfied the standard of care."

There is no code of conduct or any kind of recipe that can be followed, and every instance, you can be sure that you have satisfied the standard of care. Unfortunately, it doesn't exist, and again, it is one of these moving target elements.

If you look at the bottom portion of this text on the slide:

"From the perspective of the average person would be clearly deficient will not

permit a professional to escape liability by establishing that he or she did no more or no less than peers within the profession." (As read)

Having said this, however, almost by definition, instances where the court so concludes will be extremely rare. Essentially, what it talks about in the context of the broader case in the materials, it speaks to the organic nature of not only the common law, but it also speaks to this test being a moving target.

In this last slide for Cook and Power, we really are looking at a decision in which a land swap was involved or further intended transactions had not been followed through on. The surveyor, a lawyer, had assumed that they were, but in fact, they had not been.

This is a plaintiff who sued after discovering that the plans showed an assumed result which, in fact, had never occurred. The survey plan was essentially a projection of what was to take place but had not.

The other interesting decision that comes from Nova Scotia is one in 2000, York and Alderney. York and Alderney is talked about as well in the readings. They appear at page 30 or so, and again, if you had these available to you, and they can be, then you would end up finding that the York and Alderney case -- if I do look at page 30. Pardon me. I am going to slide here to where it appears on page 32.

This isn't just a compilation of material. I include commentary about the material. This is really an interesting case because it involved damages that the plaintiff had sued a land surveyor for by making a claim that the surveyor had made an error in the area of the property.

The reason that the claim arose is because the lot area for a severance -- let's say if it was 4,000 square metres as a minimum area, the survey plan showed an area for the property of 9,241 square metres, and the purchaser thought, "That means I can get two lots."

In fact, the property only contained 7,495 square metres, which meant that it was no longer a candidate for severance, and instead of being able to get two lots, no severance was possible.

The court had a really hard time with this case because the lawsuit against the surveyor was not one that caused the person to lose ownership of the property. It was essentially a claim for a loss of a future business or finance opportunity. There was no error in the boundary. It was simply an acknowledged mathematical mistake in the area of the property.

In going through the analysis, when you end up reading the case, the court asks the questions, goes through this series of tests. Was there a negligent misrepresentation? Did the surveyor owe a duty of care? Did somebody rely on that? Was there a loss that resulted from that reliance?

In case you think that I am making this up, the court actually does go through an analysis that reads very much like this. The claim is based on negligent misrepresentation, and what the court does is say, "Here is the four-part test, and we are going to evaluate the claim on the basis of these elements." Sound familiar, as I ask here? All too familiar because that is identical to what Hedley Byrne had established as well.

Ultimately, the decision in York Alderney leaves a surveyor wondering about the risk and likelihood of having to respond to a claim. The unstated message may be that some claims for fees are better written off than pursued through collection, and that is somewhat of a foreboding or warning or comment that appears as a result of the next case, which is from Prince Edward Island.

Morris was a surveyor who did a plan for the client, Goldsen, and the surveyor said, "Here is my bill. The plan is prepared. Here are my fees. Please pay me," and the client turned around and said, "No. I am pretending that I didn't get that bill. I just don't want to pay you." So off we go to Small Claims Court, and the surveyor sues the client.

There is a cliché in the legal business called "The best defence is a strong offence," and so there was a counterclaim by the client against the surveyor, saying, "I don't have to pay you because you made a mistake on your survey plan." Has anyone run into that problem before? Speaking from personal experience, I have. Beware the claim for fees or what you think you are entitled to being responded to by a disgruntled client who then turns it around and triggers, potentially, an insurance claim.

Morris and Goldsen was really a problem for the small claims court because they only have jurisdiction to raise issues involving fees, a monetary jurisdiction. They can decide if somebody has to pay the bill. Small claims court in PEI has the same problem with jurisdiction as small claims court in Ontario in that small claims court cannot decide title. They don't have the ability to determine boundaries or, necessarily, if a plan of survey is right or wrong, if that involves interpretation of a boundary.

The Court says exactly that: "I am unable to say this in a small claims action. Is the survey accurate?" That is not because it is not a valid question to ask. This is a lucky case in which the surveyor's client kept the problem and the counterclaim in the same jurisdiction.

Again, at the end of the day, in the reading materials, this appears as well, and it is discussed in fuller detail because even though the Court wasn't supposed to have jurisdiction to deal with this, the Court didn't seem to have a problem in talking an awful lot about what this, in fact, would mean in terms of an analysis.

We come to the next decision, and this is another one that -- if we look at this slide, Morrison and Van Den Tillaart. Again, it is relatively recent, but again, a failure to prove damages doesn't necessarily mean that you are going to succeed.

You could be wrong as a surveyor. You could owe a duty, and if one of the key elements in the four-part test is not satisfied, you don't write a cheque. You have no liability. If somebody is going to say, "You owe me in negligence," this is something that isn't going to create a liability on your part.

Essentially, what the Court was saying -- and it is actually humorous. You would enjoy reading this case. The Court basically said, "Mr. Morrison, what you are really complaining about is some inconvenience, some disappointment," and between the lines, what the Court was saying is, "We are sorry if your feelings were hurt, but that doesn't mean you have a successful claim against the surveyor for what you say was error on the plan.

That, of course, inevitably brings us to this question of copyright and IP, and our traditional response for many survey plans is to say, "Well," -- and I am speaking, of course, vis-à-vis the public. We are not speaking about surveyor to surveyor and sharing information. We are talking about what surveyors have attempted to do, and that is to say, "If you are using a plan and you are not my client, then I am prohibiting it by claiming copyright. Therefore, if you breach the copyright, I have a claim against you for breach of copyright, which is the same as the amount that you claim against me for negligence if my plan contains a mistake."

It is an interesting theory or argument, but it is very problematic because the damages, the claim are profoundly different in nature, and you just don't cancel the one out with the other.

The questions, of course, that still remain include who owns that survey plan which contains the statements or might contain some errors, might be relied upon by third parties, might trigger a loss and might mean that some third party sues you?

The answer to all those questions, of course, is yes; you do own that survey plan, and it is yours, and you do control the IP in terms of what that means.

Let's look at where these kinds of claims come from in terms of these people who are not your clients, these third parties who say you did bad with your survey plan. Typically, members of the public, lay people, have a profound lack of understanding of what a survey plan is and the purpose that it serves.

For example, a sketch for a building permit does not guarantee that the boundary is where it is shown on the sketch. In fact, it is a sketch. It says "sketch" in the title block. It is not a plan of survey. People don't understand that.

The failure to understand that it is a snapshot in time -- that that 1935 survey plan is not up to date, that the structures and the fences, the title, easements, hedges, driveways, decks, garages; it has all changed. It might be 40 years old. It might be 70 years old. It might be seven months old. The reality is that product is not understood to be a snapshot in time.

I have many clients who buy a new house, and they have a brand new house shown

on a reference plan or an SRPR product from a surveyor. I show the survey plan to the client, and the client says, "Oh, I guess that's my house." I say, "I hope not." "Why?" "It says dwelling under construction. Are you moving into an unfinished home?" "Oh, it is finished."

I say, "Well, when is the last time you were there?" "Well, we did the predelivery inspection and walk-through two days ago." I say, "Fine. Great. Is the backyard fenced?" "Yes."

I say, "Is there a deck? This survey shows no deck." "Yes. There is a wonderful deck up on the second story." "Okay. Well, this plan is already out of date." "But it is included in what I am paying the builder for."

Do you see the problem? The point-in-time snapshot aspect is simply not understood even by builders, who have an obligation to produce this. There is also the metadata, the spatial data, the nature of the boundary information that is shown, the ambulatory nature of water boundaries, for example. It is simply not understood by lay people.

If a 1970 survey plan shows a distance to water of 500 feet, it is not a valid measurement in 2013. It is simple. We understand that, but try and explain it to the lay person.

Confusion of survey not being a map; not all the topo information is shown. It is for boundaries. The purpose wasn't to show the topographic features, and most members of the public, let's face it, have taken high school geography. Those lessons today include digitising a paper map and then uploading the digitised version to your GPS form from Canadian Tire, so you can use the topo map when you go out on a hike.

Think of the lay people who will upload a digital scan of your SRPR product and then take it into the backyard in order to build a fence. Are you shuddering yet? People do this. People are constantly doing this because today, that is part of high school geography. That is the culture of your client. It is what the public out there is doing all the time.

If you own the IP -- and you do -- you don't need to necessarily give it away. By licensing to your first client, you can establish a contractual frame work that establishes proper and authorized uses on your SRPR. Your client then gets a licence to use your IP, to use a paper print that you deliver, but if it is copied, then you may well find that your client is the one who remains responsible through indemnities that are contained in a licence agreement.

You may well say, "What's that? Where do we get these licence agreements?" For example, Geogratis is something that Natural Resources Canada administers as a web site, and in the materials, the Geogratis web site is talked about at page 53.

What one encounters with the Geogratis type of product is a suggestion for the

language in a survey plan licence. It is actually included. It is copied and pasted directly into the material with block letters and bold font in terms of what is all part of this particular relationship, so you are using federal government mapping data.

Geogratix establishes the terms of the licence agreement by which you, a user downloading this survey or mapping data, are authorized to use it for.

For example, if we drop down to paragraph 4.3, every time you end up triggering a loss, and you say, "I downloaded data which I relied upon. Canada had a duty to make sure it was correct to me. I have suffered a loss; it is serious; it is financial, and I am suing Canada," Canada's first line of defence is to say, "We are issuing a counterclaim against you because you owe us an indemnity. For every dollar we have to pay you, you have contracted in the licence agreement to indemnify us that same dollar." So it is an automatic cancel each other out.

Let's say that you pass this information on to third parties, who pass it on to fourth parties and on and on. Take a look at what section 6.2 obligates or links you into with Her Majesty the Queen. It says, when this agreement will end for whatever reason, your obligations -- because you are the licensee under Section 4 -- will survive. That includes the indemnity.

If you are no longer a licensed user of our data, but you have allowed third, fourth and fifth parties to use our data as part of your product, and they suffer a loss, we are still able to come after you.

We also see in the next slide reference made this morning to Land Survey Records already. Land Survey Records has the basic business model of being able to take old plans of survey and to sell them online for money and to make a viable business operation as a result of that.

Some of you within LSR will understand how you manage the risk that is embedded within the older plans, and many of you will appreciate that this is something that has been dealt with by way of the online user agreement that exists in these readings and is replicated in part from LSR's own web site at page 58.

LSR does a very good job of what it does in its business, and it also includes these block letters, you know, when you click that button, move on, "I accept." Any one of us browsing the Internet will just click that button and move on. That instant of clicking on the "I accept" button on LSR's web site links you into a contractual relationship with LSR that is legally binding and includes this language. This is a key part of how LSR manages its risk.

There is nothing to stop you, as an individual surveyor, from embedding this type of language within the contractual frame work resources that are available to you even in the very first letter that you send out to a customer.

We have the issue, of course, with liability insurance covering you because of your work as a surveyor. It begs the question, then, does reselling older survey plans

constitute professional surveying that is covered by your policy? In other words, can you make the resale of old products if you want to do that? Is that part of what is captured in the definition of what your insurance policy will cover as well?

The answer to that is, at least for me, I don't know. You need to ask your insurance company, right? It is an interesting consideration, and I am sure, if you look at LSR's web site, that this is something that isn't surveying as they are doing it, and it is something that is probably covered under a separate liability insurance policy all together.

You may find that your insurance coverage doesn't cover you for third party liability if you want to resell and make money out of older plans of survey.

Another useful resource is what is available from the federal government's Geoconnections web site, and it is one of several excellent guides that are available for professional land surveyors in Canada in the last six months. Here is a guide that is available for download from an FTP site, and it deals with VGI.

Volunteered Geographic Information or VGI is a -- I like the word "ubiquitous," but it is somewhat overused. It is everywhere, right? We all create geographic information, just by uploading data using an iPhone, of are we are or what we are doing. We are contributing to a crowd-sourced mapping product.

Other topics available from Geoconnections include licensing and risk management strategies. Other approaches, when we do talk about licence agreements in more detail -- you need to be, of course, aware that you can't bolt on or add a licence agreement after the product has left your door.

It would be similar, if you will, to making sure that the licence agreement is part of the relationship from day one, almost like saying you have got to close that door while the horse is still in the barn. Horse out of the barn -- closing the door is pointless.

This is, of course, the need to document contractually with clients so as to include a licence. Today's best practices would strongly indicate that the very first contract must say that you keep the IP, and the client does not get it.

The service you are offering even in doing an SRPR, which doesn't become part of the land registration system, is that it is your product that is given to your client, and the hard copies are there for the client to use to satisfy the lawyer, the mortgage company, whoever, but at the end of the day, it is something that the client is going to only receive a licence for.

It is very obvious that we don't need to develop a bunker mentality about this. We can look at it from a positive point of view as well and say that one of the key strategies in terms of managing the risk is to strive to better educate the public and don't just think that we are just business people, and the only thing we have to do is, essentially, make money, and if we sell a plan, then all we do is, we keep enhancing



our bottom line, our profit line.

We may want to think about how our survey plans can be reconfigured, how we can add value to products so that an SRPR is perhaps wanted more than ever before because it includes features not yet known or even thought about -- but you are the people with the imagination and the creativity -- and are desired.

Part of what you then end up seeing when you end up going through the course or a seminar product of this type, using the distance education platform, is, at this stage, much like many of you would have experienced in the past, you typically would end up getting to a point where you end up being invited to consider a number of questions.

These are ones that are just for self-reflection. Many of you who have taken the course, the seminar, if you will, involving managing the surveyor-client relationship -- and this was a particularly popular product because a lot of people were really interested in what were known as these study questions that were raised.

These were questions that -- and there were seven of them -- included ones that were somewhat similar to what we have talked about this morning.

For example, protecting from a malpractice claim, we can ask the question: Can you include a provision in a contract with a client that states that the client will not make a malpractice claim against you? Right? Wouldn't that be great? "John Doe, signing below, agrees to forever release and save harmless the surveyor from any claim that I might make as a result of any loss suffered because the surveyor has made a mistake." Wow. We build a release, a full and final release, right into the language.

I have answered the question, but you don't get to see the question until you answer the question first, and the neat thing about it when using this is, you will see there are a number of people who have answered it and still have them available on here. You can see the people who have made contributions and volunteered answers.

Each person, after having answered the question, then gets to reflect on -- obviously, by answering the question, you have to think about it. Then, by answering the question, you have to start typing and writing, and then when you have finished writing, you have a chance to reflect on what you have written. There might even be a pause of, say, half an hour, and you will go get a cup of coffee or tea. "Did I get that right or not, or was I off-base or what?"

The neat thing about what you then get to see is not only some thoughts that I have written in the way of a response, but you also get to see what your colleagues have responded with as well.

What you develop then is a community of learning. It is a community of ideas and resources because I can tell you that my answer is not the final word. Of course it isn't. It is never the final word because every person who then adds their own

answer to this question adds to the knowledge base. It is the knowledge of the community; it is always far greater than that of any one individual.

The neat thing about these kinds of products is that we have the ability to configure these kinds of CPD products which, in conjunction with the other people involved in this particular organization, are specifically skilled and knowledgeable about instructional design.

They understand and have the background and training in order to understand how the resources for a CPD product like this can be unfolded or released, made available to you, and as you, as a consumer of CPD then take it in, there is almost a guarantee.

Look. By the end of this particular CPD product, we will be able to guarantee you that you will know these key components as learning outcomes. These are going to be known to you after you finish this product, irrespective of where you were at before going in.

That, too, from certainly a CPD point of view, is something that is helpful for you to be able to lay claim to if you are a member in many provinces of Canada including Ontario, where CPD has now become compulsory.

The other neat thing about this -- and I encourage you to pick up a copy. We have a newsletter that comes out once a month. It started in January, and we now have three issues available, first of March being Friday. So three monthly issues are already available, and we have the next ones already planned for release on a monthly basis on a go-forward basis.

These kinds of products as well, if you take a look at these newsletters, they not only are available online, but they include a lot of interesting case comment. They give you the graphics of where it takes place.

Many times, they will also include the graphics of the survey plan with Google overlay. It puts you into the context and setting and also includes a number of announcements or a heads-up as to what is coming down the road.

Some of you will remember, as well, what is it that -- if you are still doing SRPRs as your core product for your survey practice and business, what is it that really is of interest to real estate lawyers in terms of buying my SRPR? Why do my SRPRs still get bought?

You are producing them. Do you know the answer? It is part of knowing your client. It is quite interesting because some unexpected results came out of that.

That, I think, pretty much draws us to a close. I have been given an hour, and I am a little bit over time right now. I don't know if questions are appropriate or not.

MR. ANSELL: Considering that Izaak does have a booth in the exhibitors' area, I

would suggest you ask questions of Izaak at his booth.

Thank you, Izaak. Don't go away, please. I think we all appreciated that two-pronged presentation. Not only did we learn quite a bit about third party liability, but we also had a good indication of how distance learning can certainly help us. We have this very small token of our appreciation for your attendance here today.

MR. DE RIJCKE: Thank you.

MR. ANSELL: We have been handing out what I call a small token of our appreciation. I just wanted you all to know what we actually are giving out.

President Paul is a member of the Woodstock Rotary Club. They have a program to provide polio vaccinations for children throughout the world. Each presenter has been given a certificate indicating that 120 children will be vaccinated in their name.

Our association has purchased 30 vaccinations, which is then matched by Rotary International, and this in turn is matched by the government of Canada. One of Rotary's visions is to eradicate polio throughout the world, and we are very pleased to participate in that program.

Once again, we have a very impressive list of exhibitors this year. The exhibitors are a very important part of our meeting, and we thank them all for taking time out of their busy schedules to join us this week. They are a vital component of our AGM and demonstrating the latest technology and support services to our members.

I would ask Ron Mak of the AGM committee to now please escort the exhibitors into the room. Each of them will be given a very few seconds to introduce themselves.

--- (Exhibitor introductions were made.)

MR. ANSELL: I want to thank all the exhibitors for being here. A very large portion of our AGM is geared around the exhibitors. I encourage everyone to go and visit with them. There are refreshments throughout the meeting in the exhibit area. Lunch will be in the exhibit hall today, so it is a good chance to get in and visit with the exhibitors.

I have just one small announcement before we break for lunch. The accompanying persons will be attending "The Wizard of Oz" this afternoon. They are to meet at 12:30 in the lobby, so you only have 20 minutes to get to the lobby. Another point of interest is that because President Paul and his wife Christine can't be here today, Mary Raithby has graciously taken on the duties of the accompanying parties person. I thank Mary for that. Meet in the lobby at 12:30 for those going to "The Wizard of Oz," and I think we can now break for lunch.

--- Luncheon recess taken at 12:08 p.m.

--- Upon resuming at 1:01 p.m.

MR. ANSELL: Ladies and gentlemen; welcome back, everyone. Our keynote speaker today is Neil Hetherington, CEO of Habitat for Humanity, New York City. Habitat for Humanity certainly is a perfect fit for this year's theme, Together Towards Tomorrow. As many of you know, our President Paul is a big supporter of Habitat for Humanity, and it was Paul who invited Neil to speak with us today.

Neil began his career in project management at Tridel Construction, Canada's largest condominium developer. In September 2000, he made a radical change, a big career change, by joining Habitat for Humanity in Toronto. At that time, he was the youngest CEO of Habitat affiliated in the world.

During his tenure at Habitat for Humanity in Toronto, he accelerated the building program from an average of one home every two years to 45 homes annually. The Habitat Toronto Restore operations have also increased their revenue by over twelve-fold. Just a very short time ago -- I think it is only weeks ago -- Neil was selected as the new chief executive officer for Habitat New York. As CEO, Mr. Hetherington will also oversee Habitat New York City's operation in all five boroughs, including completing the "100 Homes in Brooklyn" initiative which was launched two years ago to revitalize some of the poorest and most under-served neighbourhoods in Brooklyn.

Neil holds a number of degrees and certificates and is the recipient of many awards. Not being quite busy enough, he also writes a monthly column for the Toronto Star. Ladies and gentlemen, please welcome Neil Hetherington.

#### **KEYNOTE SPEAKER MR. HETHERINGTON:**

MR. HETHERINGTON: Thank you very much for this opportunity to share with you a little bit about the organization that I love with all of my heart and hopefully, at the end of it, inspire each of you to build with Habitat for Humanity. Actually, maybe I can just start that now. Stand up if you are not going to volunteer with us. All right. Good. We are starting from a good sort of groundwork thank you for that commitment as we go together towards tomorrow.

There is, as was mentioned, an incredible need. Certainly, it was mentioned in Brooklyn. I have just started the position, and I have only been there two weeks, so I don't know how to take the subway to Brooklyn right now, but there is incredible need there, and there is incredible need here for good, affordable housing.

How we go about serving that need is incredibly important and why I love Habitat for Humanity as much as I do. We serve those that need housing in a dignified way. In Toronto, there are about 75,000 families on the waiting list for social housing. That is a deplorable number.

What is startling when you contrast New York city with Toronto is there are double the number on a per capita basis of families living in shelters in this city than there are in New York, and we need to do something about that. We have the opportunity

to do something about it, and for me the way that I would love to serve the rest of my life is through that wonderful model that Habitat for Humanity affords, which is a model based on dignity to the families and respect for them.

The first element of it is that we do not give away homes to families that are living in need. Instead, volunteers from around the city get together. We have what we call "blitz builds," and families are moved from a situation of despair into one of hope, but it is done in a dignified way. They have the opportunity to build their home. They have the opportunity to build their home alongside all of you who have agreed to volunteer, and they have the opportunity to pay for their home.

A few years ago one of our recent home owners walk into the office, and he insisted on seeing me right away. He had with him a property tax bill, and we walked over to a conference room, and I saw the property tax bill, and I thought I knew what this recent home owner was going to say. I thought that he would say, "Listen, the taxes are unbelievable. I am really struggling with it. This is a real challenge, being a home owner," but we got to the conference room, and instead, he gave me a hug. He said, thank you. Look at this. This is the first time that the city has really addressed me. I got myself a property tax bill," and he was elated. I offered him the opportunity to pay my tax bill.

Amazing things happen when you address somebody. Amazing things happen when you address somebody in a dignified way, and that is exactly what we do. We give them that wonderful opportunity of home ownership.

In 2000, I wrote a letter to the Pope, and given what is going on in Rome today, this might be an applicable story or a relevant story. I wrote a letter to the Holy Father. I am not Catholic, but I still wrote the letter, and I said, "Since you are coming to Toronto as part of World Youth Day, would you like to volunteer with us?"

This was to Pope John Paul II. I am going to offend somebody, I am sure. I normally don't think the Vatican has a great sense of humour, but they did in this case. They wrote me a letter back, and they said, "If you build the home at Downsview Airport, the Pope will bless the house. Lots of love, the Vatican."

I was like, I am up for a challenge. This is absolutely wonderful. So I phoned up Transport Canada can I shut down Taxiway Bravo temporarily to build a house? We had a few meetings, and eventually they gave me permission to build a home on that taxiway. We build that home using youth from around the world, and the pope did a drive-by blessing of the home in the Pope mobile, and it was a great event.

Before any of this happened, we selected the family that would move into that home. It was a beautiful family, Brenda and Barry and their son David. It was a beautiful love story. Brenda and Barry had never had the opportunity to live together as a couple.

Barry suffered from MS, and he was in a degenerative state that meant that he was confined to a bed. They could not afford a wheelchair accessible home, so Barry

had to live in a nursing home, and every single day, his wife would visit him in the morning and see him and say good morning. Every day after work, she would come by and visit him again. They had that routine for close to a decade.

One afternoon, we had the incredible opportunity to stand alongside his bed and present a letter to Barry and Brenda and say, "Congratulations. You have been approved to move into a simple, decent, affordable Habitat for Humanity home." It was an incredible moment.

They worked on this home. Brenda substituted her evenings with Barry so she could do 500 volunteer hours, and she worked with us to do 500 hours. Barry contributed by writing articles for our newsletter, and together, they built that home.

I was told as soon as we put a sign on the property where their home would be relocated from Popefest over to La Villa Boulevard -- I put a sign on there saying, "Habitat for Humanity is building a home here." Within 24 hours, I had a call from the neighbourhood.

Normally, when you are building affordable housing, people say, "We love Habitat for Humanity, particularly when you are building in Africa or Eastern Europe and not necessarily on our street." So I got this call, and I expected the worst. I expected them to say, "We don't want you to build on our street."

They called an emergency meeting, and I drove out to that meeting which happened the next day so two days later. I was on the 401, and it was in heavy traffic. I was thinking to myself, what am I going to say to this group of neighbours? What am I going to say to them that are saying no to this home? They don't know the pain and the suffering and the difficulty that Barry and Brenda are going through. How can they say no to them? Just for insurance purposes, how can you say no to the Pope?

I was determined to go into that meeting and tell them that they would all burn in hell, and I would describe Elaine from Seinfeld about the gnashing of the teeth and the ratty clothes that heat that they would experience for all eternity if they said no to this home.

I got to the meeting, and they only asked me three questions: They said, "Can we help build the house on our street? Can we make meals for the volunteers who are building this home, and can we get into Brenda and Barry's home the day before they move in and fill up their fridge with bread and milk and butter and all of the things to welcome them into our neighbourhood?"

They got it. They got that Habitat for Humanity is desperately needed and does it in an incredible way. We serve the poor in such a dignified way, and that means that good things happen down the road. We do what we do not because we think that families like Brenda and Barry are disadvantaged, not because we think that they are disadvantaged but because we know that they are equal.

That is why we do what we do at Habitat for Humanity. It is the way that I believe

all of us should go out and serve the poor because for us, the opposite of poverty is not wealth but justice.

Barry and Brenda had the opportunity to have a slice of justice in their life. They designed that home, and Barry lived in a dignified way in that home. He designed his room so that there was a large French door. His vision was diminished, and all he asked for was that if he was confined there that he would have a lot of natural light and the ability to open up a door so that he could have fresh air during the spring and summer.

That is the way we designed that little home, and that is the room that overlooked a little backyard where that couple got married. It was also the room where Barry died about a year ago this month.

He died in that room, but he died with dignity, and he died knowing that an entire community came together to build alongside his wife and him and make that situation, really, of despair that they were living in in that nursing home a situation of hope.

While a difficult story for Brenda, it is one that inspired us all as volunteers to go out and build more and build in a dignified way.

How you serve the poor is important; not just that you are taking up the cause to serve the poor, but the how is so important. The why is self-evident. We know the why. There are so many people and so many families, tens of thousands in this city, who need Habitat for Humanity. We know the why. How you do it is important.

So I would suggest, first, that we serve in a dignified way, and the second thing that I would suggest is that we do it humbly. A few years ago, I had the opportunity to receive an award, and my mother was in the audience. I got the award, and you smile for that photo pose that they do.

Then, I walked down off the stage, and my mom was looking at me. I saw her on the stage, and as I saw her, she was crying. She had mascara down her face. She looked like Tammy Faye Bakker. I walked down the stage, and as I walked around to her -- I knew that she was proud, but as I walked to her, she had wiped away the mascara or smeared it. She turned around, and she just said, "You be humble, Mister." That's all she said.

She was right. The award was wonderful, but how we act and how we act after that is important, and serving in a humble way is incredibly important as we work together for a greater tomorrow. Our most humble servant of Habitat for Humanity is the best ex-President that the United States has ever had. He was delighted this week to know that "Argo" won best picture at the Academy Awards, and President Carter has often said and been known as the man who really got Habitat for Humanity going.

In December of 2002, he received the Nobel Peace Prize. He received the Peace

Prize, and it happened that I was in that little town called Plains, Georgia where he lives the same weekend or the weekend prior to receiving the award, and I went to his church.

When he is present, there are about 500 people there, and when he is not present, there are about 12. I was the 13th at that church service. They had an order of service, and in the order of service, it said, "Congratulations, President Carter, on receiving the Nobel Peace Prize." On the back of the order of service, it had a wonderful listing of who, which parishioners were on duty to volunteer and what tasks they had to do in the upcoming week as volunteers.

I read through the list, and he was on duty to cut the grass at the back of the church on the Thursday following receiving the Nobel Peace Prize. I love that image of serving leadership. I love that image of Secret Service on either side of the lawnmower as he is clipping the grass.

I think that that speaks absolute volumes that we can really be incredible leaders by serving. Martin Luther King Junior has that wonderful quote that we can all be great because we all have the capacity to serve.

You all have the capacity to serve. I am glad that you are volunteering, but you all have the capacity, and Habitat needs your skills. We need surveyors. We need individuals who are as passionate about developing land in a good and sustainable way so that others can benefit.

I would argue we need to serve those living in difficult circumstances in a dignified way; that we need to do it with humility; and the last point that I will talk about is that we can all be part of that. In 2005, we had a wonderful, monumental build for the organization.

In 1976 Millard and Linda Fuller started this organization in an abandoned barn in rural Georgia, about 10 miles away from Plains, Georgia with 12 people on a mud floor in this abandoned barn. Those 12 people said, "Before we die, we promise to house a million people."

It was an audacious goal, and I love it. It was an audacious vision that Millard and Linda had, and he was not only a visionary but an entrepreneur who, in 2005, hit that goal four years prior to his death. He housed a million people together with hundreds of thousands of volunteers.

They came up with that goal, and we built that home with Tracy and Kofi who lived in Knoxville, Tennessee. We went down to Knoxville, Tennessee, and I had the opportunity to build on that home.

If you know me at all, you will know that I am a competitive individual. It doesn't matter what I am doing in life; I am in a competition. If I am walking behind you on the street because you are in a race; you just don't know it. That is just my nature. I am a very competitive guy.



I was in charge of vinyl siding on that home that would house the one millionth and the one millionth and first Habitat for Humanity home owner. I was working on the vinyl siding on the right side of the house, and I was in a competition with the other three teams who were building on the front or the back and the left side of the home.

I went around to each of the sides of the house during the day and commented on their siding and suggested maybe they should take down a row or two because it was not quite straight as my sides started accelerating and winning the competition. The day progressed, and near the end of the day, we had a break.

Throughout it, I had noticed that there was a woman and man who were building on the front of the home, and he was doing nothing. She was doing everything. Normally, that is not the case on the build site. Instead, men try to show off to the women and pretend they know what they are doing. He wasn't doing that at all. He didn't even lift a hammer as far as I could see.

At the break, I turned to them, and I asked them the question. I said, "Hey, Jeannie, why is it that buddy here isn't doing anything? All day, he hasn't done anything?" She turned to me, and she was wearing sunglasses, and I had never met this woman before.

She said, "Because I am blind. He is my eyes for the day. He is doing something. He is showing me where to put every single nail. He is showing me how to use the chop saw so that I do it safely. He is showing me where to measure and how to cut. He is telling where to stand on the scaffolding, so I can safely put this siding on. He is my eyes for the day."

I thought, "That's amazing." We can all be great because we can all give back. We can all be great because we can all serve. He was serving her and she was serving me in an inspirational way, and it allowed me and made me want to build more and build louder. That is what we will do together.

The model of Habitat for Humanity, when we all get together, when we all serve in a dignified way, when we all serve in a humble way, has phenomenal results. Here is how I will conclude: by simply telling you some wonderful, wonderful facts.

We have the individual cases like Barry and Brenda or like Walter and Sheila Khan who lived in a one-room illegal basement apartment at Dupont and Christie, who carried their child Lisa downstairs every single night into their hovel of an apartment, where they all slept on one bed, a family of five in about 200 square feet.

We had the opportunity to say, "We are going to partner together." We answered the call of a family that says, "Will you build with me?" not "Will you build for me?" We answer that call, and family after family is helped around the world. In fact, one family every ten minutes moves into a Habitat For Humanity home. We need to bring that from ten minutes down to nine minutes down to eight minutes.

The real question for me is what happens if we serve in a model that makes so much sense -- what happens five years and what happens ten years down the road? What is the empirical evidence saying, "This makes sense"?

We answered that question in Toronto by doing two very exhaustive surveys that the University of Toronto assisted us with. The first one was, simply, how do they do financially?

Here is the answer: On average, once a family moves into a Habitat for Humanity home, on average, their income rises by 8 per cent per year. Once they move into a Habitat for Humanity home, because they are paying back an interest-free mortgage, their net worth expands by about \$20,000 a year through the appreciation of their home and their principal repayments.

They are able to say that not only do we house the family, but we were able to break the cycle of poverty, and that, to me, is an exciting statistic.

The final financial statistic was that, on average, the City of Toronto subsidizes each one of these families or had subsidized each one of these families by about \$650 per month, and now they are contributing back about \$350 per month. We have a \$1000-to-the-good swing on a tax perspective once we house a family in an affordable home ownership mechanism. So those are the great financial results.

The results that came out in our survey this past October that excited me even more than those financial ones were the statistics around how the children do because we want to make sure that poverty stops from being a generational issue.

What we have done is, we asked them some very basic questions. What happens to the children? Do they go on to university? Do they go on to apprenticeship programs? Do they go to college? What happens?

The answer is that 98 per cent of every single child who grows into a Habitat for Humanity home moves on to college or university, 98 per cent. That is a wonderful number. 98 per cent go on to that record.

We wanted to know: were we serving the families in a dignified way? Did they have a better sense of self-worth now that they had moved into a Habitat home? That is a really difficult question to answer. I don't know how -- you say you will measure this, but how do you empirically measure it? You guys are into measuring.

We scratched our heads and said, "How do you measure whether or not they have a new outlook, a new world view, a new sense of dignity, and the answer that we came up with was: Let's ask them how many sleep-overs their children had before they moved into a Habitat home and how many sleep-overs they had after they moved into a Habitat home.

The answer was, every single child had more sleep-overs once they moved into a Habitat for Humanity home because they had a sense of pride in their home. They

could say, "This is my room. This is where I live. This is where I do my homework. This where I study so I can go on to further education."

They had a sense of pride where they could bring their friends and their family over to their home. That is how we measured it, and we had a 100 per cent result and a 100 per cent result for the good out of that.

To me, that is what we need to be doing. We need to replicate it over and over again, and I will just conclude by thanking you for your gracious offer to volunteer with this wonderful -- not "organization" -- this wonderful movement that is transforming lives all around the world. Thank you.

MR. ANSELL: Thank you, Neil. I think it was interesting that you asked us all stand if we weren't going to contribute, and I am glad to see that no one stood up. We have been giving a very small token to all our guest speakers. There is a token here.

We are trying to eradicate polio. Our President, Paul, is a member of Rotary International, so there is a certificate in your name to vaccinate 120 children.

Knowing that we can't all volunteer right now and help build a home or put siding up, we also have a very substantial contribution to Habitat for Humanity.

MR. HETHERINGTON: Thank you so much.

MR. ANSELL: Thank you very much for being here. I just want to say that because Neil just became CEO of New York, today it was very difficult for him to come here. He has got a very small window, I think about 45 minutes, to get back to New York City because he has a board meeting tonight.

I really appreciate you taking the time to talk to us. Thank you very much.

Is Nigel Day in the room? We do have a social media presentation at 1:45, so Nigel has asked for five minutes. I told him I have never seen Nigel talk for only five minutes. Because we have this very small window of opportunity, I am going to allow Nigel to speak. While we are setting up for Nigel, Past President Jack Young would like to address you.

#### **ADDRESS BY MR. YOUNG:**

MR. YOUNG: I have got a couple of questions. The first one is how many have volunteered for Habitat for Humanity in this room? Wonderful group. It is a very rewarding experience. You can't imagine how well it makes you feel, working on a project. You get to work with people from all walks of life.

One of the most interesting that I had was working with a fellow named Alex Tulloch, and you would be surprised how well that man can work.

If you get the opportunity, take the opportunity and run with it. It is a great organization, and I recommend it. I challenge you all to get involved. Thank you.

MR. ANSELL: I think so many of us can volunteer because it is very easy to donate a crew at the onset of surveying that lot, doing the SRPR at the end. It is certainly not a hardship on your firm to get out there, so I encourage those who have not yet done that to go ahead and offer your time and your expertise in Humanity.

### **PRESENTATION BY MR. DAY:**

MR. DAY: Hello, everybody. Great to see you. Great turnout this year, obviously; everybody getting a few extra Brownie points. For those of you who do not know me, my name is Nigel Day. I am chair of the Geomatics Recruitment and Liaison Committee. That is one of the marketing arms of the association. Our main goal is to try and find the future staff that will sit in the seats in your business, whether it is people in the field, people in the office, whether it is licensed people -- anybody that is involved in a geomatics operation.

In order to do that, we are developing PowerPoint slides, toolkits, other materials that will sit on the members' side of the new web site. There are a lot of different that are in development. I am going to show you just one small PowerPoint slide that is in draft. It is in mid- to late stage. There are some bugaboos you are going to see with it.

I am asking for input, and I am also asking if there is anybody out there that also has a keen interest in helping with this. I would love a few of your volunteer hours. I do have some discs with some other PowerPoints on them. If you want to take them back and look at them and send me some feedback in a few weeks, that would be terrific.

There is a sign-up list at a couple of locations out there in the hall if you also would like to become a member of the committee. I do need extra workers. The committee has 15 to 20 people on it, but a number of them are university professors, people from, say, ESRI and other people like that. I cannot task them with duties. I only have about six worker bees. I need a few more worker bees.

The other thing that I want to point out is that I am going to show you this PowerPoint. I am not necessarily suggesting that you have to go to a school or to a teachers' group or to another group and do it. Maybe you have got one of your staff that you could have them go for an hour and do it.

Things that do work are that you take a PowerPoint, so some things with that. Take a total station with you with reflectorless technology, ping a few distances; it is probably good to go. It really switches the kids on.

This is built for grades 9 to 12, geography type students and others. As you are watching this, put your grade 9 to 12 hats on because that is what I am going to show you, and I would like some honest feedback on this.

The other idea is that I would like a representative from each regional group at least to liaise with me on this committee, but I would really like an active member to sit on this committee so that we can get the materials out and at the regional group meetings, other things can be explained about what we are try to do here.

Remember, the idea is to attract students to sit in every facet of your office. I am going to try and just talk you through this. Are we ready? I will be as quick as I can to get through it.

These are some of the things. What has happened is that there were older PowerPoint slides. I have had several of our students that we have hired on four-month contract now take a look at it and funky it up a bit and bring it back down to more of an attracting students level. I have had them do that, and I think we have got vast improvements of what we have got to offer here.

What you would do with this is you would take this off the members' web site. You can morph it any way you want. You can retract slides from it; you can add slides to it; you can completely change it. We are just trying to give you some helpful tools that might help you just grab and run and do a couple of presentations.

These are some of the areas that we do help the geoeconomy. What I will be doing is, in the background of these slides, writing some sentences of what you could say when you are presenting these slides. I am not going to give you that right now. I just want you to concentrate on seeing the visual part of this because the pictures tell the story. We are trying to make it so it is easy to go and deliver some of these to a class.

Again, I would just reiterate: Remember, you are trying to put your Grade 9 to 12 hats on. Some of these things are tried and true. The students have actually really liked some of these slides, although they have been modified now. These are just examples of really early equipment.

The other thing I would like to mention is that a lot of the teachers are very intimidated by the fast evolution of the technologies in our industry, so you are really helping the teachers a lot when you go to do a presentation because they will come up with a lot of really good questions. Again, I am trying to go speedily because I only have a very small window of time here.

Just to let you know: This is one of six PowerPoint slide decks that are in new development. This one is the biggest, and this one actually may get broken down into two or three subgroups, so it will be much smaller. I thought I would show you this because it has got a lot of information in it.

The other item I would like to mention is that I just submitted an article yesterday to the Career Counsellors of Ontario, and it will be published in their magazine, just backgrounding and outlining geomatics and surveying. I was very limited on the amount of words I could have, but it does paint a pretty basic picture of all the

different facets of what we do.

This is one of the best slides, I think. I really quite like this one. If you weren't aware of all the people that were land surveyors, it is pretty neat.

Thank you very much everybody. Thank you for your time. Thank you, Eric, for sneaking me in.

MR. ANSELL: Our next presentation is on social media. I would like to welcome Nigel D'Souza to give us an overview of social media. Social media is everywhere these days: LinkedIn, Facebook, YouTube, Twitter and recently in the news concerning an MGM casino right here in downtown Toronto. MGM is using social media as one of their marketing campaigns to promote the development. This raises questions on: How do we use social media? How is it used responsibly, and what can it do to us? How do we integrate with social media messages?

Nigel led a full-day seminar in the fall of 2012 for our Continuing Education committee. This was well received by those in attendance, and we hope to offer Nigel's full-day seminar again this year. To help us understand this better, Nigel, an expert from a team of online marketers, will lift the veil on social media and make you think in a whole new way. Nigel.

### **SOCIAL MEDIA PRESENTATION BY MR. D'SOUZA:**

MR. D'SOUZA: Thanks for having me, AOLS. I want to thank you guys for really taking an interest in understanding this new form of media that really a lot of small business and entrepreneurs alike are kind of embracing. I think it is really important to understand why AOLS decided to offer this sort of course or this sort of introductory level thinking with social media.

As an entrepreneur myself, I feel like we are always kind of looking for more new, efficient ways to market ourselves. We are looking for progressive ways to put ourselves out there, our brands out there and really put us as an organization in the forefront of people's minds when they think about the industries that we are kind of participating in and engaging in.

Just to give you an idea of who I am, this is me in a nut shell, essentially. That is my Twitter profile at the top. I went to U of T for marketing. I graduated quite a while ago now.

I am director of operations and social media lead at Xen Impact. It is an online marketing that I am proud to be a part of; a great team of people who really understand what it takes to bring your business online.

I also kind of play in the not-for-profit space a little bit. I do a couple of speaking engagements; some of them are listed, and some of them were just alluded to. There was a full-day seminar that kind of covered seven hours' worth of material, everything from LinkedIn to Facebook to Twitter and so on, and conversations

really about what social media is about.

I am going to try to really just cram all that kind of stuff in a very basic overview in, hopefully, an hour and be able to kind of understand, really, what social media is, what are the kind of the basic principles of it and how we can use it as small business entrepreneurs or in the corporate world or anything of that nature; kind of what do we need to look out for and what kind of things we can use, what kind of tools we can use to really propel our brands online.

Before we start that, I just want to show you a brief video that I usually show at any kind of speaking engagement regarding this sort of thing. Hopefully, it will open your eyes in terms of the world that we are living in and the way it has been changing.

--- (An audiovisual presentation was screened.)

MR. D'SOUZA: I hope you guys enjoyed that intro, kind of a splash of what we will be talking about and what we will be getting into. Before I continue, I did mention before that this was a seven-hour kind of a full-day learning session and seminar that was condensed for the purposes of this AGM to see if we could pique your interest.

It is to my understanding, and I hope I am not jumping the gun a little bit, but I believe that the AOLS Education Committee will be offering essentially in-depth kind of webinars that you can access from home or from your office on YouTube and Twitter and Facebook and things of that nature. Just look out for that in case any of this kind of stuff interests you in the future.

I just want to talk about what social media is. Officially, it is an umbrella term. It encapsulates a whole bunch of different things. It has really encapsulated the emergence of the Internet from a social perspective.

I know in the video it gave you a few trends, and one of the things I definitely wanted to highlight was the emergence of mobile platforms. By 2014, there will be more people accessing the internet from mobile devices than any other platform, including computers.

It really highlights the significance of how we think about interacting with people online and how we eventually build our brands for people to access literally anywhere on the planet.

I am sure you can appreciate being on the field and having and needing data kind of on the spot. Social media is a tool that you can market using mobile platforms with the emergence of the new trends.

Basically, social media kind of integrates technology and social interaction which is essentially conversations that are happening. It is very much like traditional marketing media whereby people speak and talk about different things.

Hopefully, the things that they talk about are positive, and hopefully, the positive things that are talking about your brands, so it is really kind of -- the idea is to figure out how we can position ourselves in front of all these people, potentially.

If Facebook were a country, it would be the third largest country in the world, just ahead of the United States. Only China and India would technically be more densely populated in terms of numbers, and that is a cool stat to me because it gives you an idea of how many people are using this platform.

I just want to take a poll in the crowd. How many of you have a personal Facebook account? Hands in the air. From a survey we took earlier through Survey Monkey, we discovered about 75 per cent of you essentially have some sort of Facebook account.

What we want to do is try to create a linkage between your personal lives and the Facebook account, and really, what it essentially -- it could be your brand or your organization's brand. Out of the people here, how many people have created, essentially, a Facebook fan page or some sort of business identity online?

There are a few of you in the audience. I would love to connect with some of you who have raised your hands to just kind of see what strategies you are employing specific to your field, so we can, obviously, incorporate some of the things that you guys are doing well and, hopefully, improve on them so that we can benefit everyone else in the room as well.

I just kind of want to speak to the amount of kind of things that always get posted. This is a stat that says -- in case you can't read it -- 25 billion is the amount of content, web links, news stories, blog posts, photos and all those kind of goods that get posted on a monthly basis.

Just to highlight the exponential growth of the industry, that is six times more than last year. I would tell you that this is a stat that is so obsolete now. This is a stat taken, I believe, from 2011, so I just want to highlight how fast this medium is growing and how important it is for us to capitalize on the trend here.

One third of women, essentially -- as soon as they wake up, the first thing they do is check Facebook or some sort of social media device, either a news feed or Twitter, and that is reported from women aged from 18 to 38.

It is kind of funny because some of these people, these women, tend to check Facebook or their Twitter feeds or something of that nature before doing basic sanitary things like going to the washroom. This is, like, literally rolling out of bed, "Let me see what is going on in the world."

It highlights how the perception of the way we -- how quickly we integrate news. It kind of highlights that sort of phenomenon.



I know, personally, when I wake up in the morning, usually one of the first things I am checking is Instagram or Twitter or Facebook, and that is usually to discover what has been going on in the world, if I am checking Twitter; what has been going on within my personal circle, which is Facebook; or just for entertainment purposes and whatever reason, something like either an interest that I am piqued in or some sort of news article that might interest me.

What I really want to highlight here is that this is what people do almost on a daily basis without even consciously thinking of it. It might be even the first thing that they do when they wake up.

Just in speaking about Facebook, I just want to plug the AOLS Facebook page. Currently, they are on Facebook, so for all you guys who have personal accounts, I would highly encourage you to navigate to AOLS on Facebook. You are just going to have to search AOLS, Association of Ontario Land Surveyors, and on their Facebook page they have a ton of interesting things.

Let me see if I can just quickly get out of here, so I can just show you what AOLS is doing on its page, what kind of -- this is kind of it right here. If you can just read it, it is giving you kind of an update on registration status, what time Early Birds ends.

If you guys are interested in staying up to date with AOLS and what they are up to, it would be a good idea to just come over here and click this "Like" button over here, so whenever you go on Facebook to kind of figure out what is new in the AOLS world.

One thing I just wanted to highlight is the fact that they have it, the fact that about 78 per cent of you are on Facebook just based on the numbers in the room. There are a few more people I am sure who could benefit from their ongoing social engagement.

I want to talk a little bit about how kind of social media has changed the way we kind of interpret news. In the past, there used to be only a few sources of news, essentially, that controlled everything. Maybe, I think, a handful of people were kind of responsible for owning Fox News or MSNBC or BBC or whatever kind of -- the radio outlets. They all tend to be posted under one or two or three major players.

Since the social media revolution, what has happened is that people have become the new conveyors of news, so whenever something happens kind of on the spot, whenever I decide to look for recommendation or for the latest happenings in the world, I usually tend to get them from people or the sources themselves who usually who usually could be sharing them from news sources, mind you.

People are the new standards of sharing things. That is kind of what I really want to get to you. There is a viral effect that is really prominent in our media these days. We see people sharing, commenting, posting, recommending freely.

There are, essentially, four reasons why people talk about you online. It is usual because they like you. It is usually because either they hate you or dislike you. It is usually because they were asked opinions or asked questions about you and your brand, and it is usually because their community that they are affiliated with is talking about you.

It is really important to understand why people are talking about you or why people decide to engage in your brand and the way in which they engage and how we can essentially use those interactions to promote either your expertise in the field, some of the new things that you are doing, maybe some of the new ventures or new reasons you are expanding. It is a source to essentially give the world an outlet for what is going on.

That being said, social media is probably one of the best ways to reach your most -- not just reach but identify who your most influential customers are, influential people, advocates of your brand. I will talk a little bit later about why that is important.

Some people argue that one of the only sure-fire ways to really figure out who your most cynical or most critical people or clients are; and usually, that is the case if you have -- there is a sort of dissatisfaction going on. For whatever reason, a lot of people use social media to kind of vent, so it is important to kind of monitor what is being said about you.

I will mention later what some of the tools that we use in the field to kind of monitor what people are saying, any sort of mentions about your brand. Hopefully, these will give you key insights to improve your processes, improve your customer relations and, ultimately, improve your bottom line.

The next kind of segment I want to talk about, essentially, is what social media can do for our business and what kinds of ways people are using it. To start off, I really want to talk about public relations.

Some people use it as a news outlet to say, "What's new with our company? Has there been any recent new hire? Are we deciding to do new things? Did we get a cool new piece of equipment that we want to share with the world?"

Essentially, what you are trying to do here is create the perception that you are an organization that is, essentially, one that is trustworthy, and one that is reputable, that knows what they are doing, that has been in the industry for a while and has an expertise in either some sense or some sort of niche.

Using social media as public relations essentially allows you to reach to a broad spectrum of people. It also gives you some validity when some people decide to do research on you.

Usually, that happens in the stage of when you are trying to win a contract and somebody really tries to determine are you trustworthy of the money and the dollars I am about to give you to complete the job.

There is also real time information that happens as well. I will be speaking a lot about how Twitter -- the real time nature of it and how things that happen kind of instantaneously get posted instantaneously and what some of the benefits of that can be.

I want to really just highlight that it could be a great customer service tool. Essentially, knowing that it can be in real time, it could be an avenue to voice some sort of immediate thing that you want to put out.

For example, if, for whatever reason, we had to reschedule the Ballroom for where we are sitting here today, and originally the plan was that we were going to -- in this room, there was going to be a whole bunch of presentations, but for whatever reason, they changed ballrooms, usually what would happen is that you would send an email out to everybody, but a lot of people might not have access to that email right away because of safety protocols.

Facebook or Twitter is a great way to say, "Hey, guys, we have got a new ballroom." It is a great way to kind of just say, "Hey. Look. The web site is down, potentially. We have no way of access or communicating with you. We are just going to put it out on our Facebook or Twitter to just kind of let you know that this is a new change of plans or a new change of scenery."

It also says when a client is dissatisfied with you, it will allow you to voice your side of the story, possibly provide a solution that the public can see. That really goes leaps and bounds in terms of really showing that you are a company that cares about your customers' feedback and are committed to improving your processes or improving the complaint. It is really a chance for you to proactively engage satisfied users.

Loyalty building is a very common practice as well in terms of the way people use social media. It is a way to convert what I call evangelists or people who are eventually going to be advocates of your brand.

There is nothing like someone saying something good about you. Never discount the fact of someone saying something good about you in an online sense. Things tend to get picked up and go viral very quickly, especially if you encourage that sort of behaviour.

Ultimately, you want to make it easy for people to say good things about you, and that is really what I want to stress. People use social media in all sorts of ways, and there are all sorts of creative things that you can do to get people engaging with you on a constant basis either by hosting contests or -- I know Trimble, for example, which is one of the leading manufacturers for some of the equipment that a lot of you guys use.

They encourage people to essentially post pictures of themselves. This is a Trimble survey division page, and this is a very well done page. My Internet is not working;

sorry about that.

Essentially, what Trimble does is they encourage people to post pictures of themselves pictures using their equipment in and on the field.

A lot of the reason why small business users tend to do that sort of thing is because Trimble has some thousands of people liking them on Facebook, so whenever there is a picture that gets posted of said person in the field, they are treating that picture as kind of like exposure for their business and their brand.

They have a very cool community going where people all over the world are posting pictures of Trimble products in the field itself, and it creates a very lasting, cool impact in terms of how Trimble engages the users of their products and essentially converts them into loyalty users and advocates of their brand.

Not only are they posting it on Trimble's wall, indirectly the activity is being posted to their friends as well in their news feed, so this is a really cool marketing tactic that Trimble has used to essentially organically promote some of its products and kind of foster that good community spirit.

I encourage you to look them up if you get a chance. I am sorry that the Internet is not working right now, otherwise I would show you myself.

Collaboration is another kind of tool or an avenue that small businesses use social media. It is definitely a space where people are very friendly and there is a lot of -- the idea is that a lot of exposure to go around.

This is a very kind of reciprocal effect that happens in social media; kind of you scratch my back, and I will scratch yours. If you say something good about me, I have no problems telling everyone how good an experience I had with you.

It is very important to find new ways to find new friends online to collaborate with. It is a great avenue to kind of get that cold call or cold kind of experience out of the way, so that cold introduction, you can kind of --

I know there are a lot of people, prior to trade shows, what they do is have a cold introduction either on Facebook or on LinkedIn, say, "Hey. This is who I am. This is my product. I feel like I have done some research on you, and this is kind of how I feel we can collaborate, maybe at such and such. I saw that you were going to such and such trade show, so would you like to kind of maybe connect there."

I see a lot of my B to B clients -- that sort of interaction kind of fosters. Even though it is a cold one, and you might not know the person right off the bat, you are able to do enough information and research on them so that when you do meet them at the trade show or in person somewhere or set up a meeting, you have sort of a warm kind of introduction to go off.

Is very important that way to play nice with others online because, essentially,

whatever you put out there is essentially part of your brand. It creates a perception about your company. It kind of also reiterates the point I just made about networking.

Again, it is a great tool to just kind of meet people, to identify what people's strengths and niches are and to find gaps of where there is a chance for collaboration and, again, a chance to get to people, get to know people before meeting them.

This is an interesting slide because I don't see too many people doing this currently in the surveying industry. It is essentially trying to promote thought leadership. Currently, it is a way to kind of position yourself as an expert, usually either through blogs or through some sorts of discussions.

If any of you ever visit specialty forums that have to do with land surveying or the AOLS LinkedIn page, for example -- I see a lot of conversations happening about people who are prospecting the industry. You know: "Should I get into this kind of field? What kind of tools do I need? Can you give me a review on such and such a product."

Any time you need specialized information, it is not a bad idea to ask a group of professionals in the industry what their thoughts are because: (1) Your chances are, because it is an open kind of forum where people are very visible, you are going to get some sort of advocacy that is inherently legitimate. Beyond that, as a user, you have the opportunity to answer and help peers in your industry, and that indirectly positions you as a thought leader.

Why do we want to be positioned as thought leaders? It is, essentially, to be able to -- when anyone thinks about a certain issue or a certain criteria or sort of equipment, you want to be the person that they think of, and being a thought leader essentially helps you to do that.

If there is nothing you take away from there other than this, you want to be positioned -- it is all about perception and branding, and this is one of the ways to do it.

Doing those six things, eventually what you want to do is amalgamate them into an effort that essentially improves your bottom line. That is kind of what it is about as business people.

We want to do it in a way that the time spent is justified, and there is a return on investment sort of scenario there where you can ideally calculate the effort that you are putting forth versus the effort that you are getting back.

I can't really get into return on investment too much today. Essentially, I can speak on it for hours, and I am sure that is going to be one of the webinars that we offer eventually.

It is important to highlight the fact that even though it is an inherently subjective

kind of field where the things that you are measuring tend to be very subjective in nature i.e. brand sentiment, how people are talking about you, page views or web site visits, essentially what we want to do is translate those into outbound calls, referrals, all that good stuff that business really needs. Eventually, we will be able to chart it in a way that we can provide a positive return on your investment.

I just want to talk about Twitter for a little bit and why it is important. Twitter is essentially a place where news often breaks. As a B to B focused company of any sort, it is a great way to meet other businesses and try to find other businesses that might need your services. If you are essentially focused on B to B kind of clients, I highly urge you to explore the Twitter atmosphere and just see what kind of conversations are going on in this realm.

It established itself as a main source of live information which is very unique as well because, on average, you will notice that news, major news -- either earthquakes, floods or someone's passing or something of that nature -- tends to get broken on Twitter much faster, on average between five to six minutes of it actually occurring, whereas news outlets such as the Associated Press or major news outlets tend to pick up things between 15 to 20 minutes after things happen, on average.

If you really want to be on top of the industry, and you want to be the first to be in the know of whatever is happening, I highly encourage you to check this type of medium out. Not only will you be able to see what kind of conversations are happening, by and large, about your industry, but you will also be able to see what kind of things are trending around the world.

What that allows you to do is understand what kind of current events are happening. Eventually, you would be able to leverage those current events as talking pieces about what is going on. You will be able to use those talking pieces to essentially create conversations that are new, engaging and fun and are relevant, essentially.

You are not just talking about this new piece of equipment that you are using in this sort of field given this sort of weather condition i.e. either rainy, snowy, muddy or whatever the case is.

If there happens to be a flood that happens, essentially, you could leverage that conversation happening centred around the flood to say, "Hey, look. In muddy conditions, that is not going to stop us. We are that sort of proactive company that no matter what kind of happens, we have the equipment necessary to take care of business, right?" That is just an example of what we can use.

A lot of businesses use Twitter essentially as a way to be found online as well, and that is kind of what I mean by "search engine optimisation." Search engine optimisation is, by and large, the practice of getting ranked on Google. You type in "land surveyors," and if you happen to be a land surveyor in Toronto, it is probably in your best interests to come in within the top three to five rankings of that search algorithm or search term.

It is important to understand why people are looking for you online and what kind of search terms they are looking for your kind of work.

If it is a very niche-related kind of industry or a nice kind of service that you provide specifically to municipalities or specifically to governmental organizations or if you just happen to work for just school boards, something like that, it is important to understand what people are essentially looking for in that sort of service and then what kind of things we can do to essentially propagate the search term so that when people do come looking for you online, either with Google or some other directory, you want to be positioned as -- again, you want to come to the forefront of peoples' minds.

Essentially, what that is is coming in front of Google, coming on top of the search terms and really making sure that once populated up there, the information is readily available for the user, i.e. your phone number is updated correctly, the address of your location, the specifics, core specialty niche services are updated so they know exactly who you are and what you provide as well.

Twitter, by and large, is -- the reason why Google values Twitter is because of the nature of it, being live content, fresh content. The search algorithm actually plays a higher importance on fresh content.

Usually, a lot of people I know who are in small business tend to use Twitter to potentially populate their Google search algorithm and Google searchability as well. That being said, AOL is also on Twitter. In this room, how many of you actually use Twitter? I am expecting about 25 to 50 per cent. Just a few of you, eh? That's interesting.

Facebook is really good if you are dealing with clients, and you are dealing with clients at large, en masse. If you happen to visit a lot of trade shows and deal with a lot of businesses as your clients, I would definitely recommend you to kind of focus a little bit more on your Twitter campaign versus your Facebook your Facebook, essentially because that is where businesses tend to play. This is an opportunity for all of us to make those connections online through Twitter.

There are a couple of firms that I kind of wanted to highlight for those who did raise your hand and want to understand kind of how better to kind of like revisit your strategy and try to figure out --

I know a lot of people come to me and say, "There is so much I have got to post. I am really not sure kind of what I should be posting, if it is frequent enough, if it is the right kind of information. I just wanted to kind of highlight a couple of companies that are doing very well.

Trimble is a major kind of company that has a whole bunch of divisions, survey divisions, hiking, what-have-you. They have one for GPS and stuff like that. You definitely want to check them out to see what kind of content they are posting, what kind of ways they are engaging their users and, really, what is making them

successful.

More importantly, if you want to figure out where your industry mates or peers are and how to connect to them, and if you want a list of, essentially, people who are also in your field, also playing on social media, you probably want to check out their followers as well. Essentially, the people that follow these major companies are essentially the people who buy from these major companies, people such as yourselves.

So if you want to connect with peers, but you also want to connect with people who are in the industry who are trying to make waves or are potentially looking to purchase equipment, possibly looking for surveyors, you might want to check out Trimble's followers just to see who else is in the space as well. It is a good place to start.

Topcon is another one as well. That is [twitter.com/topcon\\_today](https://twitter.com/topcon_today). They are a good place for news, as well, for your industry as well. That might be a good place to check.

Then, of course, AOLs if you want to stay in touch with them as well. They are currently building their Twitter profile, so it might be a good idea to -- as you can see, they are propagating some pretty relevant news to you guys to the conference at hand. I am sure in the future they will be getting creative and offering all sorts of goodies for people who decide to engage with them and their user base as well.

I want to talk about how you navigate Twitter, why we want to get the followers we do and how to get those followers. You want to start from the start, which is your personal network.

This includes your family, your friends, your coworkers' friends, and you kind of just let them know, "Hey, look. I have just started this Twitter account. I have just started Facebook. I am on LinkedIn. Are you guys there too? Is there any way we can connect."

The reason we want to do this is because we want to make it so that when people look us up, there is a perception there that we are a company that does good work, and a lot of people advocate for, so to have a baseline or a base set of followers kind of gives the industry, by and large, an idea of who you are on a perception.

It is kind of like when you go to a web site of anything, of a peer or if someone goes to your web site, and they discover that things are out of place, or things are disorganized or are outdated, it gives them a negative perception of you. It is kind of like when you go into a store, and the lighting is not right, things of that nature.

This is part of your brand, and you want to make sure that you take care of it. Part of that is to make sure that it is populated the right way with an adequate amount of followers, so once you are done reaching out to your family and friends and urging them to connect with you online, you really want to reach out to the people kind of



professionally.

That is not your personal contacts. These are your semi-personal professional contacts. I am sure a lot of you guys have mailing lists of people or contacts, people that you know are also kind of professionals in the field, people who might be interested in the new services you might be offering online and things of that nature. You want to kind of definitely get on the phone, talk to some people.

I would also encourage putting your social media contacts in your web site. You want to also put it in cool different little places either in your office, as stickers. I have seen people go so far as to put it in their signatures in their email.

I know a lot of the AOLS members have their current Facebook, Twitter and LinkedIn kind of in their emails, and that is definitely a good step if you want to make it easy for people to find you.

You want to mention it in other channels, either if you engage in speaking opportunities, if you have a chance to present to a number of people, if you decide to exhibit at a trade show, for example, or you attend a trade show, either on your name tag or some other thing, you want to kind of just let people know that you are an active member of this kind of medium -- how to find you, essentially. That is usually the baseline, the ways of creating followers.

Going forward beyond that, you really want to engage people who are in the industry as peers, as prospective clients and things of that nature. Again, I mentioned a company you can kind of follow to see who their client base is, who is kind of like in -- decided to engage with them. That way, you will be able to get in touch with people and kind of start following them. Hopefully, there is that reciprocating effect that I mentioned earlier that happens, where they decide to engage with you as well.

LinkedIn is also a great way to professionally connect with people. I know a lot of sales people who use LinkedIn exclusively as a way to build their sales pipeline, so whenever you decide to engage with someone or engage with a company that you think might need your services, LinkedIn is a good step or a good starting point to really identify who, within that organization, you need to reach out to.

How many of you have LinkedIn here? Good. That is a really good number. Hopefully, you will have an opportunity to engage with each other as well. I highly encourage it. I know you will be meeting with people throughout the day and throughout this conference, so I highly encourage you guys to all kind of connect on LinkedIn, all join the conversations that are happening there.

You will find that they are very professionally related conversations that -- again, it is a chance for you to be a thought leader, to present yourself as knowledgeable in the industry. Hopefully, when it is all said and done, you will put yourself in a position that, when people think about you and your industry, that you come to the forefront.

Ninety per cent of professionals use social media to access thought leadership and for information they couldn't get anywhere else. Three out of four people, kind of professionals, rely heavily on their social networks to kind of provide recommendations or to get referrals.

It is kind of like, in any referral-based business, if you do a good job, that is one thing, but to get someone to say that you have done a good job, to say that you are a reputable person, that you are trustworthy, that you get things done on time -- those are the things that really go towards driving the sales line and to essentially improve your bottom line and to gain customer acquisition.

One thing I just wanted to note is that 81 per cent of LinkedIn members have separate social networks for their personal and professional lives, and that is fine too, although I would encourage you, if you are a one- or two-man operation or generally a smaller organization, it is important to kind of leverage yourself as the brand. They kind of go hand in hand.

As much as you have so-and-so's surveying company, you want to make sure that when people think about your surveying company, usually, they are thinking about you. It is important to be mindful of what you are posting on your personal profiles as well.

In some cases, I would even urge synching the two to make them kind of one and the same so that when people think of you personally, your company comes to mind because they understand that this is what you do, and this is who you represent.

AOLS is also on LinkedIn. They are creating amazing amounts of conversations. Even just skimming through it, I found a lot of helpful information that gave me a lot of research on the industry.

It is also cool to see the level of interaction that they currently have on LinkedIn with people kind of supporting others' views, asking for advice, asking, "What kind of equipment should I use? Where should I start out if I decide to do this? Do you guys know of anyone who is hiring? Do you know of anyone who needs a job?" These kinds of conversations are what happen on the AOLS LinkedIn page.

As a surveyor, I highly -- especially because I believe about 75 per cent of you are on LinkedIn as well, just based on the survey, roughly. You definitely want to hit the "Follow" button there and really engage as part of the group and engage in part of the conversations that are happening there as well.

This is truly a place where you can create tangible business results by either creating, networking with people or just positioning yourself as an industry expert so that when people kind of are looking for services of your nature, again you come to the forefront.

I am just going to give you a couple of tips. When you get on LinkedIn to decide

you want to engage in group conversations, how you really go about it. It is important to stay active. It is the recency and repetition effect that happens in marketing.

Usually, when you see someone's names a couple of times, you tend to recall them if you see them at a future date. That helps from a psychological perspective. You want to stay active so that people see that, again, this person is constantly engaging, constantly liking, constantly sharing relevant, useful information. Maybe they are someone I can go to.

You want to engage in people's kind of thought discussions. You want to give your two cents, not necessarily about surveying. It could be about just running a small business and the trials and tribulations that come with that. The new way people kind of look at surveyors or geomatics and things of that nature.

You want to set guidelines for discussions, and this usually applies for bigger companies. If you have someone who is actively participating on your behalf, you want to make sure that what you say is of value to the community, and it is not anything inappropriate or might put someone else off.

It is very important to manage your brand, to manage the things that you are saying and to make sure that you are not out of place in any sort of scenario, and nothing you can say can have some sort of negative backlash.

Believe me, it takes a long time to get rid of those things. It could take years to build a good, positive sentiment about you, and it could literally take minutes to just erase all that hard work, so you want to be very careful about what you put out there.

Just content creation: You want to really just add value to the community and seek ways for the community to add value to you, so again, whether you need advice on something or whether you need an information search on something that you might be prospecting, I highly encourage you to ask questions.

If someone answers it, applaud them for it. Connect with them, and hopefully in the future pay it forward and pay it back to the community by answering some of the questions in the future as well.

Blogging is kind of -- again, mentioned earlier ways of thought leadership. It is a great opportunity to showcase your expertise. A main reason why people blog as well is to feature prominently on Google. Depending on the topic you are discussing, Google caches a lot of the conversations or the posts that you would be putting out.

It is very easy to integrate a blog into your web site, kind of drive traffic towards it. It gives people a reason to keep coming back to your web site on a weekly, monthly, however frequently you decide to do it.

It is not one of those things you need to do it every day as well, as long as it is consistent. Either you do it every week, every quarter, biweekly or whatever the case is. It is a good way of getting people interested in kind of seeing your views either about the industry or about entrepreneurship or about anything, really.

One of the blogs I wanted to highlight was [surveyorssaywhat.com](http://surveyorssaywhat.com). Some of you may even have come across it in Google searches. It was just an interesting twist or a take on putting information out about the surveying industry.

The last gentleman here who was kind of presenting, he mentioned kind of -- his favourite slide was the one about what kind of people in the past were surveyors, like Sir Sandford Fleming, those kinds of people.

This blog was a really interesting take on a lot of those historical lessons.

As someone who is relatively new to the industry, it definitely gave me a good perspective about the way the industry has kind of evolved. She has some great thoughts about entrepreneurship, and I definitely took a lot of value out of that.

She mentions in one of the posts how she had a consulting company come in and refine her processes, and maybe that is something some of you could essentially benefit from, just kind of that sort of insight to think about.

As much as you could be a professional surveyor, does that automatically translate into you being an excellent entrepreneur? Sometimes there are gaps that we need to fix, and this blog essentially offers you an opportunity or gives her side of the story of the kind of the things that she went through.

Hopefully, just in reading that, you will kind of gain a perspective of what I am talking about. It is not all about selling. It is about kind of just providing some knowledge, sharing your success stories and ultimately hoping that people find value in it. Hopefully, when things come down to marketing dollar and cents, people again think of you from all the branding you have done through things like blogs and things of that nature.

I also want to just highlight a few points, considering this is an introductory level talk.

Social media is a complementary medium to your overall marketing strategy. It in no way, shape or form should replace your marketing strategy. If you notice that you are doing some traditional forms of advertising that are working for you, I highly encourage you to try to figure out where the inefficiencies are and to essentially use social media to help those inefficiencies get better.

If your product sucks, social media is not going to fix it. If your service sucks, social media is not necessarily going to fix it. It is important to also refine your processes and to really do the job well.

At the end of the day, no amount of social media is going to change people's perception of your shortcomings, essentially, but if your customer service sucks, social media can definitely help because it will give you an avenue for people to vent and for you an opportunity to dissuade some of those opinions.

If your repeat business sucks, social media could definitely help because it gives your clients a source or a way to kind of be advocates for your brand. It is funny because when someone provides a recommendation for you, you almost always notice that they are that more inclined to do business with you again, so it is important to get people to commit to saying good things about you. I have definitely found it helps.

If your company's word-of-mouth sucks, social media can definitely help. Not to say that -- again, there are core things in business that you have to do right to eventually get to a certain point, and social media can help with those things, but they can't essentially replace those things.

This slide is essentially about making sure that you have got your core processes and core elements of business down the right way and then, using social media, you can -- it is a very cost-effective way of complimenting your overall marketing efforts and things of that nature.

Generally speaking, when you want to start this off, and you are starting pretty much from zero if you don't have a personal or a company Twitter account, it can be very overwhelming. I just kind of wanted to give you a snapshot of where you should start and how you should go about it.

The preliminaries involve reviewing your company's business, its missions, its understandings and goals. What this will allow you to do is to just kind of figure out where you want your voice to come from, how you want people to essentially perceive you.

If you are a small company, do you want to be perceived as a bigger one that deals with bigger clients? If you are a really large company, and you are finding that people are thinking that you might be too expensive or too large, do you want to kind of be perceived as more human or smaller as you really are? Kind of like where that -- you are doing kind of a SWOT analysis where you are, essentially, understanding who it is you are.

It is always good practice to do this anyway, but this gives you kind of an idea to figure out where exactly your business comes from, which is what I mean by reviewing your company sales program. You have to understand why people contact you, and using those kinds of insights, you will be able to tailor your social media program to kind of cater to those kinds of things.

Do people come to you because they have been referred to you because they are looking for a specific thing that only you or a few handful of others provide? What is it, specifically?

This is the kind of like internal reflecting mechanism that you need to go through to understand what is it that you need to improve or, potentially, where your shortcomings are. What are your competitors doing that you aren't.

In that, I really want to highlight that you want to look at your closest competitors either from a niche perspective or from an overall perspective. What are people in the industry doing that you potentially aren't? Where are the shortcomings? Where are the gaps? How can you fill them in a cost-effective and efficient way?

You don't really want to understand just your sales funnel and how people are brought into that funnel. You want to understand your competitors' sales funnels and how they are bringing people and growing their businesses, to which -- what I would say is that the easiest way to do research on your competitors is to join their LinkedIn.

Connect with them on LinkedIn, join their Facebook fan pages, join their Twitter accounts, see what kinds of things they are posting and see what kinds of things you need to improve on, essentially, to make it better.

Your competitors are also a great place to find new clients. You will find that the people that they are engaging with or that are following them are a good list to proactively start to attack and to engage and to kind of expand your kind of reach in.

Beyond that, you want to analyse the specific social media campaigns of all of your competitors. Usually, your top five will do it. You also want to -- talked about kind of mentioning the tools and what kind of things that we can use.

It is a good idea to set up Google web alerts. In case you haven't heard of what those are, a Google web alert is essentially a way for Google to email you whenever certain terms are mentioned online. The term could be as specific as your company's name. It could be as specific as your name.

Whenever someone says, "Nigel D'Souza" online, I usually get an email that says, "This is what so-and-so has said about you or, "This is the link to the article" or the link to the blog post or whatever the case is. What that allows me to do is kind of monitor what people are saying and either encourage it if it is positive or kind of meet it head-on if it is negative, and just kind of figure out ways to improve it.

It is always important to understand what people are saying and to do it in a way where you are not proactively searching every day. It is a very convenient tool. Google web alerts gives you emails on, essentially, what is being said about you.

General best practices: This really comes down to content creation. I have a lot of people who come to me and say, "What do I do? Where do I post? I feel like we are boring. I feel like we don't have anything that is fun and engaging enough. What kinds of things can we do to really liven things up?"

These are generally the best practices I give to people, points I give to just kind of

make sure that you abide by to make sure that -- these are the kinds of things that work on social media.

The first thing I am going to say is that photos should include real people and real things. You don't want to use the stock photos you had in the marketing shoot, necessarily, because they kind of create a perception that you are that corporate kind of client that doesn't necessarily care.

Trimble does a great job of encouraging people, again, to post pictures of themselves. You will find that real people and real faces are a good thing because people like seeing themselves or seeing others that they recognize. It is a small enough industry where, when certain pictures get posted of prominent people, people tend to recognize them and are that much more likely to engage on that piece of topic either through liking it or commenting on it.

Texts or text overlays are usually not a good idea. In any piece of comment that you are promoting either through Facebook or Twitter, there is a place for the caption or text. Generally speaking, it is usually between 90 to 160 characters of text, and the reason I even mention this is because you don't want to overload anyone with the amount of text that you put.

Generally, you want to keep it short and succinct or even fun and quirky. Those kinds of things are very important to be mindful of. I noticed that AOL, for example, they posted things on Facebook, and they have it connected to Twitter, and what happens, unfortunately, is that because you don't have a character limit on Facebook, when it gets posted to Twitter which does have a character limit of 160 characters, the message gets truncated and shortened. Unfortunately, a lot of your message is getting lost when that sort of thing happens, so it is very important to understand the dynamic of the medium, to understand the limits of it.

I generally tend to tell people not to post anything over 132 characters if you are on Twitter. The reason for that is because it gives you a way to encourage people to retweet you, which is essentially a mechanism of sharing your content.

Usually, when you share content on Twitter, it adds a prefix, either a name or something like that. The reason why we do 130 or 132 characters is so, when that prefix is added, it doesn't go over the limit, and it doesn't go over the 160 character limit and, essentially, adds more work for people to share your content, which is something that you want to make it easy for people to do.

You definitely want to be mindful of the text that you are putting. You don't want to have a picture with text on it. You generally want to have the picture as a standalone and powerful enough to speak for itself with a small caption that is succinct, quirky and fun and encourages people to engage on it. You know, "Like this photo if you want to you think it is a good one," or "Share this photo if you want to see more like it," something like that.

Photos should include real people or real things. The most engaging content on Facebook is content that most people can relate to, so it is important that when you

do put something out there, that it is relevant and people can relate to it. It almost provokes people to act on it.

User sentiment research has shown that emotions triggered by images of real people and real situations and real objects are more lasting and more compelling than those that just include words and text, so that is a study that has been done by Facebook as well.

Facebook, Twitter people tend to react negatively to content that they perceive as inauthentic or not personal. It is just something to be mindful of. Since text is rare in photos from friends, text in brand photos tends to trigger negative reactions towards it.

Instead of introducing your photos via text, you want to choose photos to send a message or tell a story on their own without words. Just reiterating some of the points that I have mentioned prior to it; you want to also keep away your brand logos. You want to use those things very sparingly.

You want to create content in a way that is conversational as opposed to advertising. You don't want to be like, "This is what we are doing. This is the new thing. This is how much it costs. This is brand new. You need to contact us for it."

You want to kind of say, "You know, these are the kind of cool things that are going on with us. This is how we are expanding our family." You want to use those kinds of words as opposed to saying, "Yeah. This is the new person that we hired to improve this division."

All those things are very implicit in nature, and in that sense you want to keep it very simple. You want to keep it fresh. You want to keep it engaging and focus it. You want to definitely focus on the quality of the content. Hopefully, it will add some sort of value to the people engaging or perceiving it.

One more note on brand logos: They tend to be all over the place on social media anyway, so as long as you have uploaded your brand logo and photo properly on your profile, it tends to be right next to either the content you are kind of posting anyway.

What more can I really say about that? Analytics and science is a topic I bring up very briefly, because again, it is something I could talk about a lot. It is very important because, essentially, it allows you to justify to your bosses or to your partners or to yourself essentially why we use it, why put in the time.

The analytics tools of the Internet have come such a long way that it allows us to measure even the most minute of things. It tells you where people are coming from if you are looking at your web site. It tells you where people have found you from. If it is Google that they found you from, what percentage of people, what kinds of search terms they have used, what part of the world they are coming from, how long they spent on your site.



These are the kinds of things that have revolutionized marketing in the last 40 years or so. In the past, you wouldn't be able to necessarily justify or measure specifically how many eyeballs or in a certain way. Social analytics takes it a step further because when you log in with Facebook, you are essentially giving them five pieces of critical information: your first and last name, your age, your gender, your location and roughly when you were born.

Those kinds of things are very important in trying to understand the insights of where people are coming from, what kind of people are engaging with you; are they male? Are they female? Does it really matter? Are they young? Are they old? Do they have, potentially, the purchasing power to afford your services? Are they in a region of need? Those kinds of things.

You can review your inside data through various dashboards, Facebook fan pages -- again, we will cover this more in a webinar from a more how-to, practical perspective, but Facebook has very great built-in analytic tools that kind of tell you all sorts of things about the people who are kind of interacting with your brand, whereas something like Google analytics, which you can embed in your web site, can specifically tell you where people are coming from, how much time they are spending on your site, but it also kind of allows you to create a sort of sales funnel.

Essentially, when someone comes on your web site, eventually, what you want them to do is contact you. I think we can mostly agree on that. It can allow you to track specifically how your web site has been built, and it allows you to track the navigation path of people on your web site.

So either they come in on the landing screen -- they have the option of English or French or whatever the case is. Then, they decide that they are going to click on the product or service that you offer to gain more information about that.

At that point, are people getting converted to the contact form? Are people making the phone call at that point? That is really what you want to know. It also gives you an insight of where people are exiting prematurely, perhaps.

Is this the page that we need to work on from a content perspective on your web site? Is this something that we need to rework or reorganize? You can really track the funnel of where people are coming from and where people are going. Each page has an analytics of where people came from and the next page that people are going to.

It gives you a really good insight into how people use your web site, which is very important if you want to drive traffic to, essentially, your phone line or an email contact forum that essentially gives you an inquiry about your service and, again, helps impact your bottom line.

What you don't want to do is lose clients or potential customers in that process, so it is very important to use tools like Google analytics on your web site to really understand the process of which that happens.

In speaking about the right tools, again, I am sure this presentation will be available for you, so if you are not jotting things down, these are the kind of tools you want to set up to just make sure that you are doing the right things.

They all have different kinds of names, and I would encourage you to kind of Google them to gain some research about what they all do. I would love to talk about them all in detail, but I don't have the time. Maybe we will be doing that in the seminars as well.

I just want to talk about two more slides before I go. One kind of deals with the types of content that you want to put out when you are engaging in the space. You want to be varied. You want to be fresh. You want to create stuff that is human, that creates the perception that you are not just another surveyor.

You are an actual person trying to do business in this world or trying to learn or gain insights or professionalism. You want to be frequent and consistent. Again, that has to do with that whole marketing phenomenon of recency and repetition.

You want to create things that are reshareable, and that kind of speaks to the point where I said instead of posting the full -- just because you have 160 characters to post something doesn't mean you should post the whole thing in 160 characters. You want to leave some limit for people to comment on as well.

You want to figure out what are the best times of day to reach the people you are trying to reach. Is it during the morning commute? Is it when they just get into the office at nine o'clock in the morning? Is it when they are doing their research for land surveyors, potentially at eleven o'clock at night before kind of going to bed?

You want to make sure that all the content you put out is credible as well. You want to be very wary of putting out anything that is inappropriate or doesn't necessarily check out.

You want to be inclusive. You want to be collaborative. You want to connect with people who are like-minded and share your values and insights and will eventually be brand advocates for you.

Just a couple of things I want to leave you with: Social media is not necessarily everyone's cup of tea. It is more than just setting up a Facebook and fan page or a Twitter page. It is about strategically building your brand online and in a way that kind of compliments some of the things you are doing offline as well.

It is about generating real and meaningful traffic either by way of web site visits, either by contact form submissions, either by emails or phone calls or something like that. You essentially want to drive meaningful traffic to improve your bottom line.

It is about amplifying your brand beyond your circle, so, essentially, by really

identifying who your power users are and your brand advocates, essentially by getting them to promote you, you are reaching people you necessarily never had the opportunity to before.

It is about engagement, which is not just about promoting to people the kind of good things you do. It is about to get them to, essentially, buy into what you are selling, but it is also about listening first and selling later.

When you are engaging in those conversations online on LinkedIn, for example, you want to listen to see what kind of questions people have and then about providing those key insights to maybe some advice if it is surveying equipment or if it is advice on the industry of getting into it, about expanding, that sort of thing.

You will find that just by being helpful and providing helpful information, you are indirectly providing good things for yourself and a sales opportunity in that regard.

It is about being organized, planning your strategy and planning your campaign. Where all else fails, it is about getting help to really identify how you can use the right amount of resources and to provide the right amounts of return on investment.

If that is the case, it is just a matter of getting help either through a peer in the industry to professional help of some sort, either through a consultant that you want to bring in.

There are lots of great entrants that are currently just focusing on PR or marketing that the government is out grants for, so if you want to, definitely look into those kinds of opportunities to bring young, progressively minded people who are using the stuff on a daily basis anyway to kind of build your campaigns.

There are tons of great colleges that graduate PR students, or there are a lot of great professional firms in Toronto, fortunately for us, that kind of specialize in this.

That is just the end of my talk. If you are thinking about changing directions, launching a new brand, this is kind of the obligatory plug. I am Nigel D'Souza from Xen Impact, and I would love to hear from you if you have any questions, or I would love to speak to you privately if you have any sort of thing that you think I could help you with. Thank you.

MR. ANSELL: Thank you for a very interesting presentation. I know you tried to put an awful lot in an hour. So many of us are a little shy or intimidated by social media, and trying to put a whole social media course in an hour is a little bit hard on you, but I am sure everybody enjoyed the presentation. I would like to give you just a small token of our appreciation for being here today. Thank you very much.

I just want to make a few announcements before we break. What we are going to do is, I will make a few announcements; we will break for the day. That will give you a chance. Coffee is available out in the foyer.

It will give you a good chance to go visit our exhibitors. They are all their waiting for you. Certainly, our exhibitors are a big part of the AGM, and I do encourage you to go visit them.

I would like to welcome the students to our meeting. We do have students in geomatics and articling students. Are there any students in the room today? Can you stand up? I would like us all just to welcome the students.

Again this year, we do have a poster competition. They are all out in the foyer on display. We have 12 entries. The posters are prepared by students from Ontario universities and colleges. The Educational Foundation has funded prizes for the first, second and third place. Judging will be done by Mike Matthews; our Sergeant-at-Arms, Lara Croft; and David Stringer. Please take a few minutes to have a look at the good work these students are doing in preparing this display.

Tonight, we have our Welcoming Party, and we look forward to seeing everybody at the Welcoming Party. Again, it is in the exhibitors' hall. The exhibitors have generously donated prizes that will form part of tonight's excitement. The tickets for a draw on each prize may be purchased as you enter the party or around the room.

Visit the vendors' booths to choose which prize appeals to you the most and simply deposit the stub in the raffle box at the vendor booth. You may put as many tickets as you want into one box, or you may spread them out as you choose. You might get a better chance of winning all prizes. The more tickets you have, the better your chances of winning, so bring lots of \$20 bills. All the money will go to the Educational Foundation.

We will also be selling souvenir hockey pint glasses -- I think we saw them this morning -- which will also raise money for the Educational Foundation.

This year, we have a scavenger hunt event to encourage participation among our younger members. Discrimination pricing is in effect, and the scavenger hunt is free of charge for those 40 and younger. Anyone over 40 -- and I think that is a big majority of us -- will have to pay \$20 to participate.

The hunt is made up of teams of three, and the organizer, Sergeant-at-Arms Mel, has arranged a great prize for each member of the winning team. Each winning team member will receive a Titan seven-inch tablet. Details and registration for this event are available at the registration desk, and Mel will announce the winners during the Welcoming Party.

Thursday's morning meeting will include various special interest groups that are by invitation only. These include the discipline committee, ACLS meeting, Educational Foundation, municipal surveyors, copyright enforcement group, and a joint meeting of MGS, MTO and MNR. Again, please see the registration flier for more details.

A special note: There will be a reception for new surveyors at 11:15 in the Hospitality Suite tomorrow morning. Accompanying persons' breakfast is at 8:30 in Salon One. Accompanying persons meet in the lobby to walk to Elmwood Retreat at 10:30.

Thursday is our education day, with four sessions being offered twice during the day. We have a leadership training session; a morning session and afternoon session; benefiting from BIM for serving professionals; site monitoring and how to avoid insurance claims. These will all be offered twice during the morning.

The convocation lunch will be held at 12:30 and will last for two hours in the Trinity Ballroom. In addition, Thursday afternoon we have Brian Ballantyne from Alberta, who will provide a perspective on water boundaries that he has entitled, "Debunking 13 Fallacies of Riparian Bounds."

The next time I will be in front of you will be at the plenary session, when I will introduce Brian. This concludes our business session for today, and I wish you a successful learning session in the morning and a pleasant evening tonight. Thank you all.

--- Whereupon the meeting adjourned at 3:09 p.m.,  
to resume on Thursday, February 28, 2013  
at 7:00 a.m.

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**Friday, March 1<sup>st</sup>, 2013 - Toronto, Ontario**

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--- Upon resuming on Friday, March 1, 2013, at 8:09 a.m.

MR. ANSELL: Ladies and gentlemen, the standard measure is in place, and the meeting can now reconvene. I want to remind you to silence your phones and your pagers and any other electronic devices you may have.

I do have one very special thing about motions because we will all have an open forum this morning. Penny is at the registration desk. If you do have a motion, please take it out to Penny during the meeting or during coffee break, and it can be typed up. Then, we can show it up on the screen.

Motions -- after the coffee break, Penny will be at the audiovisual desk, so she can take your motion there. Again, motions have to be in writing, have to be signed by both mover and seconder, and both mover and seconder have to be in the room when the motion is brought forward.

Just before we start: You have seen at the front of the room all week the chain of office. Paul wasn't able to be with us this week, so we have the chain of office there to commemorate Paul's tenure this year and try to at least have him here through the chain of office and, of course, to give the authority that that chain of office gives over this meeting.

What we have done is, we have the chain of office now sitting on a piece of hardboard. We are going to ask that people sign. There is a black felt-tip pen on the board, and we will have everybody sign that. We will give it to Paul with our best wishes for a speedy recovery.

I think it will be kind of neat if we all sign around the chain of office there. There won't be a whole lot of room for long best wishes and "wish you were here" kind of thing, so maybe just signatures is a good idea.

When it rains, it pours. Here I am, struggling to keep control of this meeting. It is Paul's meeting, and I feel terrible that Paul is not here but, of course, today is my day because it is the Presidential luncheon.

I live in Peterborough. My brother was going to chauffeur his wife, my wife and my mother down to the President's lunch today. I have been on the phone all morning. My brother has to take his wife to the hospital this morning. My wife is trying to figure out how to get here, so you have got to excuse me. I am a little bit frazzled this morning. It has been quite a morning already.

This is the time we normally have the President's report. I don't want to take away from Paul. This really should have been his report, and it is a time that Paul can reflect on his tenure as President over the year and take credit for the

accomplishments that he has done and the hard work that he has put in.

So this is going to be very short, which I am sure a lot of you will appreciate because short speeches are always better than long.

I would like to highlight some of the achievements that our association has seen during Paul's tenure and perhaps speak to some of the struggles we still have. We always talk about the elephants in the room, and yes, there are still a few elephants out there, but I think one item that Paul can be very proud of is the movement we have had on ODCC.

We have struggled through this issue for a number of years, more than three, in fact. We still have a ways to go, but as Dave Brubacher nicely pointed out on Wednesday morning, there is a light at the end of the tunnel, and it is a very bright light.

I know that Paul put a lot of time and effort into keeping this project on the rails, and I am sure that we will all realize the benefits of the corporation soon. Without Paul's leadership, I am not convinced that ODCC would be alive today, and it is alive and well. If it wasn't for Paul, I think that ODCC would be sitting and collecting dust in our library, so I certainly give him credit for that movement during this year.

Of course, another important item was that we had the completion of the changes to O. Reg. 1026. The regulation was amended and approved by the legislature in 2012, implementing two important strategies: mandatory professional development and changes to allow the Academic Experience Requirements Committee greater control over the articling process.

Professional development can only improve our association and make it truly respected throughout the surveying community. I know that President Paul would like to thank Paul Church and his committee for working so very diligently over the number of years to ensure that professional development is enshrined in our organization today.

Giving proper recognition to new people wanting to join our association and allowing them the opportunity to obtain their professional credentials in a more equitable manner will always strengthen the OLS and allow us to expand as we should.

The changes to 1026 will give AERC that ability to evaluate every new member, give them the recognition that they deserve and allow them to move along and get through the requirements of getting to the articling process and moving through that in an orderly manner, continuing with ensuring that students are appropriately assessed and to give them clarity in the direction that the professional training must take.

The other thing is that we made some very major movements on all disciplines not just cadastral. A detailed report on the various curricula currently offered by

different institutions and what our association might accept as an acceptable level to be recognized as a GIM was received, allowing for the formalization of a list of core competencies for GIM members.

These are just a few highlights, and I mean just a few. There were certainly more, and I don't want to take away from Paul what he might want to address to the membership during his years as Past President, and he might even want to come and meet with you at regional group meetings. I certainly will give Paul that opportunity to address the membership as he wants.

I have not spoken to the elephants that are still in the room, and I suspect that most of you know all of those elephants all too well. I will stop here. I am not going to talk about the accomplishments that have not been acquired this year, and I think maybe the main thing is to end with wishing Paul a speedy and full recovery.

I think that is probably the quickest President's report you have had. Next, I will call on Executive Director Blain Martin to give the Executive Director's report.

### **EXECUTIVE DIRECTOR'S REPORT:**

MR. MARTIN: Golly, that was fast, Eric. Eric said a few minutes ago that he was a little frazzled. He has jumped in to run this annual meeting with two days' notice. I actually think he has done an absolutely fabulous job of it.

He talked about Paul a little bit, too, who is not here with us today. I had dinner last night with Luc and Brian, both Executive Directors from other provincial bodies, and we were talking about all the various things that we face and talking about seminars. We all agreed that it was way easier to get attendance on the hard skills seminars, the stuff like Brian Ballantyne yesterday.

The soft skills, not so much; but Paul really has those soft skills too. He is one of the unusual surveyors that has those soft skills, and I say this because Habitat for Humanity keynote speaker came from Paul. The speaker today came from Paul. The change in the gifts for the speakers -- the polio vaccinations -- came from Paul. He is always thinking about those things to make it better for people.

One of the other changes that hasn't been mentioned -- and I think Paul was right in suggesting this, and he kind of insisted on it. Eric went through the list of the members who have passed away during the past year. One of the things that Paul insisted was that we sent flowers to every one of them. Paul says it is just the right thing to do. I am missing him here, but I do thank you, Eric, for jumping in like you have.

On to my Executive Director's report. I am going to have a fairly short report. I am going to talk about the AOLS staff. I am going to give you some highlights for 2012. I want to again go through the annual meeting sponsors because they are incredibly important. I want to talk about a couple of committees and a couple of programs that really have changed our organization.



I have got a comparison to some other professions just in terms of numbers, which I thought might be of interest to you, and of course, my last slide -- you are getting to know me -- is talking about demographics. I will give you some warning before you even get to the last slide. It is getting worse.

This is the staff that we have at the AOLS office. I am Executive Director, of course. Bill is the Registrar. Maureen is the Deputy Registrar, which is a role that she has played quite actively this year, but she also is the editor of the AOLS quarterly. I still call it the quarterly -- the OPS, which is a great magazine that I think everybody enjoys getting.

Lena is the Office Manager and has again run this meeting in exemplary fashion. Penny, who you see out at the registration desk, is a Member Services Coordinator and really runs the database, and that has been a big change. We have a database that is operational. It is still not perfect, but it is operational.

Julia is the Program Manager, so she works with a lot of the committees. All of the committee chairs and the committees will see Julia, and that has really helped in terms of doing minutes for the committees participating, keeping track, keeping them in the right direction.

Sheila is out at the front desk answering phones, talking to the public. Bill often says, "She just does a great job interfacing with the public, giving them information, letting them know what we are about."

Some of you saw Vladimir, our Accountant. He was playing the piano at the Welcoming Party. He has got two skills. He is a concert pianist as well as our Accountant.

Then, we have the Survey Review Department. David Norgrove has gone through some things. At the Veterans' dinner, Jack, I was tempted to -- when we were talking about people we know something about, I was tempted to stand up and talk about him, but I thought I would do it here instead.

David has gone through some really serious health problems. He really hasn't been at the AOLS office since August, and we have had Doug Reitsma filling in for him, which has been great.

David sort of has been up and down. Sometimes, with the treatments that he has been going through, he gets a little confused. He had some balance problems. He fell at one point and hit his head, and of course, his head is where he was having surgery. He fell at another point and broke his leg, so he has had some issues.

I talked to him last week, and it sounded like I was talking to him ten years ago. He really seemed to be doing well, which is great. I am going to -- we have had Doug in as the Acting Manager of the Survey Review Department, but in my heart of hearts, I really don't think David will be coming back.

We are keeping the position open until we are absolutely certain of that, but I think that certainty is going to be in the next few weeks, and we will probably be looking for a new manager. This is why I mention this. We will probably be getting out a notice looking for a manager of the Survey Review Department.

In my view, we will try to -- if David is doing as well as he seemed to me to be last week, we will try to keep him engaged somehow, maybe as a consultant, maybe doing the systematic reviews; some engagement to keep him involved, but I am not sure that he is going to have the ability to run the department.

We also have Isabel and Herman, who are part of the department.

Some of the highlights, just a few; I am trying to keep this short.

The newsletter has been a big highlight this year. Julia runs that, and we have got various components to the newsletter. I really struggled in terms of getting a newsletter out, until Julia got involved in it. Now, she says to me, "Blain, this is my favourite part of the job."

So it is pretty regular that that newsletter comes out. She chases people for articles and content. I do get a lot of comments on it that it is great that it is so regular, and it is great to have that kind of communication.

I already mentioned the database, which is a big improvement over what we have had. Penny started maybe six months ago, and before she was there -- oh, golly, should I say this? Our database was a mess.

It is an access database; lots of files; lots of queries; people would do a query to try to find out some information and save that query, so we have got queries from years ago, and it just ended up being a mess.

What Penny did was really simplify the database and then go around to all the staff and say, "What do you use the database for?" She created reports so they can get the information that they need out of it really easily. That is a great improvement.

Another change is the commissions and committees. That was a change we tried to implement, and Julia has really been working on that. I think we still need a little bit more work, and I think that is going to be one of Eric's focuses in his upcoming term as President. Am I right in that, Eric?

MR. ANSELL: Absolutely. Correct.

MR. MARTIN: One of the other highlights for me is Executive Directors' meetings. We have had two now, and all of the Executive Directors from each of the provincial associations came to the AOLS office for this.

We talked about operations, how we do things. We didn't talk about policy. Policy

is really for the Councils of the associations, but we really help each other in terms of the operations and making things work easier. They are absolutely great meetings.

I just want to review the sponsors again because they are a big part of this event. Really, my goal is always to break even on the annual general meeting, and this year we have raised a lot of money with sponsors. We can see who they are. I am not going to go through the list; you can read them.

With the event sponsor and the platinum sponsor, that brought in \$20,000 to defray the stuff coming out of our budget. Then we have some other sponsors; a gold sponsor; some silver sponsors and some of the luncheon sponsors and dinner sponsors; and then some coffee break sponsors. You can read them.

I want to talk a little bit about professional development. We did some citations yesterday at the convocation lunch. Those citations, some of them were really for two committees that have actually worked hard for years and that have led to changes in legislation.

One of them is the mandatory professional development, and this is the first convention that that has been in place for. I actually think it has been a great success. I have had a few people come up to me. One, in particular, said, "Blain, I have never met you. I have been a member for a long time. I haven't been to a convention for 15 years, and the mandatory professional development led me to come."

You are probably seeing a lot of people that you haven't seen for a while. This fellow then said, "I am loving it. All my friends are here, people I haven't seen." That kind of a statement, to me, is a real key to indicate the success of the mandatory professional development, and I bet you it gets even better next year when word like that gets around.

I am not going to go -- you can read this slide. I tend not to just read slides if that is okay with everybody. I suspect it is. One of the things that I do want to talk about with mandatory professional development, though, is how we are going to track this stuff.

Again, it is working with the other organizations. ACLS has a tracking system for mandatory professional development, so I talked to JC, their Executive Director, and we are using the same company. It is in -- oh, dear. I was going to mention a web site. It is what our web site is in.

We can track it, and it is going to be -- they already have a prototype done. We are not ready to show it to you yet, but it will be out in April. It is really easy for people to input to, and what it will do is generate an Excel sheet, and that Excel sheet will then get fed to Penny, who will create a database of it. It is going to be a pretty simple process, and again, it is working with the other associations that makes it simple.

The other committee is the Integrated Surveys Committee, and I just wanted to give you a bit of an indication of the reception of that in the industry. That came in in 2011, and this chart shows the number of unintegrated plans per firm. This slide shows all the plans that came into the Survey Review Department, including all Reference Plans.

In 2011, there were 40 firms that had more than three plans that were Reference Plans that came to the Survey Review Department. There were 40 firms that had more than three that were not integrated; no coordinates on them; nothing. In 2012, that had dropped to five, so the uptake in the industry has really been good -- this is a pretty good news story.

I am going to say this: I have had a lot of comments from members saying, "Integrated surveys are great, but I am not sure we should be showing our coordinates on the plan." The legislation is there that we do show the coordinates. In my own view, maybe, I am not sure whether we should either, so maybe I am subscribing to something there that we can't change right at this moment.

I get, a lot of times, "Why are we not doing things like doctors? Why do we not have the same sort of stuff that lawyers have, same kinds of educational programs?", and I put this chart up. We often get compared to architects, physicians, lawyers. I put this chart up just to kind of illustrate how many members are in these other organizations.

Of course, lawyers, with 43,000 members -- and I think their fees are maybe a little more than ours, even. I think Izaak said \$7,000 a year, so they have a lot of bandwidth.

Bill and I went over to see the Professional Engineers' Association, and, of course, Bill is a professional engineer. They have floors of offices, and they have 75,000 members, so there is a lot of revenue generated from dues that they can actually do stuff with.

That was just more of interest, and now I am going to the bad one. This is my fourth AGM, the fourth AGM that I have participated in and set up and worked with the staff and worked with the President and Council.

In 2010, when I very first took on this job, I thought: I want to know what the profession looks like in terms of age. I was a little concerned. I don't have much hair left, and if we have hair, it is usually grey, so I thought I would do a little demographic. People said to me, "Blain, jeppers, you are coming into this job, and these demographics are sort of painting a doom-and-gloom picture.

I don't know if it is doom and gloom. It is the reality of it. Each year, I have done those demographics. In 2010, I was shocked to find that 63 per cent of our members were over 50, and a fairly high percentage were over 60. Those percentages, during the four years I have been here, have gone up.

We have had our strategic planning to try to get new members involved. We have got the Pathways project which is bringing in foreign trained professionals, but yet, somehow, that membership seems to be going down.

Okay. So the membership is going down. Maybe that is good. Maybe there is not a market. Maybe it is market driven, and that means that we can all charge more money. Sasha and I have talked about this a little bit, and maybe we need fewer members, and then we could actually make more money.

I think what scares me is that I think there is a point where there are too few members to service the public good, and if we reach that point, Sue is going to be faced with the Minister calling and saying, "Golly. We have got a little problem." So I don't like the direction that this is going.

This year, when we take out the deceased members and the members that have retired, we have gone from 610 to 599. That is incorporating the new members that we saw come in at the convocation yesterday. We have only gone down 11 members. I would actually like to go up.

What is scaring the heck out of me is the newest column that I have put in. That column just to the right of 2013 is the number of members that have not yet paid their annual dues. We have three who are over 80. Are those members going to pay their annual dues? I am not convinced that when I am 80, I am going to want to be a member. We have six between 70 and 79. It scares me that the 599 is even optimistic.

This is my last slide, and it kind of leads into Russ's talk on financials, so I will turn it over to you, Russ.

MR. ANSELL: I just wanted to say a couple of words. When Blain and I were trying to figure out the logistics of this year's AGM, he said he only needed 5 minutes, so I wrote down 25. I think I got it right.

Blain's quite right. Our next presenter is Russ Hogan, our Financial Councillor; and Russ, I put you down for 30. Maybe you can make up for Blain.

### **FINANCIAL PRESENTATION:**

MR. HOGAN: Russ Hogan. Good morning, everyone. I have the privilege of presenting to you our financial -- both the end-of-year financials for 2012 and then the proposed budget or, I should say, the approved budget for 2013.

I am not sure if anybody was aware of it, but we do have some printed copies of the audited statements for 2012, and then I think there are some printed copies of the approved budget as well. I think they are out at the registration desk there.

I am going to try to be pretty quick and make up for some of Blain's time. I have

broken this down. I think I have got about three or four slides for both last year's financials and the coming budget. You will notice on this slide -- and all it is, is sort of a summary. I am just going to be talking about summary information, really, here.

The first column is what we actually spent in 2012, and that is the one I am going to focus on primarily. The next column is what we had budgeted. The next column is the difference between what we had budgeted and actually spent, and then, of course, just another column there for the previous year, so we can see where things went.

On this slide, I think I would point out a couple of things: One of the major ones is that our revenues from fees were down a fair bit from what we had thought we were going to bring in. It sort of fits in with Blain's slide on demographics.

The other point here, or a couple of other points: Interest this year -- as most of you are probably aware, we didn't make as much in interest this year. I think that had to do with some investments turning over and some of that sort of thing. That is the main stuff on that particular slide.

You will see, at the bottom, I say, "Subtotal AOLS," so that is strictly fees and related -- that type of thing. It doesn't include SRD.

This next slide -- plan submission revenue. We did come out in the positive there, which is good news, so we were able to generate some additional revenue. We were a little bit short on what we had predicted we would bring in through the York University project this past year. Stuff, as I understand it, didn't move along quite as quickly, so the funding didn't come through to us. We did what we were expecting or close to what we were expecting for the Pathways project.

On the expense side, which is another tough one, the two key areas here, I would suggest, are the discipline side of things. We spent \$70,000 this year in discipline compared to about \$25,000 last year, so that hurt. Then, there were the cost related activities. There were a couple of areas there where we ended up spending more than we had anticipated.

Last year's AGM, as much as Blain tried to keep it as cost-neutral as possible, I think we ended up losing about \$18,000 on that last year, so if you are wondering why the cost of registration and that sort of thing are up this year, it is because Blain is trying very, very hard to make this a break-even venture. We expect that for 2013, this current AGM, it will come out much closer to break even. If we are lucky, we will make a little bit on it, anyway.

Putting it all together, you can see the expenses for the AOLS Survey Review Department. Overall, taking all that in, we ended up short about \$38,000 this year over what we had proposed in our budget. I think I will just wait until the end of this for questions.

The approved budget for 2013 -- I hope people can make this out. The biggest challenge with putting this together was trying to predict what revenues were going to be, and it is a bit of a crap shoot, to be quite honest with you.

At the time when we were originally putting this together, I think we had hoped that we, might have as many as 20 new members this year. I don't think we quite got that many, at least not yet, but the big question is how many will leave?

The revenues here from fees -- we dropped the numbers slightly. Of course, this includes that minor annual increase in our fees as well, so we expect -- we are budgeting to bring in more this year than we actually brought in last year.

Pathways project was not approved when we put the budget together, so we did not budget for any revenue there. The next phase of the Pathways project, some funding came through for that. I think it was \$300,000, so we will get a piece of that which will come into our general revenues as well. I am not sure; probably between about \$30,000 and \$40,000 or somewhere in there, I think, so that is good news.

The Survey Review Department, the fees coming in there -- I think the numbers we have there are pretty conservative. It wouldn't surprise me to see if that number was considerably higher at the end of the year.

On the expense side, there are realities. Everything costs money. What we have tried to do is, we have gone back through, and we went back through a number of times, back through the budget and looking at what we actually spent and so on.

As you will see, we have tried to cut as much as possible, and here I am showing the change from the 2012 actual and the 2013 budget, so you will see that we have gone through, and we have sharpened the pencil as much as we could. One thing in here -- we have also increased our expectations, unfortunately, for what we budgeted for discipline, and with any luck, we won't require nearly that much money.

The bottom line for 2013 -- and as I say, it is a bit of a crap shoot, but if the numbers come through, if we don't lose too many members, we should be up close to \$100,000 in the black along with a good, I would think, probably more than \$20,000 from Survey Review Department overall.

Are there any questions or words of wisdom for next year's finance Councillor?

### **QUESTIONS FROM MEMBERS:**

**MEMBER:** Jack Young from Gravenhurst. I would like to compliment you, Russ and Blain, on your financial report and your budget. I do disagree with one of the philosophies that I heard twice, once from Blain on Thursday morning and again from you today, and that is the concept of having the cost of the annual meeting revenue-neutral.

Most corporations have an annual meeting. Members are entitled to attend that annual meeting. In many cases -- and I am not talking about the association -- it is at no cost at all. I am not saying that the cost of the registration for the annual meeting should be totally in the general revenue, but I believe some portion of it should be in the general revenue.

It is paid for by the people who are not here. They have an obligation to support this annual meeting, I believe, and I think Council should look at at least making a portion of that cost out of the general revenue as opposed to registration based.

MR. HOGAN: Thanks, Jack.

MEMBER: Borys Kubicki from Mississauga. What are the credit card charges that you showed in the expenses?

MR. HOGAN: Those are fees that we pay by allowing members to use credit card for any of the -- whether it is fees or the seminars or the registration here.

MEMBER: (Mr. Kubicki, cont'd.) I see. This is what Visa or MasterCard charge us; is this right?

MR. HOGAN: Yes.

MEMBER: (Mr. Kubicki, cont'd.) Thank you.

MEMBER: Saša Krcmar, Thornhill. It sounded like the discipline side -- you were very reluctant about the budget, and the budget is very difficult, and we have got to work on the budget. My worry just -- is the lack of a budget a reason why you may be reluctant to go after people that are not behaving properly?

MR. HOGAN: No.

MEMBER: (Mr. Krcmar, cont'd.) That is a general question. I don't know anything. I am just saying that because you are try to keep the budget at a reasonable level. There may be more people that you may want to go after, but you realize you can't because you don't have the budget for it. I am just curious if there is any --

MR. HOGAN: Not in my time on Council. There has never been an issue or a conversation around not pursuing discipline because of the cost. It is just an unfortunate thing that it does cost a lot of money, and I would just like to see the requirement to discipline fewer people. I would like to see our members actually ensure that they do their work the way they should so that there isn't a need to discipline because it is very expensive.

MEMBER: (Mr. Krcmar, cont'd.) I guess that is the elephant in the room, that there are people that perhaps shouldn't be practicing, but it is a lot of work, and it costs a lot of money to prosecute them and get them out. We may be reluctant to do so just because of the cost involved.



MEMBER: Wally Kowalenko, Toronto. Thanks for the presentation, Russ. It provided a fair amount of clarity for me. I do have one question about reserves. When I saw that amount that has been budgeted for discipline -- \$70,000, if I am not mistaken -- it brought to mind previous reports that I have seen where we were advised of reserve accounts.

If I am not mistaken, there should be a discipline reserve fund. Is there not a discipline reserve fund, and if there is, how big is it?

MR. HOGAN: Yes, there is a discipline reserve fund. We put \$50,000 into the discipline reserve fund this past year. I do have it. It leaves us with, I think, around \$45,000, roughly, after this past year -- still in the reserve fund.

MEMBER: (Mr. Kowalenko, cont'd.) So that is the real problem, in my view, as we are probably subject to a certain amount of risk. That fund, as I recall, was typically well over \$100,000 in previous years, was it not?

MR. HOGAN: Yes. It has been drawn down on in the last few years.

MEMBER: (Mr. Kowalenko, cont'd.) Okay. We have got some other reserve accounts as well. It might be helpful for the membership to see those.

MR. HOGAN: They are in the --

MEMBER: (Mr. Kowalenko, cont'd.) In the auditor's reports?

MR. HOGAN: Yes.

MEMBER: (Mr. Kowalenko, cont'd.) Okay. That's all I would like to ask. Thank you very much.

MR. ANSELL: Eric Ansell representing Council. I just want to make a little bit more definite statement about discipline. When you questioned about whether Council decides whether to take someone to discipline or not because of financial thoughts, the answer is definitely not. That is not a consideration at all.

If it is something that should go to discipline, Council makes sure it goes to discipline, and financial constraints are not an issue. Again, absolutely not; I just want to make that clear.

MR. HOGAN: Thanks, Eric. Yes. If I wasn't clear on that, the bottom line is that there has never been a conversation around the financial side of things. If it is required, it is put forward.

MEMBER: Kent Campbell, Mississauga. Russ, I know that we show a small loss this year \$38,000, and I know from being on Council that every year we always -- sometimes we end up with a slight bit more. I know there is a reserve

fund, and Wally actually alluded to that. It will be in the Chaplin and Burd report, but I just want to speak to it right now -- not necessarily where it is at, but any recommendations from the accountants on whether or not it is too high or too low and if there is any trend happening right now. Are we depleting it, or are we increasing it?

MR. HOGAN: We have been decreasing over the years. We decreased quite a bit less this year, actually, if we compare it to previous years.

We are in a comfortable place right now. We are not threatening or being threatened with our status as a not-for-profit organization, but I don't think I would want to see it go down substantially again. I think we need to focus on maintaining where we were and even increasing a little bit for one of those days when we may need to draw on it again.

MEMBER: (Mr. Campbell, cont'd.) If I could just ask the question again, then. Has the accountant given us any advice on that? Is it too high, or is it too low? The only reason I ask is that that is important for the future. We don't want it to get too high because --

MR. HOGAN: No. The auditor specifically said that we are good where we are. We are not too high or too low at this stage.

MEMBER: Anna Aksan, Toronto. Survey Review Department -- it appears to me that it consumes about a third of all the revenues, and I wonder whether it wouldn't be the time now to restructure it and totally revamp it so it basically serves the purpose why it was created. That means to educate the members because out of my experience and mainly of other surveyors' experience, all it serves is picking out so petty things that it is ridiculous in your reviews.

Maybe it would be the time now to make it revenue-neutral and make it a real peer review instead of spending a fortune on basically nothing. For me, definitely; it doesn't make a better surveyor out of me.

MR. HOGAN: I just want to clarify that the Survey Review Department is fully funded by the plan submission review fees, and again this year it brought in more revenue than it cost.

MEMBER: Drew Annable, London. I too would like to congratulate you, Russ, on what has obviously been a lot of hard work on your part and Council. I want to ask a question and focus on continuing education.

As Blain mentioned, the mandatory professional development has obviously been very successful and the reverse of the old saying, "Build it, and they will come." We have had them come, and now we have to make sure we build the continuing education component very strongly, but within the budget portion, the expenses are dropping from \$38,000 to \$8,000. I am just wondering what the philosophy going forward would be?

Obviously, those in attendance would hopefully balance the cost of putting on one, but the administration cost for an aggressive continuing education program, I would think might be going higher and not down. Can you address that?

MR. HOGAN: Yes. We are not tracking administrative costs separately for continuing education. Since it is mandatory now, we thought that it made sense just to roll it into the overall costs of running the association, so administrative costs are being absorbed with the rest of the role and the function of the association office.

Again, being the summary, there are no details there. The \$8,000 if you will notice, there was \$8,000 in revenue and \$8,000 in expense, and that was simply something I left in there. It was the geomatics picnic. It is held every year. It costs about \$8,000. It brings in about \$8,000. Usually, it costs a little less than that. It brings in a little bit extra.

We haven't budgeted for any other seminars simply because we don't know how many there would be, and the philosophy we are going with now is cost recovery. So if it is going to cost \$100 per person to put on a seminar, then the idea is that that is what we will charge. We are working towards try to make the continuing education cost neutral in our budget.

MEMBER: (Mr. Annable, cont'd.) I certainly agree with that, but if I could just offer this: I do believe we need an aggressive program, and we have a very good committee in place, as I understand, that is working hard. Presumably, they have some expense towards this as well, but an aggressive program may even require some staff time -- a particular person who is assigned some time to come up with the ideas and facilitating and that sort of thing. Just a comment.

MR. HOGAN: Yes. We do have Julia. One of her roles is working with continuing education, so she does put, I think, a fair bit of time into the continuing education.

MEMBER: (Mr. Annable, cont'd.) Thank you.

MEMBER: Helmut Piller, Toronto. There are two aspects I want to speak to. The Survey Review Department, I think, certainly could generate more revenues if all the plans prepared by surveyors would have the sticker on it. We see an enormous -- and I mean enormous -- amount of surveys or pseudo surveys, really, that do not have stickers that are not surveys in the sense of on that plan, which then brings us to the discipline issue.

I believe there would be less discipline if the standards were enforced, and if every member that prepares a survey or is engaged in a survey and refuses to accept that responsibility to prepare a survey and simply labels it "topographic sketch" or some other sketch of what they produce. This creates, then, the problems.

We have spoken to many people in the public, clients from architects to builders to

lawyers, and they are astonished when we tell them, and they bring a plan in, and it says whatever sketch it is, but it is not a survey. They expected a survey. They don't get a survey.

I believe this would greatly reduce the prospect of having disciplinary hearings and processes.

MR. HOGAN: Are there any more budget related questions? No? Okay. Thank you. If anybody does have any questions or wants to talk to me anymore about details, feel free to come and see me.

MR. ANSELL: Thank you, Russ. Certainly, being Financial Councillor is not the best portfolio to have during the year. It is a tough row to hoe all year long. Our next presenter is the Surveyor General. I call on Susan MacGregor, who will give her report and, I think, something else as well. Susan.

### **PRESENTATION BY THE SURVEYOR GENERAL:**

MS. MACGREGOR: In honour of last night, good morning lords and ladies. Who knew that playing with balloons could be so dangerous? I hope you are enjoying your time here this week. At the registration desk, you should have picked up the Surveyor General's report. If there aren't enough copies there, please let me know, and I will make sure that you get a copy.

Similar to last year, I want to use this time slot to tell you about another piece of business within my office. We spoke about the Ontario-Quebec border last year, and I want to tell you about another piece of business that you probably should be aware of.

Before I do that, though, there are a couple of comments that I want to make, but before I do that, I would like to introduce the members of my office that are here today. I regularly get questions on items that I can't answer for you, so you need to understand who you need to go to, to get those answers.

Eric Ansell is the coordinator of Crown surveys. He is within our office. I have Wicker Bhatti, Michael Griffiths, Bruce Johnson, and Rob Martin was here earlier this week, but he had to leave to go back to the office to do work. I don't know if Morgan Goadsby is in the audience today. I don't think he is. Anyway, I just wanted you to be aware of those faces so that if you ever have any issues that you need addressed, you can contact them. Thank you very much.

The only other thing I wanted to say is to recommend that everyone in this room pay your \$169.50 to join Professional Surveyors Canada. PSC represents your chance to speak as one voice across the nation.

As Surveyor General, I am seeing pressures across Canada to deregulate. I am seeing misunderstandings in many jurisdictions, Ontario included, that think coordinates can define property corners. They don't understand that you have to

first find those corners, and then you can then measure them.

I am seeing desires to remove or reduce trade barriers, desires to remove residency requirements from not only our regulator legislation but other regulators as well.

I am seeing more jurisdictions filling directors of surveyors and surveyors general with non-survey personnel because there aren't surveyors out there that want to join government and take on that role. These pressures are only going to increase as our demographics play out, so for \$169.50, you have the opportunity to reverse those trends.

It may not always seem like it, government policies are influenced by science, by expert opinions on industry trends and economic generators for the province, so in my role, in my jurisdiction I don't have the money to devote to that kind of a study.

My job is to offer best advice to government, and I can influence government policy if I have the authoritative studies to point to. Without them, I am asking government to trust my gut feel on things, and it puts me in a substantially weakened position.

Is PSC perfect? Probably not, but I think we should expect this. They are a young organization, and they have to find their way. We need to be patient with them and let them do that. I firmly believe that we can't let PSC fail. You get to change that if you just offer up your money and pay your dues.

With that heavy, I wanted to introduce Michael Griffiths. He will be speaking to you on descriptive mapping. He will be telling you what it is, why we do it, and why you need to be aware of what it is.

### **PRESENTATION ON DESCRIPTIVE MAPPING:**

MR. GRIFFITHS: Good morning, everyone. Thanks Susan. Eric, I don't have an excuse this morning to be frazzled. You have a very good excuse. I just am frazzled. As Susan said, my name is Mike Griffiths. I will be doing this presentation on descriptive plans this morning.

I will start off by asking a question or perhaps make a statement. I am sure you know the answer to this question, but I will pose it in a rhetorical fashion anyway. Did you know that Ontario has a mass of over two-and-a-half million acres, of which about 87 per cent is still on patented Crown lands, which equates to about 2.2 million acres? That map that my colleague, Wicker, is unfolding shows the graphical illustration of what I just said in that the area shaded in green represents those two-and-a-half million acres.

In terms of legislative perspective, the Minister of Natural Resources is charged under the Public Lands Act with the administration of unpatented Crown lands in the province, and the Public Lands Act also confers upon the office of the Surveyor General -- Sue and us -- the responsibility for the identification, administration and

maintenance of unpatented Crown lands in the province.

As you can appreciate, having this vast amount of real estate to administer presents our ministry with a huge challenge because these large areas of land need to be identified, described and mapped. This brings us to our subject matter of descriptive plans.

Here is a sample of what one looks like. In subsequent slides, we will be diving a little bit deeper to see some of the components of the beast. In order to get a better understanding of the subject matter, as Sue said, the presentation will seek to answer the following questions: What are they? Why use them? When are they used? Why should you, the surveyor, care, and where can they be found?

Firstly, what are they? Those of us who went to UNB or Erindale or Ryerson, you probably recall your first foray at the Registry Office. You grabbed a deed, and then you were told to make a deed description from the -- you had to compile a deed description prior to going into the field, perhaps, just to get an understanding of what the subject property might look like.

There are actually graphical -- on the description. They have evolved to the point where we are not only using the words in a deed to make these diagrams or sketches, but they can be represented by specified coordinated positions which, in this new reality that we are in as surveyors in Ontario, allows it to be georeferenced.

We could use topographic data such as road allowances, lot fabric, concession lines, water's edge to define bounds of the areas of interest. Then, of course, the regular information that you get at -- the run-of-the-mill registry office information that represents previously alienated Crown land.

Essentially, then it provides a useful tool to compile available data to illustrate where is what, who owns what, or who may have an interest over what. Simply put, descriptive plans are tools that allow for the efficient, productive economical description of large areas of land, and it can also answer questions regarding the different levels of interest and the relative spatial extent of each of those interests, all in a manner that is related to the province's other geographic data.

Next up: Why does the province use them? I mentioned earlier that we have the challenge of administering that huge amount of land. We need legal descriptions. As surveyors, you all know that we get nowhere without legal descriptions. We need to describe the entity that we are talking about.

Again, a little bit of background: Historically -- descriptions were often cumbersome and complex. I am sure you remember that. The example I cited previously regarding the deed diagrams should refresh your memories of how cumbersome and complex these things used to be.

A number of factors have sort of forced us, over the last number of years, to move away from these cumbersome descriptions, and we can group those factors into

three categories: economic, legal and perhaps internal.

Economics is quite simple: We can't afford it. We can't afford to send tenders to all of you and say, "Go survey us 2.2 million acres of Crown land. The economic reality just won't allow for that. On the legal, you might consider that changes in technology have raised the bar on what is acceptable -- the minimum standards for legal descriptions -- so it is in the public's interest to avoid situations where jurisdictional and title uncertainty frustrate both investment and development activities in our province.

Also, I have noticed that if we have unambiguous legal limits -- did I hear a phone there? I can't be a snitch. I am sorry, Bruce. I am sorry. They got you, Bruce.

In all seriousness, again, if we have unambiguous legal limits, we have found that it results in a higher degree of compliance with government policy and objectives. The example I would like to cite that you could readily relate to: If a logger is working next to a provincial park, and the boundaries between his property and ours are well known, he would have no excuse as to why he is logging on Crown property -- at least, we hope. At least we have taken away the uncertainty of where those limits are.

Finally, internally the descriptions will not only be easily related to MNR's internal data, but they must also relate to Ontario's automated policy records in such a manner that provides for a high degree of clarity and certainty.

Next up is: When are they used? Generally, there are two uses for descriptive plans. In both cases, the purpose of the plan is identified in its title or the legend. We either use them for regulation purposes or to facilitate agreements. We have got an example of regulated plans. We use them for protected areas, land planning etc.

I will maybe go a little bit deeper on the last bullet on that slide, the "Other regulatory purposes." On the agreement descriptions, used in the transfer of admin and control from Canada to First Nations, so they support negotiation processes, legal description requirements for incorporation into agreements or contracts and identification of legal survey requirements.

Here, we have a first example of a descriptive plan. This one was used in support of an initiative under the Provincial Parks and Conservation Reserve Act. We will just drill down on that slide a bit just to show you some of the underlying data that comprised that plan.

You will see what I spoke about earlier -- the registry office information -- in that it shows reference plans, plans of subdivision among other things. It could also represent -- if you can read there, somewhere it will tell you that one of those limits was intended to be the south side of the highway. The important thing to note on these things is that every line is annotated, and those annotations tell us exactly what the intent was for that line, so we know the bounds of that polyline.

The next slide gives that example which I said I was going to give you earlier, and for those of us who practice below the 45th parallel, we might not have any concept of what the Northern Services Board Act does, but this product provides a mechanism for unorganized municipalities to enjoy some of the same services of their brethren in other municipalities that have some organization. They can enjoy the same things, such as garbage pick-up, policing, planning controls, school busing and so on.

The way this works is that the residents in that polygon would basically make a determination that they would like to get some of these services. We would map the area of interest, and the lines could be comprised as you see on the south boundary. It is a coordinated line, and then it follows a water's edge feature and then follows the south side of a highway up at the top. In addition with an agreement under that act, that is how that is done.

Looking at the next slide: This one shows a key map. This was an initiative under the Lake Superior National Marine Conservation Authority. This description helped facilitate an agreement for transferring jurisdiction and control to the feds. In this case, the intention was to create the world's largest marine conservation area.

The last couple of minutes, we have considered that the preamble. I have got a bunch of surveyors sitting in front of me, wondering, "Why the heck should I care about all that stuff? How does it affect me?" After this, hopefully I can answer that question, or the question will already be answered.

In a nut shell, descriptive plans are established in law. If you don't believe me, Izaak might tell you this: that both the Federal and Provincial Evidence Acts speak to the admissibility of public documents in legal proceedings. Essentially, when the descriptive plan has been expressly referenced in a written regulation description, the plan is then receivable in evidence in any court of law in Ontario, providing that the document satisfies the requirements of the Evidence Act.

There are two requirements of the Evidence Act: (1) The document has to be stored in a secured minister's office; and (2) it must be accessible by the public. Our plans satisfy both criteria.

Of important note to you is that the descriptive plans are not recorded on the land rights of the property and, of course, you won't find them in the registry office. You would think that would be a logical place for them to be, but they are not at the registry office, and they can sometimes impact title if only because they may have set the jurisdiction apart for a specific purpose.

There is also the potential to affect the interests of your client. For example, if you are surveying in a provincial park, let's say, and there is an open road allowance that has not been closed and transferred, on the day that that park becomes regulated, that road reverts back to our ministry.

On the other side of the equation, if you are surveying for a prospective developer in



southern Ontario, you need to be aware of the issues such as the green belt plan. Of course, I am sure many of you are already aware of that, but you need to inform your client that it might have some impact on the development potential of the lands that they are interested in.

Regardless of the reason for the plans, the limit described on the descriptive plan needs to be correctly reflected on your survey, so it is important to note that these are not plans of survey and that the underlying base data that illustrate these lines represent just a snapshot in time and continually change as better information becomes available.

Regardless of where the line is shown on the plan, the intent of that line defines where the boundary is located on the ground. In our provincial park example, to determine the limit of the provincial park, a copy of the regulation plan and survey instructions from the Surveyor General must be obtained prior to surveying within or adjacent to these lands.

Now that I have got you scared, you are wondering: So, if they are not at the registry office, where can I find them? Hopefully, the next slide will address that.

You can just get in touch with our office. Your favourite search engine will get you this URL. You don't have to take notes, but you can get hold of us by email or traditional telephone.

Lastly, I have to tell you that if the plans are to be used in any legal proceedings, the Surveyor General must issue certified copies of those plans plus whatever instructions were issued for the survey of those lands.

Mercifully, I am at the end. I just wondered if you may have some questions for me. If you can't think about a them right now and, over the coming few weeks, you think about a few questions, certainly give our office a call. One of us will be pleased to at least direct you in the right direction.

I would like to give a plug to my colleague, Rob Martin. He wrote an excellent article for last quarter's Geomatica magazine that really drills down on the subject matter. I will let you know also that should you read that article, I am sure you would be eligible for some professional mandatory development points.

If there are no questions, I hope you enjoy the rest of the day's offerings.

MR. ANSELL: Thank you, Michael. You didn't want to finish up with anything, Susan? Were there any questions on Michael's presentation that either Michael or Susan can answer? Okay. Thanks, Michael. Very good.

One of the topics we have heard mentioned quite a few times this morning and throughout the AGM is the Pathways project, and I am not too sure whether a lot of us really understand what that project is; where this money is coming from; how we get the money from government into our association. Bruce Millar is the

coordinator of that project, so I now ask Bruce to come up and explain to us just what the Pathways project is. Ladies and gentlemen, Bruce Millar.

### **PATHWAYS PRESENTATION:**

MR. MILLAR: Good morning. I have been warned by Blain and Bill and Eric to be brief because I tend to subscribe to the theory "Why use one word when 26 would suffice?" So I will try and be brief. I am not going to subject you to death by PowerPoint, although I do have PowerPoint. If anyone wants to see the full description of it or get a copy of it, just contact us at the AOLS, and I can send it to you electronically.

At present, there are two very, very important projects. One is a project with York University and the AOLS as partners. York University is the lead. This project is a logical follow-up to the four years -- we had two separate phases of the original Pathways project. The people at York University were actively involved and so impressed that they decided that some of the stuff that we were doing at the AOLS had to be reflected in their program at York.

It is a three-year project with a budget of \$1.5 million. There are approximately 21 months left in that project and about two-thirds of the funds. Just recently -- in fact, the project officially started February 15. We had asked for another two-year extension of the original Pathways. After two years of deliberation, they approved a nine-month extension.

This is really quite significant because, as you are aware, the province has been in a financial crunch. Not a lot of projects have been approved. In fact, very, very few projects have been approved, so the fact that the Ministry of Citizenship and Immigration actually felt strongly enough to give us another nine months and \$300,000 to do it is really, really a credit to all the folks who have been participants in the Pathways project and the York-AOLS project.

I am not going to go through this next slide, the goals. Basically, what we did was, we said, "In the surveying profession, we are at a crossroads. This is the tipping point." Blain talked about declining membership, an aging membership. We are talking about where we are going to find new members. How do we keep the profession alive and vibrant? How do we maintain the rigour of the profession?

We have talked a lot about -- and I don't like "mandatory professional development." I prefer to think of it as continuing professional development because we should all want to learn and keep going as opposed to having a stick over us to do it, but we now have continuing professional development. That is a learning activity.

We have internationally educated people who come from all around the world. There are over 19,000 universities and post-secondary education facilities in the world, probably a lot more than that, but we can't get York to accept a Queen's credit. We can't get Queen's to accept a UBC credit. How in goodness' sake are we

ever going to get a comparison of credits between China or Egypt and Ontario?

We have been in love with credentials, but those of you who are in this profession -- and in a previous life, I have been an elementary school principal and a high school principal and a college President. Everybody who applied for a job with a school was qualified. They had credentials, but did that mean they were a good teacher? What we are really looking for are competencies. What can a person do?

Recently, I became aware of something that I didn't know. A number of the more senior people in this audience didn't go through a geomatics program at university. They were grandfathered. You might have started with your parents who were surveyors. You worked every summer. You worked with them. You got an awful lot of the information and knowledge that you required to become a surveyor, and eventually, you became an OLS.

I shouldn't tell you, but I am 65 years old. When I went to get my certificate as a teacher in the province of Ontario, if you had a body temperature approaching normal and could stand up, you were probably going to get your teaching certificate. It was one year after Grade 13. I was just talking to the College of Teachers, and actually, 74 per cent of the principals and vice principals in the province of Ontario, who are of my generation or are about to retire, went through that system. They don't have a bachelor of education from Macarthur College.

We know that there were some terrible principals and some really good principals, but the fact of the matter is that the competencies, the skills that are required to be a good anything aren't necessarily guaranteed by credentials, so comparing credentials doesn't necessarily work for you.

What we did was: The AOLS put together a frame work of competencies that says, "If you are a cadastral land surveyor in the province of Ontario, what do you need to know to do it? What are the skills and competencies that you require?"

The people that we hired or looked at for help and guidance tended to be content experts, so we had three professors from York and one professor from Ryerson. Then, we had Bill and a bunch of people, and we put together a frame work. There are about 200 competencies. Some are: You have to have an enduring understanding of these things. Others are: You should know this and be able to do it. The last are: This is nice to know, and if I ever got a job that required me, I know how to get back there and do it. Those competencies -- when we got working at it, the people from the universities said, "If you guys are requiring this, maybe it would be a good idea if we ensured that we were actually teaching these in the program. That might be a good idea."

The project with AOLS and York is what we call "mining." They are mining for competencies. We are looking at all of the course content and trying to describe it in a manner that is consistent with the AOLS, and we are mapping. So if we have redundancies or we have -- I heard someone the other day talking to one of the professors, saying, "My son-in-law is taking geomatics at York, and he gets least

squares in five different programs." So the issue is does each program need to do its own least squares section? How do we coordinate that? This project is absolutely critical in making sure that it is streamlined.

I want to point out that originally and still, the project is funded for internationally educated people. If you were at the convention luncheon yesterday, did you notice two things: How many of those folks were internationally educated, and how many were right out of university? Most of them were internationally educated, and very, very few, if any, were right out of university.

What that says is that we now have a profile of learners that says they are adult learners. I am not going to abandon the 19-year olds who are going into geomatics, and I think we should be encouraging the geography teachers of Ontario to really become far more aware and to promote entry into the market and entry into this profession, but we do have an awful lot of people who are coming to the profession from outside.

There are four places where you can get new surveyors: the 19-year-olds who graduate out of UNB or Calgary or Ryerson or York, or people who are wanting to up-skill. I believe at the last AERC meeting, most of them came from odd -- "I took geography in Sudbury at Laurentian." They are saying, "Hey, there is a pretty good job here if I can just get there," so we are getting people who want to, what I call, "up-skill."

They have some base things. They may have math. They may come from civil engineering. They may come from other disciplines where they say, "I have done an awful lot of math. I think I can do this." We need a way to bring them on.

The other area is internationally educated people. We have 19-year-olds into people who are up-skilling and people who are cross-skilling, so we need to have this road map of competencies. What we have done is, we now have said that for every competency, we are going to have resource modules.

If I had something that I wanted to put together for you today about this, it is: Why should I care? I have been advocating that the AOLS become a learning organization. Those of you from my generation -- and I am from the Timmins area. It is a good place to be from.

When I was a boy, DC-3s landed on a grass strip just outside of Porquis Junction. Now, they have full airports. We didn't know what a fax machine was. We had rotary dial phones and an operator. The world has moved so far.

If we are going to do this, we have an issue: We don't have enough surveyors coming on board. Companies are facing competition with other jurisdictions. That was just mentioned. We can't develop surplus capacity within our organizations. If you don't have surplus capacity and surplus skills, you can't take on bigger jobs.

We have 21st century people. If you really want to get frightened, walk around a

university. In my days, everyone carried a binder with textbooks under their arm. You will not see that at all. Everybody walks around running into fence posts because they are texting, and they are looking at their cell phones. Those students are demanding more effective, more efficient learning. They are demanding it.

There used to be the pampered university student syndrome. That is not happening. Those young people who are at university are coming out of there with an average debt in Canada of \$40,000. They want to get out; they want to get in the work force. They need to get out and get in the work force so that they can recover and get on with their lives. We aren't supporting the students, so they end up paying the cost.

The vast majority of the courses are role-bound, place-bound, time-bound and efficiency bound. You have to go someplace at a particular time to hear an expert professor teach you; and, by the way, if there aren't enough people in the course, we don't run it.

So we now have -- and Blain put it up there -- we have approximately 600 members. If you wanted to do CPD for all of them, you are not going to find many universities or even private companies that are going to offer because it is such a small potential market. If you are going to offer CPD to lawyers or to professional engineers, you are in the tens of thousands of potential clients, but if you are in this one -- so we need to do this very effectively.

I just attended a session at York University with a Professor Bates who is with UBC. He is basically saying, "People are going do this badly, and people are going to do this correctly, but we need to use all of 21st century technology in how we deliver the courses. So we have put together blended courses where you can warm a seat in a classroom, or you can attend online.

I was just interested in hearing that poor Eric -- someone is going to the hospital, and your life gets disrupted. Yesterday, one of our colleagues broke a temporary cap on their tooth, and we had to rush them off to get emergency dental -- life happens to adults. At the last AGM in Ottawa, we had a big storm, if you will recall.

People are rushing. Life doesn't work the way we used to be. We need to be able to get access to learning. It needs to be on our time. It needs to be done in a very particular manner, and we now have the tools to do it.

What am I asking you? I want you folks to get involved. The biggest failure of my stint as project manager has been that I have not been able to involve the membership. Your profession is in trouble. Blain's demographics show that. If you look around the room at the average age, you know that it is an aging population.

On the specific part of internationally educated people, their biggest challenge is language. If you can mentor, whether you are a supervising articling surveyor -- don't avoid the language issue. Make sure that the folks are involved in times where they are immersed in the English language, both at the professional

level and the sector-specific language level. That is one thing you can do.

I also want you to advocate on behalf of the candidates. Whether they are 19-year-olds, internationally educated people, people up skilling from technologists and technicians or people coming from other professions, welcome them. Help them. Support them.

Then, I have the five Cs: Communicate, coordinate, cooperate, collaborate and celebrate. We had this, "This is mine." I remember when I first did this. One of the surveyors attended to the AOLS office and said, "Why should I help these people? They are going to set up a shop next to me and be a competitor." The demographics now tells us why you should help these folks.

If you happen to be north of the Trans-Canada highway, you know you need them. For a while, I did some work with the six First Nations on the west coast of James Bay and the Victor Diamond mine company, and those folks were desperate to try and find surveyors and metallurgists and all kinds of professional people.

If you are north of the Trans-Canada highway, you have a problem, and you can't even take IEPs up there because they have to go to York University on Wednesday night from 7:00 to 9:00 p.m. to take the course. Let's make it that they can be in Kapuskasing or Hurst or Cochrane or Timmins and go online and take the same course. That is not so hard. We can do that.

We need to do research and development, and part of the project -- the best part of this project -- is that we have tested and worked on how we can do this. Can I just see a show of hands? How many have taken a survey law course online or one of Izaak's? There have been a few. Yes. Okay. Did that work for you? Yes.

All of this is put together. I am talking about learning as part of recruitment, learning as part of CPD, and learning as part of making the adult learners pathway through the process of becoming an OLS more effective and efficient. We need to continue to develop tools and methodologies that are tweaked and honed.

Lastly, we need everybody to be critical and to evaluate. If we are doing something that you think could be better done -- we just had a financial report, and there are suggestions: Here is what the Survey Review Department might want to do. Let's do that. Let's keep criticizing in a constructive manner to do that.

Other news: I attended the AERC meeting on Monday. They are in the process of changing the approach, and it is going to include the expanded use of something called learning contracts. A learning contract is: "Here is where you are as a candidate, and here is where the AERC says you need to be. Let's define how you get there."

Each one of you could do a life learning plan. The difference between a life learning plan and a learning contract is that a life learning plan says, "You know what? I need to improve my skills in least squares or integrated surveys or

whatever, but I also want to learn to fly, and I am interested in cooking, being a chef. That is your learning plan. Your learning contract is: "We are going to make a contract with the AOLS to help you become an OLS, and here is what we will do to support you. You have to build that in." So that is new.

A referral process between the AOLS and York is well underway -- as well as Ryerson. Spiros Pagiatakis -- I don't know if you know Spiros, but he has just been promoted to Associate Dean of Graduate Studies. He is so excited about this type of project that he is actually keeping the project even though it has moved away from EASA.

He tells me a story of two people who the AERC said, "You need these courses." They enrolled in the course only to find out that there are prerequisites to those courses. They spent time and money and effort, bought books, went to class, only to find out that they are in the wrong class. So let's have a better referral process. Let's say to these students, "If you are going to take these courses, what do you need to make sure?" Let's make sure that someone like Spiros or one of the other professors advises them.

The third bullet -- this is a good one. We have money. Anyone that has been following the government or following even the AOLS understands how important having money is. This is no longer an excuse. The project is well funded. What we don't have is time and resources. I am inviting you to contact us if you have something you want to do with us or are interested in this.

York is installing a state-of-the-art e-classroom, and the project is a participating partner. The AOLS boardroom has smart boards and the ability to offer courses and hold meetings online. It is under-utilized. York, AOLS -- and a lot of you have heard about 4PL -- are in the process of acquiring exciting new virtual classroom software, and they are delivering courses online. Any of you who have taken them understand that it is different, but it works.

I have a son who is leaving one position because he is going to be replaced by technology. He is 35. He has got to go back to school. The prospect of me going back to school would scare the bejeezus out of me. So let's make that a lot easier.

In conclusion, I say please -- if I have one thing you will remember -- please get involved. By the end of the next 20 months, the AOLS and York will have expended almost \$2.5 million to get this done. That money needs to get value, and the only way it is going to get value is if we all get involved.

There is something in it for you. You will find that you get people from Egypt or China or the former Soviet Union that come here eager, skilled, experienced, and that is the kind of thing you need in your firms. Thank you for listening to my tirade. How did I do?

MR. ANSELL: We can take one or two questions, but that is all the time we have.

## QUESTIONS FROM MEMBERS:

MEMBER: Yann Hervy from Ottawa. I want to speak about the internationally educated people. Nowadays, there is a lot of immigration and movement of young engineers or graduates in geomatics. For instance, in Europe there are a lot of Greek engineers who go to Germany to work because the economy is better.

My question is: Do you think that it is possible that the association send some representatives to Eastern Europe, for instance, to attract and catch this immigration and this movement of young engineering people? Instead of saying to the members of the association, "Take care of these people when they come," why you will not go there and say, "There is potential in Ontario. Come to my country, and you are going to have a future there."

MR. MILLAR: Excellent question. In fact, I went on to the CIC web site, and surveying wasn't even mentioned as something that would require international priority, so that is a good question. Clearly, maybe the AOLS needs to contact CIC and say, "How come we are not on the list? We need members."

We need to do that, but secondly, there is a disconnect between CIC and professions in that even when professions say, "Hey, come to Canada. We need pharmacists. Come to Canada, we need whatever," when they get here, they are not respected. That cliché of the surgeon driving a taxi is not fantasy. That is exactly what happens.

I ran into this even with sector-specific language and language issues, where CIC says you need a Canadian language benchmark of 8. York University doesn't accept Canadian language benchmarks. They use a whole different -- and by the way, it only costs \$34,500 to get their stamp of a champ, and if you don't have it, you can't go to York.

So we disrespect these people. We throw big roadblocks in front of them, and I am saying that as an outsider, I look at this profession and say, "We can't afford these roadblocks anymore." We can't knock down the rigour. People who become surveyors in Ontario have to be qualified and top notch, but we have to stop putting these roadblocks in.

MEMBER: Sophie Coté from Thornhill. I am wondering how involved CBEPS is in this program, if at all, or if they are being put to the side by York University, anyway?

MR. MILLAR: CBEPS itself -- as you may know, Ontario is no longer part of CBEPS, but any organization is the sum of its people. We have been in constant contact with JC. I know Blain has done a lot of work with them. I know Izaak de Ricjke has done a lot of work with them. We are looking at how 4PL and Geood and all of that fits in. All of the competencies that we identified were, in fact, from the CBEPS syllabus, and we have had lots of interaction with them. In fact, JC wants me to talk to their board about moving from straight examination to how do



you do competency based assessment using portfolios.

So the answer is yes. We are still involved with them. We want to be involved with them, and as I said in my five Cs, we need to communicate, cooperate, collaborate as opposed to, "Well, we are doing it the right way, and you guys are idiots."

MR. ANSELL: This will be the last speaker because I do have a hard coffee break at ten o'clock; so, Wally? And I have one more presentation before the hard coffee break.

MEMBER: (Wally Kowalenko) Thanks. Bruce, my apologies. I missed most of your presentation because I had about three emergencies in the past couple of days. The question I have for you relates to funding of the program. I know your program has been very well funded by two –

MR. MILLAR: -- the Ministry of Citizenship and Immigration, Ontario.

MEMBER: (Mr. Kowalenko, cont'd.) -- one level of government? Thank you. I know that that funding is going to run out eventually, and I do know that it costs money to sustain computer systems, and it costs even more money to change those computer systems, so I have two questions for you.

MR. ANSELL: Sorry. One question, Wally. Pick the one you want.

MEMBER: (Mr. Kowalenko, cont'd.) Okay. These impending costs for the association, have they been communicated to the finance Councillor, and will they be included in the projections to sustain the operations of that system?

MR. MILLAR: Good questions. The project has not been as actively involved with governance of the AOLS as I would like, but the maintenance of software systems, extra support mechanisms, hardware is going to be sustainable with a new fee structure. The fact that a lot of the competency work will be done by the university structure and the new Lassonde School of Engineering at York University is -- the associate dean's finance people there have met with me on frequent things. I still integrate with Mike Chapman who is from Ryerson, and they are keen to move to this new methodology, and a lot of the costs of maintaining the structural systems will go there.

Also, we are starting to see small, third party groups like 4PL come into the system, and they will take the risk upfront in terms of maintaining the appropriate structures and systems.

MR. ANSELL: Thank you, Bruce. Bruce is around, so if you do have some questions, you might hear the other 26 words that he has to offer, so don't be afraid to track Bruce down and ask your questions.

This was a great segue into our last presentation before coffee break. Bruce did mention an awful lot about the Academic and Experience Requirements Committee,

and I ask Bob Halliday, the chair of that committee, to give us a report.

### **AERC PRESENTATION:**

MR. HALLIDAY: Good morning. Bruce has stolen some of my thunder, but that is okay. There will be a little bit of repetition, but Bruce has given you a good introduction into some of what we are going through. We have been looking at revamping the process or talking about it for four or five years. In the last year and a half, with the assistance of Pathways and the outside funding, we have made quite a bit of progress.

Just so that you can know what the changes are going to be, I am going to give you a really brief description of what the existing process is. Under the existing process, a student applies to AOLS for an examination of their academic qualifications to see whether they are presently qualified to article, or what they will have to do to become qualified.

Typically, if a student has graduated from a Canadian university in a geomatics program, they are pretty much going to be accepted on par. Sometimes, they may have failed to take a course for some reason, in which case they may have a short list of courses that they have to pick up.

If they are within three courses of completely meeting the requirements, then they are allowed to start articles. During the period of their articles, in addition to getting the practical training, they are also required to pick up whatever courses they are missing.

An example of some of the lack of academic requirements might be if a law course wasn't available for them when they were at York or Ryerson, for instance, or if they weren't able to take Ontario law at UNB; then they would have to pick that up. Their program might be out of date and, for instance, they might not have taken satellite geodesy, and they would have to get that.

During this process, we have become aware that many candidates come to us with partial credits through training at another college program, for instance. They may have taken part of the satellite geodesy program but not have had all of the rigour. They were being required to take a full satellite geodesy course to get qualified, which meant they were wasting time. They were wasting resources in order to fully come up to ladder.

As Bruce alluded to, we are really getting into the use of this competency based assessment, so if they came to us with a full university program, they wouldn't go through a competency based assessment.

If they came to us -- particularly the internationally trained professionals, they would be reviewed on, not a full course-by-course basis but, "Do you know these particular aspects out of the full spectrum?" I think Bruce said there are as many as 200 individual competencies that would make up the requirement.

So they would be evaluated case by case, sometimes based on practical experience, sometimes based on presenting a project and discussing it with their liaison person to make sure that they can satisfy us that they know their stuff. We are not trying to exclude people, but we don't want to let someone into the profession who just doesn't know it. We are trying to find that fine line between ensuring qualities while not excluding people who really deserve to be admitted to the association.

We have recently been given the power under the changes to 1026 to allow people without the full academic qualifications into the association. Again, I expect that although we haven't dealt with many of these situations yet, I think the process is going to be that there will be a competency based review and then a learning contract established so that they know what they have to do, and we commit to them that if they prove competency in these areas, prove adequate knowledge, then they will be allowed to start articles without having to take a full university course.

Many of the internationally trained people are working at low-end jobs, low-pay jobs, and for them to take time off work and then pay for university courses is extremely problematic for them, so we are trying to find ways to help them get into the profession without putting undue hardship on them.

The articling process itself is also being changed. Currently, an articling agreement is signed between the student and the surveyor who is going to be responsible for the student. The intention has always been that the surveyor should be the primary source of training for that student. Our experience is that it is working some of the time, but it is not working all of the time, and we feel, based on some of the material that is being submitted by the student, that the surveyor is absent. That can't continue.

It needs to be and it has always been intended to be a relationship where the surveyor provides the training, and the student provides some workforce, brings their modern education, their modern enthusiasm in exchange for the training that the surveyor provides.

To that end, there is going to be a new articling agreement prepared. It is likely going to be almost like the contract that Bruce was talking about, the learning contract, where there is going to be a very rigorous set of expectations that the surveyor is going to have to commit to. A lot more onus is going to be put on the surveyor to ensure that a quality student is coming out the other end.

Right now, there are monitors assigned to each student, and we think that the monitors are no longer going to have any place in the process, or if they do, it is going to be a much diminished process because we are going to be demanding that the surveyor make a commitment upfront to provide the training that the student needs.

Students are required to obtain 225 days of experience at the party chief level, another 113 days of field experience at the non-party chief level, and another 113

days in office-related activities including client contact, estimating, title searching, interpreting evidence and project research.

The student is currently required to submit quarterly work reports and a major assignment which is called the field note assignment. We are getting feedback that the expectations on the student are just too big, and we have anecdotal evidence, at least, that we are losing potential candidates because we are asking for too much compared to what they perceive to be getting as benefit to becoming members.

To that end, we are changing the overall system so that what they have to do will be of greater benefit to them. The time input that they are expected to provide is going to be reduced to some extent. It looks like the quarterly reports are going to go. There will be a requirement to maintain records of time put in, how it falls into the various categories. In the articling contract, there will be a list of the different areas of experience they are going to be required to have, and the surveyor will sign off as they receive each of those areas.

If the firm just doesn't get involved in a particular type of work, then there will be a couple of options. We will be encouraging better cooperation between firms so that if a firm just plain doesn't do any amount of in-depth retracement work, then the student might work for a month for another firm in the area. They might go from London to Ottawa to deal with a colleague that the articling surveyor is familiar with.

We will also be providing sample projects so that if it is just not possible to get the practical experience, they will at least have some exposure to the types of areas of experience that we are looking for. We have to make sure that those different experiences are available, whether it be in terms of real work or just the opportunity to be involved in a fictitious situation.

What we are thinking will replace these work reports is: At the end, there will be one report where the student will be asked to provide about a 10-page report dealing with three or four aspects of these areas of experience we are looking for, and they may have an interview at the end to discuss this, to get a better view of whether they truly understand these items.

That part is still not fully determined, but I think it will certainly be much more of an ethics-based approach that we are taking. If the surveyor says, "I am satisfied that this student is ready to move forward," then so be it. We will take the surveyor's word for it.

We are looking at some sort of an ombudsman type of position so that if the student says, "I'm ready," and the surveyor says, "No, you're not," then we can have a discussion to resolve that. We don't want the students to be at the mercy of their articling surveyors who say, "Hey, I've got cheap labour here. Let's keep them for five more years." We want to be sure that we have fairness and this opportunity for discussion built into the system.

We are looking at having mentors available so that, again, people who are well-experienced in certain areas will be available to the students to ask questions about a particular aspect, and that will be another resource that is available to the students.

The field note assignment -- the hated field note assignment, from all accounts -- currently requires upwards of 100 hours of work, and the feeling is that there is not enough value there for the time put in. Some aspects of it will probably be left available as one of these model assignments, but the actual requirement to formally submit it will be gone. It could be part of the final report that the student submits.

Then, we will have the ongoing exams. The Statutes exam currently requires students to come to a physical location to write the exam. It will almost certainly be replaced by an online exam, invigilated. We are working with CBEPS and ACLS to work out the details. Bruce has promised us some funding to help with getting that set up, but we hope within the year to have online statutes exam available so that students don't have to come to Toronto to write. We haven't really delved into whether it will be available all the time. I expect that, eventually, that is our wish, is to have it available to write at the student's convenience.

Those are most of the changes we are looking at. We are hopeful that we will have most of this in place within a year.

MR. ANSELL: I want to make sure we have time for a coffee break and a bio break. Just two things: We do have the whiteboard here that I want people to sign so that we can send that off to President Paul as a nice tribute to him. Don't forget to sign that. Don't forget, if you have any motions that you want to bring forward at Open Forum, please see Penny at the registration desk, and she can type them up. We are going to be back here, and we are going to start at 10:30 whether you are sitting down or not, so be sitting down by 10:30. Eric has one little thing he wants to say.

#### **COMMENT FROM THE FLOOR:**

MEMBER: Eric Rody from Kenora, Ontario. Paying your dues -- and I am not talking about paying these delinquent accounts by members that are outstanding --

MR. ANSELL: Could this be Open Forum, maybe, Eric?

MEMBER: No. I said it is about paying your dues that are outstanding. It is about -- as surveyors, we have all paid our dues in terms of working hard in order to get where we are today, but paying your dues should not involve being paid like you are living in a third world country. We need to provide better benefits and better wages, or we are not going to have anyone to partner with in the future. I think it is important we ask ourselves every day, "Are we the best mentors?", and just be aware of that.

MR. ANSELL: Thanks, Eric. We are in coffee break.

--- Recess taken at 10:11 a.m.

--- Upon resuming at 10:32 a.m.

MR. ANSELL: Ladies and gentlemen, we have, again, with us today a number of professional guests representing other provincial and neighbouring state associations. We did announce those names on Tuesday when we had our opening ceremonies. I hope you have all had a chance to meet and talk to them because there are some very interesting stories from across Canada and into the neighbouring states. If haven't had a chance, seek them out. They all have a name tag on, so you can tell who the out-of-town guests are. I am sure they appreciate your speaking to them.

I am going to give a chance now for the out-of-town guests to make a short presentation, and I believe Nigel Hemingway from British Columbia is going to talk for the out-of-town guests. Nigel.

**PRESENTATION BY MR. NIGEL HEMINGWAY:**

MR. HEMINGWAY: That's nice. You haven't even heard me talk yet. I came to this meeting expecting Paul to be up there and not Eric, and Eric has done a fantastic job. I did have a really killer speech prepared for Paul, but it is not going to be really applicable to Eric, so I won't go there.

Earlier this morning, somebody talked about Paul's soft skills, and I have got to know Paul really well in the last year. I think that is because we are both always at the back for the photographs. He is a great guy. He is a diplomat. He has represented your association extremely well in the last year.

He became President, and he immediately jumped into the hot seat in Alberta because that is when the CBEPS announcement was made. He has just been a great guy. I have enjoyed getting to know Christine and his family as well. Abby, I am not sure about. Alberta had an '80s theme night, and that little girl, who wasn't even alive in the '80s, just smoked me at Trivial Pursuit in the music.

I would like to thank you for inviting us to your AGM. I have had a great time. I have enjoyed talking to people. I have learned a lot, and it has been great. Thanks a lot.

MR. ANSELL: Thank you, Nigel. I certainly hope that after my year of going around, I get the same kind of respect as you have given Paul. Thank you. Our next presenter is Denis Blais on the Professional Surveyors Canada. Denis.

**PROFESSIONAL SURVEYORS CANADA PRESENTATION:**

MR. BLAIS: Thank you, Eric. I hope you are not tired of seeing me just yet. I appreciate Susan's comments that she made. Professional Surveyors Canada is not

perfect. I am going to draw you a picture of what professional surveyors look like and explain to you our story over the past two years. I think it has been fairly successful. I think we need a little bit more engagement on the part of surveyors and associations, but I will talk about that a little bit more at the end.

This is our report, and just to remind you what Professional Surveyors Canada is all about -- we have three strategic pillars: advocacy, building community, and career advancement. That is what we are focusing on.

Let's talk about advocacy. This really is a story about collaboration. There is a host of volunteers across the country who have been involved in Professional Surveyors Canada since its inception. Our chair Norm Coté who is out in New Brunswick has been very active on the advocacy side of things.

One of the things he did do was find us a spot at the table of the Canadian Geomatics Community Round Table, and for those of you who don't know what that is -- because I didn't know that that was -- it is supposed to develop a vision and strategy for the Canadian geomatics community.

Norm really stuck his neck out to try and get us to that table. He succeeded in doing that. He talked to a number of his colleagues. He is a director of the Ministry of Transportation in New Brunswick, so he did have some connections. We were very pleased to be at that table, so we can influence policy at that government table.

We did have to deal with some federal government cutbacks that occurred in the Yukon. We got a call from the Yukon Land Surveyors to tell us that there was an issue up there. Again, we had Norm Coté out of New Brunswick, Bob Wallace who is out of Alberta and Guy Craig who is out of Saskatchewan contact a number of people including the Surveyor General of Canada to find out what was going on and how it would impact the surveyors up in the Yukon. At the end of the day, things went well, so we are very pleased with that.

In Saskatchewan, there was talk of privatisation of Information Services Corporation which is a company that takes care of land registration in Saskatchewan. Again, Norm Coté and Guy Craig, who is actually the chair of our advocacy committee, were involved in that. We wrote letters in support of the Saskatchewan surveyors, to express our concerns with respect to the privatisation, and we were also invited to speak to the MPP.

The Saskatchewan Land Surveyors arranged a meeting with the MPP who was in charge of that particular portfolio, and we attended the meeting together with the Saskatchewan Land Surveyors; so, as you can see, a lot of collaboration.

Of course, we are working on a number of activities. We have canvassed land surveyors with respect to the use of boundary information by municipalities. We have a research report plus questionnaire going out to surveyors with respect to the use of title insurance. Those are in the works. We are hoping that the surveys will provide us enough information to move forward on some of the issues that may

impact surveyors in respect of those portfolios.

We did complete the national compensation study. Many of you did participate in that, so thank you very much for that. The results were published. We got hundreds of requests for copies of that survey.

We continue to monitor the Light Squared issue, and this is an issue that came out of NSPS, the National Society of Professional Surveyors, and our American counterparts. It had an impact. It was a cell phone company that was a start-up that was going to have an impact on GPS signals.

It was finally quashed after a number of groups intervened in that particular portfolio. What really killed it was the U.S. military, and everybody knows that they have a lot of weight. Thank goodness for that.

We do continue to liaise with CIG and NSPS. NSPS -- I have been attending their meetings, and Malcolm Shaw is here. He has been coming up to our meetings for a number of years now. Interesting emails that have been going back and forth lately with respect to NSPS -- and I want to read you a couple of excerpts from some of the emails that I got because what they are talking about is the future of surveying. If you could imagine, the American surveyors are worried about that; so if this sounds familiar, don't be surprised.

They are going through what is called the "NSPS 100 per cent membership" program to unify the surveying community. What that is, is that each state society is putting to a vote mandatory -- and Malcolm, you can correct me if I am wrong here -- but mandatory membership in the National Society of Professional Surveyors. That has been going across -- Malcolm, how many people, how many states do we have now that --

GUEST: Thirteen.

MR. BLAIS: Thirteen states that are considering this. I have seen in the emails a number of other states that are going to do the same. They talk to us about having to offer more incentives for surveyors to join NSPS, and lo and behold, one of the items that they want to focus on is a national public relations program for the land surveying profession where it involves as many surveyors as possible to take part in the campaign.

That is not too far off the goals that we have at Professional Surveyors Canada, so those discussions are occurring now. We had those discussions about three years ago, but it is interesting to see what the trend is.

NSPS -- and again, Malcolm can confirm this -- they had funding issues at the national level, and the answer to that -- they are trying to address that issue by using the 100 per cent membership. Their potential is 32,000 members. Of course, our potential is only 3,000, so there is a significant difference in terms of how we have to approach the national organization.



We do have our "Set Our Boundaries" career web site which we just spent money revamping. As you can see, we have brought some statistics for you so that you could see that, in fact, people are visiting that site and that it is effective.

We do have a phase II of our communication plan. Maybe you weren't aware of phase I, but phase I was, obviously, the branding, the web site, getting Horizon out, those kinds of things. There is a phase II in terms of getting the surveyors more engaged and providing discussion forums, those sorts of things. You will see that in bullet No. 3, it says, "Social media and planning stages," so that is a page on Facebook and doing something with Twitter.

We did sponsor a couple of participants with CIG to the FIG Young Surveyors Conference, and again, that is all speaking to try and attract young members to our profession.

I am not going to read this list off. You can so that we have been active. We have been talking to people. In terms of communication, there are a number of venues for us to get our message out: Horizon web site, archives and documents page, the AGMs, President's forums; we participate in all of those. We now have over 425 members, and we are still dealing with labour and mobility.

What else is going on? Of course, we are trying to develop a national CPD infrastructure. We did do project management which obviously came out of the AOLS. They are the ones who put the program together. It is the association here that has spent the \$25,000 to get this particular course on its feet.

I meant to mention Cansel here because Cansel sponsored the course in Alberta, so that helped offset some of the costs. Those are the kinds of liaisons that we want to have with the industry, so we are working on that.

We also have a risk management course which was delivered in a number of venues, and I will talk about "Accelerating your surveying business" in a little bit here.

Some of the things we are still responsible for are the professional liability insurance program. We have a national job bank. Interestingly enough, there were 12 jobs posted this past week, if you want to go and see. We did have the Ontario provincial government post a job there, which is kind of exciting for us. We continue to sponsor the David Thompson award, and we are a Geoed registered provider.

One of the things we are working on now is the National Surveyors Conference in 2013 in Niagara Falls. That is in conjunction with ACLS. We are sponsoring a national workshop on "Pathways to the Profession," so the theme there is attracting and retaining the best and the brightest to surveying. Anne Cole is helping us out with that.

A lot of good things are coming out of Professional Surveyors Canada. You might

say, "Well, how come I have never heard about this?" You have to pay attention. I am going to be very honest with you about this: People have told me often, "I haven't seen Horizon. I am not getting any communication. We are not hearing out of Professional Surveyors Canada," and I really want to emphasise that that is a two-way street.

We can put the stuff out there. The web site is current. You can go there and see everything that I have talked about, but you have to take the time to do it. I know people are busy. I have also been out to South Central Regional Group a few times to give some updates, so if you don't attend, you don't get the update.

We will be having our annual meeting coming up at the end of March. All the members will be, of course, asked to participate, and that is usually done by teleconference. That is the easiest ways to do it these days because we are so large.

You have to make an effort to find the information. Call people. You can call me; you can call Wally. Wally is your director. We have the information. Give people a call. You can also call Sarah Cornett, of course, who is our Executive Director.

Here it is in a nut shell: We have 425-plus members. We have 30-plus active volunteers. We have had 15 executive meetings in the past year. We have attended ten association AGMs. We have had eight board meetings, eight CPD committee meetings.

Where is Luc? Luc St. Pierre from Quebec is the chair of our CPD program. That has been very helpful because in Quebec, they have a very successful CPD program, and we are trying to piggyback on the methodologies that they use to bring CPD to the members.

We had seven PAL committees, which has to do with the association, so that is the committee that the association representatives meet to talk about licensing issues; six advocacy meetings, two insurance committee meetings and one strategic planning committee meeting.

This next line is brought to you by Wally because we wanted to show you what the value was in your investment in Professional Surveyors Canada. We estimated that volunteer hours at 10,729 hours -- and, of course, being surveyors, we only valued ourselves at \$50 an hour, which comes out to about half a million. Our budget is about \$234, so the total value is \$771, so the argument is that you got a 328 per cent return on investment. Whether you buy at or not is up to you.

However, having said all that, we did receive a letter from your association that says that they weren't going to be funding us this year, and that is a big concern. Wally is going to bring up a motion to Open Forum to get the association to reconsider that position, and this is where the rubber hits the pavement.

We are in year three, and we have one organization in this country that advocates for surveyors, and as you can see from the presentation, we have started some inroads

there. We have developed some credibility, and it would be a terrible shame to give that up now. NSPS had this heart-to-heart with their members about a year and a half ago. They were in the same boat.

There are a number of things that you can do to make this better because it is your organization, right? This is about surveyors. You are the ones who can set the agenda for Professional Surveyors Canada because that is where the issues come from. Some of the issues that you saw on the screen there, some of them came out of Ontario, and we can't deal with them on a budget of \$237,000 if we want to cater to 3,000 people.

Our association here in Ontario has 600 members. Excluding SRD, and I will exclude that because it is licensing, it does that on a budget of \$1.3 million and 11 staff members. At the national level, we have two staff members and \$237,000, so tell me what is wrong with that picture? I can't deliver a Cadillac on that kind of money, and yet that is what is expected. So a number of things have to happen.

What can you do as a member? You can join. That takes you 20 minutes a year. If that is the extent of your engagement, I am happy with that. Don't forget that your money is going to go to advocate on your behalf when issues come up. Your money is going to go to the infrastructure, so keeping up a web site, keeping up the youth web site costs money to keep them fresh. Nobody is going to visit a web site that is boring and that you have seen, a gazillion times, the same images. So that requires upkeep.

You are going to be supporting surveyors who are very passionate about the profession. Guy Craig, who is our incoming chair -- because Norm steps down at the end of March -- is from private practice. He is semi-retired, so he doesn't really need to do this, but he loves it. Guy is really gung-ho on advocacy. He was our chair of the advocacy committee.

Norm Coté did a tremendous amount of work over the past two years. He was chair for two years, which is normal for Professional Surveyors Canada, what used to be CCLS. He is very dedicated to making inroads in terms of influencing government policy.

Bob Wallace is secretary-treasurer. Bob, again, is in private practice, and I can tell you, very devoted; a very smart man. He has provided so much input for us. He is the one who got CPD going up in Alberta, and you couldn't ask for a better person.

There is an incoming vice chair who is also in private practice. He had to go back to his partners to find out if it was okay for him to become vice chair of Professional Surveyors Canada. He has an excellent perspective on the profession; very well respected in the province where he practices, and I can't give you his name because we haven't had the elections yet. We are sole sourcing these days.

That is what you are supporting. We have to trust these people to do the work that needs to be done. We have to trust them to pick the right issues to deal with. We

get dozens every week, and we can't do it all because we only have \$237,000. Enough harping on that.

So join. That's the first thing. The second thing that can happen is that our association of provincial licensing bodies needs to put the national agenda on their agenda. I have heard nothing here today or during the week here about the national agenda from a provincial perspective, and that is important.

Our demographics aren't going away. We have to deal with the demographics, and we won't be able to do that alone. That is a collaborative effort.

The fewer people there are in this association, the less influence we have at government, so we need numbers, and we can only get those numbers nationally. We will never be 43,000, ever.

In ten seconds, I could tell you that when we started Professional Surveyors Canada, we had said that the provincial associations have to give up something for this to be successful. For two years now, we have been very careful not to step on CPD because some of them generate funds for them, but that is one that is easily given up to the national body.

They should give up job banks. Why have 11 job banks? I don't get that. They have to give up equipment exchanges. They are web-based. Why do I need to go to 11 sites to do that kind of stuff? You shouldn't need too. Give it up.

Anyway, it is going to require a lot of cooperation. There is still a lot of hard work to be done; convincing you to join is one of them. Like I say, it is 20 minutes. Those of you who are interested in being on the committees, being on the executive, I am prepared to take all names and take them back with me. That is my story for today. I know that Eric is anxious, and I don't want to spoil his good works here this past week, so thank you, Eric.

MR. ANSELL: Thank you, Denis. I know it is something you are passionate about, and it is hard to drag someone away who is giving us a good talk and being passionate. Thank you very much.

One more quick presentation before we open up for Open Forum, so we are not very far away. I am sure you have lots of questions that you are going to open up at Open Forum. I do want to say one thing: If you are going to make a motion, it has to be in writing. I do want to mention, though, the motion can't direct the association to do something; the motion can only ask the association to consider something, so just keep that in mind if you are going to be making a motion.

I would like to now call on Mike Mathews, chair of the Public Awareness Committee, to give us a quick report on PAC.

## **PUBLIC AWARENESS COMMITTEE (PAC) PRESENTATION:**

MR. MATTHEWS: Thank you, Eric. Thank you for having me. I am the chair of PAC, and what I have got is a short presentation just to go over what we have been working on and what we are doing in 2013, our objectives, what we are doing, like I said, plans for 2013 and how you can help.

These are our five objectives: The first one is managing our brand. All of our marketing materials -- you see the AOLS logo. That is very important, and all our messaging, you will see later on in the PowerPoints, talk about the trust, innovation items, how you as a member bring that to the association by being a professional member.

The second thing we have is the integrated marketing plan. I will just show you the plan that I have here. This is a copy that is available. It is quite detailed, and it is also very flexible, so as a committee, we can move within the bounds of our plan depending if things come up throughout the year. That's very good.

Item No. 3 is strategic alliances, and you can see from the list there that there are a lot of organizations that we partner with in terms of informing the public, informing their members of the great work that we do in the geomatics profession.

We also support the mandatory professional development program by proceeding education services and products to our members, so that is one of the things all our task groups, committees -- we are there for you. We are there for you as members; we are there for the Council; we are there for the specific task groups. Lastly, advocacy: We do assist Council, like I was saying. Those are the five items.

I am just going to go over what we have been doing this past year. I have got a few photos and things coming up. We do advertise. That is one of the key things we have been doing in the past. There is a list of our advertisements: Ontario Good Roads, we had Grant Lee -- and Lee is from MTO office -- down there just this week. ORCGA Chairman's Prevention Symposium is another area that we advertise.

This is a sample of what would be in our advertisement, so you can see about the brand. You can see about the messaging in terms of what a geomatics professional brings to its clients and also to other organizations.

Other things we are doing: We do create support materials and handouts. We had a table just outside that had an assortment of different materials that we have created as a committee and in partnership with volunteers as well.

Here is our latest handout card that we had at the 2012 Ontario Universities' Fair, and locally, anyone that has been doing career fairs within your area, this is a double-sided card. It basically touches on the different things that people looking at careers in geomatics are asking us. The committee looked at that, and actually, it worked out really well.

So we did -- one of the items was the word "geomatics," and people not being sure of it, so we incorporated the "careers in surveying" in there. That is something that we are marketing, both those terms.

This was an example of a flier that we put together. Again, this was distributed at the last couple of OGRA events, Ontario Good Roads Association. We have been exhibiting down there for some time now, so you can see here the different items that we are bringing to the attendees' attention: Protecting survey monumentation, as-built drawings, CSA-250, bringing that message to them. It is a lot of detail. It is a two-page flier, so it is something that the attendees can take away.

We also do articles, and any members that are writing articles for local newspapers, please inform us because I know Maureen does a great job of putting those in the newsletters just to celebrate that that is happening. There are a few examples there. The CSA-250 was something that we put in the Municipal World.

I want to touch on the last item there. The Ontario School Counsellors' Association -- this was something new that we did that this year. We have made contact with them in terms of getting our message out to their members. Maureen has actually been going to their conferences for a number of years now, so we linked into their e-newsletter. For three consecutive weeks, heading up to the event, the OSCA conference.

We were able to put in Nigel's article, the one that he wrote for the event, "Welcome to the World of Geomatics," and the next week, we had a link to our AOLS video promoting careers.

Lastly, the *setyourboundaries.ca* web site of Professional Surveyors Canada; we linked to that. I think that site is a great site. PSC has put a lot of effort in there, so it is great to see it because they have got a lot of different choices, whether you are a teacher, whether you are a student; so have a look there.

I have got a few pictures, so you might see yourself. Our committee is very proud of the number of events that we were able to attend this year. This is probably the most we have been able to pull together, a total of 19 exhibits. Sometimes they are exhibits; sometimes you are doing a presentation. So that is an accomplishment in itself. If you average those out over the course of a year, we are doing about two events every month.

Here we have Cindy Kliaman, Grant Lee and Reynaldo down at the Universities' Fair. In terms of attendees, it was quite an audience; 120,000 in attendance. The good thing with this event is the connections we have with the universities. Waterloo is there. Basically, it is all the universities across Ontario, so those are all students, parents, teachers, school counsellors. They are promoting their message to the students, but then they are also pointing the students that are interested in surveying and geomatics to our booth as well. That is Waterloo, Ryerson and York University.

This was in our newsletter. This is the event that Maureen has been taking part in, GIS Day. That happened in November. That was at the Heart Lake School this year. How many students were at that, Maureen?

MAUREEN MOUNTJOY: It was about 250.

MR. MATHEWS: 250. Thank you. This is something we had locally in Kingston. We have been partnering with the geography teachers' association, so we have our world renowned town crier, Chris Whyman, along with Steve Bruce and Nigel Day from the Ministry of Transportation. That is a good partnership to have because the teachers with the career classes -- there are geomatics programs at the high school level. Certainly, when I went to high school, they didn't have anything in terms of careers or taking the time. You were pretty much on your own. So it is a great way to get the message out to the students, but there is a lot more to do.

We had 23 teacher requests for presentations. I am about halfway through that list, contacting local surveyors, so I am trying to match up the schools with the local surveyors. So expect a call in the near future.

Just a little bit about budget: I am going to go quickly through this, so we have more time for the forum. We do have a plan and budget. Our budget is typically around \$50,000, and we are spending that each year. What we do each year is look at our strategic plan. The items -- you can't read that, but we look at that in terms of focus, what we will need to focus on.

Seventy per cent member engagement is anticipated -- that 70 per cent of our members are actively engaged. That targets 2015. More recently, this April, we had an update of that, so there are a couple of items you see there: The GIM value proposition, getting that message to potential candidates for becoming geomatics professionals, so we are working with that task group.

Other item there was the potential for a PR campaign. I understand PSC was looking at that as well. That doesn't have legs at this point, but the potential is there, so we will be keeping an eye on that this year.

This maps out the implementation plan. What I said at the beginning, the objectives that we have -- we map out each category. Brand awareness, communications, strategic alliances -- we plan this out throughout the year, so it really helps to make sure we don't miss anything.

What we started in 2012 was actually doing more metrics, so these are the expectations that we are planning for 2013. Again, articles, getting the web stats. That is why it is so important to get that web site up and running. We have loaded the materials, our marketing materials on there, and we really need that web site to go public as soon as possible. I think everyone would agree on that point.

Again, in terms of the membership, we are expecting, as members are getting more

engaged -- these outreach events. We are going to get more requests at the bottom there for awareness products.

We are planning a webinar this spring so that members can see what information is out there on our web site and then anything else in terms of actually going through a presentation. We have some materials that way for you. I will just wrap it up.

What can you do to promote your profession? Be an ambassador. We would like to track what is going on. I know there are a lot of great things going on conversations -- just conversations I have had individually, but what I would like to do is actually celebrate that.

If you can register as a volunteer, or even if you are doing something locally, let Julia Savitch know so we can celebrate that. I think that is important. In doing all this outreach and whatnot, you do get PD points as well.

We have had a great success in coop students and summer students, so they are keen. The Waterloo program -- we have had students from Waterloo, York, Ryerson as well. They are all keen. They are looking for work, and it really benefits them as well. They have a "Take your kids to work" day every year, and like I said, the career information can be picked up from the association.

Let me know if you are interested in helping out and contact one of our members. On that note, this is the committee, and I would like to ask each of the people to stand up as I read their names off the list. I don't think Grant is here. Is Grant here? Maureen, Julia, Cindy Kliaman, Don Linders, Jansky Lau, Ryan Seguin, Jaime Gelbloom, Eric Ansell. He is our Council liaison. Paul is unfortunately not here. Also, our past members -- John unfortunately passed away. Nigel. Helmut Piller and Eric Ting.

I really appreciate all your efforts last year, and I am look forward to continuing to work with you as well. The volunteers that have come forth and volunteered for those events, I really appreciate that as well, on behalf of PAC, so thank you.

MR. ANSELL: I didn't mean to give you a rush, but I really do want to get into Open Forum because I think that is one thing that everybody looks forward to on the Friday mornings. Thank you very much, Michael. I appreciate your presentation.

Now, it is time for Open Forum, and we will be having the auction for the circumferentor that is now being nicely brought into the room. Again, remember: If you do want to ask a question, please come up to the microphones; state your name and what city you are from or what your affiliation is from.

Again, I have already reminded you that motions must be in writing. There must be a mover and a seconder. If there is a motion on the floor, and it doesn't get seconded, there will be no further discussion on that item.

I may require that we only have one speaker or one chance to speak to an item. You



won't be able to have a second go at it, just so that we can move things along. If, at any time, I mess up or you mess up, I am going to count on parliamentarian, Jack Young to keep us in proper order here. With that said, we are now open for Open Forum.

#### OPEN FORUM:

MEMBER: Wally Kowalenko, Toronto. Mr. Chair, I would ask that you bring forward the motion that I crafted a couple of days ago, and I would like to read it to the membership this morning. It is a motion moved by myself and seconded by Denis Blais. It is concerning the funding with regard to Professional Surveyors Canada. I will just read through it:

*"Whereas the AOLS has been instrumental in the formation of Professional Surveyors Canada by providing support to it in the form of annual funding in the amount of \$35,000 and seed capital; Whereas AOLS Council eliminated funding to Professional Surveyors Canada in its draft 2013 budget due to an anticipated decrease in revenues and increase in expenses; and, Whereas Surveyors Canada has completed its second year of operations, and the funding cut by AOLS Council will jeopardize PSC's financial viability; and, Whereas a conservative calculation of PSC costs and the effort of volunteers indicates that its members are getting an annual return on investment in the order of 300 per cent; therefore, Be It Resolved that AOLS Council consider including the 2012 accomplishments of Professional Surveyors Canada in the minutes of the 2013 Annual General Meeting of the association of Ontario Land Surveyors and AOLS Council consider reinstating the association's membership in Professional Surveyors Canada either by directly paying membership dues or by providing the equivalent in-kind contributions to paid membership. AOLS Council also consider the merits of forming a joint PSC/AOLS task force to report on the following items: The need for and mandate of Professional Surveyors Canada; opportunities to reduce the cost of advocacy services by both organizations, i.e., municipal/provincial liaison on procurement, advertising to the public, student outreach; and also to look at opportunities to reduce expenditures by partnering on other services, for example, web site development, professional development seminars; also to look at options to fund the operation of Professional Surveyors Canada; and also entering into an agreement between AOLS and Professional Surveyors Canada respecting matters of common interest and deliverables and performance indicators that would be included in the agreement referred to earlier." (As read)*

*So that is substantially the motion moved by myself and seconded by Denis Blais.*

MR. ANSELL: Thank you, Wally. Do you want to speak to your motion? There was quite a bit in there anyway.

MEMBER: (Mr. Kowalenko, cont'd.) I think the motion stands on its own, and in fact, I think, speaks well enough on my behalf. I truly believe that Professional Surveyors Canada has a lot to offer to not only our province but to our country and society as a whole, and I feel that Council has made -- I acutely appreciate the

financial restrictions which Council is under.

However, I think it is essential that Council reconsider its decision and give the opportunity for our organization to grow. It has been two years, and we need that time.

We need the support, and we need the trust, and as Denis Blais mentioned earlier, and as this motion references: We have to think outside the box. Our association should give up some of the tasks that we undertake in regards to computer system management, potentially; education, professional development, outreach.

If we could develop joint arrangements, we should be setting an example for the whole country to partner closely with Professional Surveyors Canada and succeed and excel at the tasks that are expected of us by the individual members of our association. That is all I wanted to say.

MR. ANSELL: Thanks, Wally. Anne?

MEMBER: Thank you, Eric. Anne Cole, Sudbury. I am speaking strongly in favour of this motion. I would ask Council to give serious reconsideration to this decision to cut funding, for a number of reasons.

I speak to you as a surveyor who has been in private practice, am currently in private practice and also have been a government surveyor. I think this association is very important for our collective survival nationally.

I am currently a member of the Association of Canada Lands Surveyors' Council, and I have learned some things in that forum about our place in the world and how government views us, how industry views us, and I think Professional Surveyors Canada will be crucial to us conveying the value of the services that we provide to the public, not only in Ontario but all across Canada.

I am concerned that Council didn't consult the members before a strategic decision that we had agreed to some number of years ago, to support this organization, that the fact that this money was taken away was not communicated to the membership, at least even for general input.

I would just hope that Council can take some direction from this meeting by the successful passing of this motion. Thank you.

MR. ANSELL: Thanks, Anne. Tom?

MEMBER: Tom Bunker from Gravenhurst. I follow political decisions and economic decisions quite closely because I am hoping that everything will fund my retirement at some point in time, and I have yet to discover how austerity spending grows the benefits that our society needs. Thank you. I am in favour of this motion.

MEMBER: Nigel Day from Kingston. I am definitely in favour of this. In fact,

next week I am going to join Professional Surveyors Canada. As chair of GRLC, I want to be part of the solution in attracting students, and any portion that will sit in your offices or working the field, and I think a national strategy to do that, with people from other provinces so that we can share the ideas of what we have learned in order to provide those solutions.

I want to be part of a national strategy on that, and for that reason alone, I absolutely would like Council to reconsider. I am going to be a member, and I am going to lobby for other people to be members. Thank you very much.

MEMBER: George McFarlane, Mississauga. I am an Ontario Land Surveyor. For those of you who don't know me, which I am sure is very few, I am also a Canada Lands Surveyor, and I am currently the presenter of CIG, the Canadian Institute of Geomatics.

I want to make it clear: I am not speaking against the motion or for the motion. I wonder why it took Nigel two years to join, anyhow. When the concept started, it was member driven, ethics based, and the idea was that across the country, we could get 2,800 surveyors. Quebec, I understand, never joined up two years ago. That is 1,200 out of the 2,800.

I just want people to clearly understand what they will be getting if we support the motion. If we got everybody else, we are still not getting 2,800. There is a need for us to be represented nationally, yes, but I also want to be able to congratulate PAC. They have done excellent work and continue to do excellent work.

However, when I heard the presentation, I was a little confused. Are you promoting the AOLS as a land surveying association, or are you promoting it as a geomatic association? If you are promoting –

MR. ANSELL: Let's only keep the topic to the motion on the floor.

MEMBER: (Mr. McFarlane, cont'd.) It is all pertinent to it.

MR. ANSELL: You are asking a question of PAC now, so that is not –

MEMBER: No. I am not asking any question of PAC. I don't want to argue with you. I am telling you that one minute, they are saying professional -- the CGRCG, which Denis' presentation referred to, is the government's initiative to have one geomatics association across Canada, a pan-Canadian geomatics association.

The CIG has been in existence since 1882 representing surveying, and I am not against PAC, in no way, but if you are going to talk about representing just the licensing body's interests, and the surveyors of our association want to support it, fine; but be clear what you are supporting. If you are looking at geomatics, you want to look elsewhere.

MEMBER: Kent Campbell, Mississauga. I was involved, of course, with PAC

right from the very beginning, but what I really saw in the last number of years -- and I will almost say the kick-off was the collaboration that happened between one meeting between Ontario and Quebec, and that is where the whole labour mutual agreement started to come in.

Since then, I have seen collaboration happening more and more across Canada. We have PSC now working with the ACLS for a national surveyors' convention in this province in June. Any ACLS member, of course, would go to this. Any PSC member could also attend this.

The reason I love this motion is the fact of how the collaboration is starting to be built in as to what can happen if the AOLS is also willing to collaborate more with PSC.

We are getting much more national focus, and that is what we want because our numbers are so small. We can't continue to proceed as islands. The PAC presentation was fantastic. All that work that PAC has done -- couldn't you pass that on to PSC, and PSC could say, "Is there anyone else across Canada that could use this?"

Other issues I see: Blain has been fantastic at getting the Executive Directors together now for collaboration. The whole point is that we can only work when we work together, not as islands, and this is a perfect example of how we can continue to work together, but we say, "Please join because the money still has to be there."

PSC can only operate when it has money. Denis spoke to it: If you want a Cadillac, you have got to pay for the Cadillac.

MEMBER: Michael Mathews, Kingston. Just in terms of clarifying PAC for George: PAC does support all the geomatics professional groups within its organization. I just want to clarify that point.

As a member and chair of PAC, I was totally shocked when I heard that we were removing support from PSC when, in fact, here we are supporting them, sending students to their links, [setyourboundaries.ca](http://setyourboundaries.ca). So that was quite a shock.

The information, the effort that has gone into that -- I think there is so much good that can come out of this Canada-wide relationship. In terms of the amount, to me, that is inconsequential, so I do support the motion. Thank you.

MR. ANSELL: Thanks, Michael. I will call the question, then. I will remind you that only licensed and registered members can vote. The voting will be by a show of hands. All those in favour of the motion? All those opposed? The motion is carried. The floor is open.

MEMBER: Jack Young, Brampton. I have a motion, if you put it on the screen. While it is coming up, it is the same issue that I spoke to during the budget debate, and it has to do with funding the Annual General Meeting registration fee. I can't

quite read that. Can you enlarge it at all?

MEMBER: Dave Brubacher of Kitchener. I am going to read it for Jack because my eyesight seems to be a little sharper:

*"Whereas the AOLS currently budgets the cost of the AOLS AGM to the revenue neutral; be it resolved that the AOLS Council consider allocating funding from the general funds of the AOLS to replace all but the administrative costs of registration." (As read)*

MR. ANSELL: Thank you, Dave, and it was moved by Jack Young and seconded by Michael O'Sullivan.

MEMBER: Jack Young. Maybe I should have just borrowed your glasses. I know that Blain is going to respond to this. I won't say very much. I may have a rebuttal after, but basically, as I said before, I feel that many of the costs with respect to the annual meeting should be distributed over the total membership, those that are not here and those that are here. Thank you.

MR. ANSELL: Thanks, Jack. Anna?

MEMBER: Anna Aksan, Toronto. I want to speak for the motion. Actually, myself and Helmut Piller -- we are not registered for the meeting, and somehow it got to our Executive Director Blain that we were not registered but coming to the Open Forum, to which I have some correspondence that we were not allowed to come if we don't pay the registration fee.

To which I replied that I was quite bit surprised because, as I said, I thought always that it was kind of a God-given right to attend the business portion of where you have the votes and motions, reports and so on.

We are here only because then I directed it to Paul Benedict who said, "Yes. Of course you can come." Our reasoning was that the fee this year is extremely high and too high for us to pay, basically. I am not a lawyer. I don't know law and so on and so forth, but I never heard about any corporation that would forbid the members from attending the annual meeting unless they pay up the registration fee. Thank you.

MEMBER: Russ Hogan, Finance Councillor. This was an issue that we struggled with in Council last year when we were reviewing fees, and in my mind, it is very similar or linked, as well, to the continuing education and the philosophy that we took that those who attend would pay because -- at least with respect to continuing education -- I can attend courses put on by the association, or I can attend courses put on by others.

My concern with this motion is that we need the money one way or another. We haven't included it in our fees forecast for the coming years, so if this is going to go ahead, then I think what we are going to need to do is put a special levy out and

generate the funds in order to be able to cover the cost that is proposed in this motion.

MEMBER: Helmut Piller, Toronto. A year ago, we agreed to increase the membership fee by 50 per cent because there was a shortage of money. The discussion was about that, and I remember the previous year, in London, I brought this issue up, but the parliamentarian said we couldn't do it on the floor. It has to be a bylaw -- which was done, so the money was given.

So where did the money disappear to? We still have a deficit? We raised the fees. We pay now for all our educational seminars and so on, and we still don't have any money. What happened here? It boggles my mind.

Also, this removing the funding -- as previous speakers have said -- is counterproductive, and nothing was put out. We weren't informed. What happened to get information out to membership? We get a weekly or monthly newsletter, but there was never anything said that, "Hey, we can't afford any longer to support that organization." I think that is dead wrong.

MEMBER: Marc Lasalle, Ottawa. I would like to speak in favour of the motion. First of all, this is a meeting of the corporation, and as such, the cost of it should be paid for by all who are members, not just the people who attend. As a retired member, I don't know why I am paying the cost of all the seminars. I think there should be a separate charge for those that is not included in the registration fee. Thank you.

MR. ANSELL: I will call the question, then. All those in favour? Opposed? The motion is carried.

MEMBER: Helmut Piller, Toronto. Would you please bring forward my motion? It is moved by me, and the motion reads:

*"Whereas the Council of the Association of Ontario Land Surveyors is the sole shareholder of the Ontario Digital Cadastre Corporation, hereinafter referred to as ODCC; and whereas the Council deemed it appropriate to expend monies on the said ODCC on behalf of the members of the Association of Ontario Land Surveyors; be it resolved that an independent and arm's length consultant be retained on behalf of the membership of the Association of Ontario Land Surveyors to ascertain that such monies expended was done under proper authority in a legal, transparent and open manner and that such expended monies were properly secured on behalf of the membership of the Association of Ontario Land Surveyors." (As read)*

It was seconded by Anna Aksan. May I speak to the motion?

MR. ANSELL: Yes, you may.

MEMBER: Mr. Chairman, last October when we had the general meeting on that very issue, in the beginning there was continuously said it had not cost us any

money whatsoever, and towards the end of the meeting it was fleshed out that -- I think that a number then was said; \$70,000 was spent.

I did rise on that occasion and say how did that happen? Membership was not consulted, was not informed. It is, after all, members' money. This was not resolved at that time.

In the fall meeting of the South Central Group, a motion was passed and a letter sent to the Council to pursue the same issue in saying, "How was that money spent? Why was it spent? How come we were not informed on it?"

We are looking for openness and transparency, Mr. Chairman. The monies that are spent -- I don't know what the amount is now. There was, I think, another number pandered about was \$100,000, but it doesn't matter.

The South Central Group didn't ever get a response from Council. Paul Benedict, our President, wrote an email, I believe, and said, "Well, that was misspoken by Council members," but we never received an answer how this money was spent, under what authority, and this is what this motion is asking to simply tell us what is going on, how it was spent.

If I borrow money for any endeavour, the lender will request that I put a guarantee up or securities up. Are these monies guaranteed by the members of Council, as the sole shareholders, by personal guarantees that this money will be recovered? Thank you.

MR. ANSELL: Can I ask for a friendly amendment to the motion so that it reads: "Be it resolved that Council consider"?

MEMBER: (Mr. Piller, cont'd.) Of course.

MR. ANSELL: Does the seconder agree with that?

MEMBER: (Mr. Piller, cont'd.) Yes. Of course the amendment is acceptable to us.

MR. ANSELL: It is acceptable to the seconder?

MEMBER: (Anna Aksan) Yes.

MR. ANSELL: Thanks, Anna. Brian?

MEMBER: Brian Maloney from Ontario. I would like to speak against the motion for a couple of reasons. The first is that this membership has shown strong support throughout for ODCC. Whether we agree with the current incarnation or not, the fact is, the only way that was going to move forward was with an expenditure of money. There is nothing that happens for free on this planet.

I believe that Council was appropriate in moving forward. I think, in fairness, there

could have been more transparency around it, and I think Council should consider that in terms of putting out information around the expenditures.

I have no problem with that, but my other concern relates to hiring another consultant to give advice. That's just another waste of money as far as I am concerned, so I will leave it at that.

MEMBER: Wally Kowalenko, Toronto. Forgive me for being a stickler, but I don't understand the last part of the resolution "and open membership of the Association of Ontario Land Surveyors." I think Helmut read one thing, and that motion states another, so I think we need a little bit of clarity there. It might be a moot point, but it doesn't make sense to me.

MR. ANSELL: I am sorry. I missed what -- Anna is going to read it again.

MEMBER: (Ms. Aksan, cont'd.) I believe that it was mistyped because this is the copy that we put forward, and the last statement says:

*"Be it resolved that an independent and arm's length consultant be retained on behalf of the membership of the Association of Ontario Land Surveyors to ascertain that such monies expended was done on the proper authority in a legal, transparent and open manner and that such expended monies are properly secured on behalf of the membership of the Association of Ontario Land Surveyors."(As read)*

MR. ANSELL: Were there two motions that we got?

MEMBER: (Ms. Aksan, cont'd.) No. It was just mistyped.

MR. ANSELL: Is this the correct motion that is on the screen now? I just want to make sure that everybody knows what we are voting on.

MEMBER: Mr. Chairman, Jack Young, parliamentarian. I believe you referred to the words "that Council consider" this. This must be in the motion for it to be a valid motion. You mentioned it as an amendment.

I would suggest that you put that in as a clarification. You could simply declare that the words "that Council consider" be in that motion, then we could move on without getting caught up in red tape of voting on an amendment.

MR. ANSELL: Again, we defer to Jack's method of doing this. I will suggest that the motion does read:

*"Be it involved that Council consider an independent and arm's length consultant"*  
-- and the rest of the wording is as it should be.

MEMBER: Michael Mathews, Kingston. As Russ was giving his presentation of the budget this morning, I had questions myself in terms of -- I didn't see a line entry in terms of the ODCC expenditure that took place last fall.



I didn't do very well in commerce. That's why I became a surveyor. I am not sure if it should be in there, but I did have questions around that, just in terms of openness and transparency, so I can accomplish Helmut's concerns around openness and transparency.

I did not attend the meeting in the fall due to a conflict, but if that is true that this isn't forthcoming and open, then I have concerns about it as a member.

MEMBER: Dave Brubacher, Kitchener. I would like to speak along similar lines to Brian. While there can be some further disclosure, I think that there is no problem with that. To bring in an independent, arm's length consultant is more money out the door that would then possibly need to be audited in the same way.

Also speaking to Brian's comment regarding "nothing comes for free," I just did a quick back-of-the-envelope return on investment calculation, similar to what Wally did, and if I factor in the volunteer time that has gone into this and the dollars that have gone into this, the return on investment is well over 1,000 per cent, so I think you are getting a pretty good deal for the money that has been spent at this point. Thank you.

MEMBER: Jaime Gelbloom, Mississauga or Oakville or wherever. I support the motion. I have not seen anywhere in emails or notifications of -- not volunteer time, but our Council or association office staff, how much time they have put in, which is also dollars and cents.

I also support this motion for exactly what Brian Maloney said. He said that he doesn't want to waste another amount of money on this endeavour, so I guess it is another waste of time; so let's see. We will see what happens.

MR. ANSELL: I will call the question. All those in favour? Opposed? The motion is defeated.

MEMBER: Good morning. David Raithby, Stratford. Can you bring up the motion that I brought. Thank you.

Norm Sutherland and I got together. It has been a number of years that we have been playing with ODCC. I would like to bring the motion:

"Be it resolved that Council be requested to approve the ODCC plan as presented on Wednesday."

MEMBER: Excuse me. Jack Young, parliamentarian. I believe, right now, this motion is out of order. The membership cannot direct Council to do anything. They can ask them to do it, but that is the limit of it.

MEMBER: (Mr. Raithby, cont'd.) Thanks, Jack. Sorry. I will amend that to add that wording to the front.

MR. ANSELL: I will do the same thing as we did on the previous motion as long as the mover and the seconder are in favour of the change. Norm? You are in favour of the change?

So the motion will read:

*"Be it resolved that Council consider the approval of the ODCC plan as presented on Wednesday."(As read)*

MEMBER: (Mr. Raithby, cont'd.) Thank you. I would just like to speak to that for a moment if I may. I was here a couple of years ago when we got started. We did some presentations. We talked about ODCC or the plan or the implementation that we were going to put in place.

To me, it is a very exciting process. I would like to see it go. I am very much in favour of it. It has taken a couple or three years to get to the point where we are at right now.

I was very pleased to see the presentation on Wednesday. I was pleased to see that there was a plan in place, a methodology that moved forward, and I think it is a fabulous thing for surveyors and for our association as a whole. I would like to stand behinds it 100 per cent and see it move forward. Thank you.

MEMBER: Anna Aksan, Toronto. I will speak against this motion, the reason being that the first time I saw the proposal is on Wednesday, and three days later we have to vote to approve it. I don't think there is enough time to figure out whether it is a good business plan or not a good business plan since it is about business.

Dave had a very good presentation on Wednesday, and there were some questions and comments from the floor. One of those, I remember: that if we won't approve it, then our profession will just sink and go down. To bring the motion now, three days later, to me, it is kind of like a Spanish inquisition: Either you go for it or convert in three days or else.

The other thing that I would urge everybody to vote against this -- it is that in my opinion, the association has to be taken out of it completely and forever. The association, being a regulatory body -- it has the powers to discipline the members, and I believe that it might do so if the members who don't want to participate in it won't.

The association might then have the power to force everybody into it. The plan definitely is new, and it is changing. Originally, I understand it was only the members of the association that were supposed to be the stakeholders or could own the shares or whatever it was. It is different now -- the other people coming, the clients and so on who could buy into it.

I don't just it is for the regulatory body to be any part of it, as a matter of fact. The support that it was getting until now, I would say, is sufficient, and it is time to

move on and leave the association to regulate the members and not to endeavour in any business practices.

There is also -- we were looking at all those roles you forecast, but it could be a loss. I don't know how co-ops work. I know if you live in a condo, and there are expenses, you have to pay up no matter what. If there are losses encountered by the corporation, all the members of the association would have to pay into it then or what? Those are the reasons that I would strongly urge everybody to vote against this motion.

MR. ANSELL: Thanks, Anna.

MEMBER: Dave Brubacher, Kitchener. I don't think anyone is going to be surprised when I speak in favour of this motion. Just a clarification, Anna: The presentation did not state that others outside of the professional body of the association would have any form of ownership or control. It was a short-term financing option only.

Anyway, I want to add a few pieces of information that have happened since my presentation that speak to the support of that. We are now at 39 per cent sign-up support for Schedule A. It is up seven per cent since two days ago, and that is across the province, I should say.

Twenty five more of you signing those documents puts us over 50 per cent and satisfies that MPAC requirement. I think that we could do it here, and I am certainly happy to talk to you after this session and get you signed up. I have a list of more than 100 firms in my hand that haven't, and I see many of those representatives here.

MR. ANSELL: I will ask you not to read the list.

MEMBER: I am not going to read the list. We can do this today. We can show MPAC and others that we can work together. We are committed to the success of our profession. We can send a strong message to the younger surveyors sitting in this room and perhaps not sitting in this room that we are looking out for their future.

With so few downsides and so many upsides for yourself, for your firm, for your profession and for your association, I see no reason why we wouldn't do this.

Of course, I support the motion, and even more so, I am asking you to act, so come and see me afterwards if you feel so inclined.

MEMBER: Wayne Brubacher from Kitchener. I have more than a personal interest in this. I would just like to say a couple of things with respect to what has been said and to remind everybody that this is a motion that Council consider. Keep that in mind that that is the way it goes. Surely there is still some morphing to be done before this thing is in final shape.

The other thing is that Council is not likely to allow the persecution of those who don't join. With three lay members and maybe, in the very near future, four lay members on Council, I find that almost ridiculous to consider that those people would allow that to happen.

This is an opportunity to not do what we did with planning and so many other things through the years. For a while, we had lost even drainage. They dropped our name out of the Drainage Act. Finally, they put it back in because people got their backs up, and they went after it. Let's not let those things happen, and let's go after it again.

The other thing to just remind -- some people don't seem to get their minds around it: The first contract that is there is only a confidence builder for the client. We realize it is not a money maker.

It is almost an insult, those small amounts of money, but those who have done it have found that they are getting a cost recovery on a product that they had produced, basically, for their initial price. Now, they are getting an additional price on top of that, so they are feeling good about it, those who are doing it. I have spoken to some of them that are.

What we are hoping to sell, among a number of products that have not even been defined yet because maybe not even imagined -- and they all relate to the type of customer that we get -- that is not surveying. We are being able to leverage something we have already done, already paid for. The costs have been balanced out, and we have made a profit on it. Now, we have a product that we can leverage.

That is down the road, and it is going to be sold over and over and over again. That is why the math doesn't work out because we think of it as surveying. No. We are reselling the same thing. It sounds a little immoral, but that is the way business goes these days. I speak very strongly in favour of this motion.

MR. ANSELL: We truly are running out of time, and I see Saša has already stood up, so you will get the last say.

MEMBER: Saša Krcmar, Thornhill. It has been a tough one for me. I see myself and our firm as trying to be quite visionary for the future, quite young and looking to the future as a great opportunity. I admire what David's vision has been in terms of putting something together, but I struggle on one side, so I have to say that I am not in favour of this motion, and I will tell you the reason why I think that.

All great endeavours come with a lot of hard work, and most of those start from the grass roots and go upwards. When you look at all the great organizations, Google, Facebook -- in our own experience, look at LSR. They worked their buns off to work with member organizations and go out and get people interested.

The challenge I find is that when you start from the bottom, you don't have the

capital funding; you don't have the instant success; you have got to work your way up. I think what David proposed -- and what the people that have set this up -- is visionary. I kind of see it as Teranet on steroids.

The challenge becomes: Why didn't they just do it privately, just like LSR, and bring it to the members and say, "We've got something here. Sign up." So my challenge has just been -- I am just a capitalist, and I look at it and say invest your equity. Prove to everybody that it is worthwhile, and they are going to buy in anyway. Then, you can come to the association and say, "We'd like you to support what we're doing, but here's what we've already got, and all the money is there, and we're covered."

My challenge just is that I think it is a visionary thing, but I think it could have been handled outside of the association, and I don't think the association has the business of being in business and picking winners and losers.

MR. ANSELL: I would like to call the question. All those in favour? Opposed? We are going to have to do a count. It is too close to call. I will need two scrutineers, one for each side of the room. Drew Annable, you are on that side. Do you mind counting on that side. Gerry Auer, you are on that side. Do you mind?

I will call the question again. All those in favour? Please keep your hand up while they count.

MR. ANSELL: Jack?

MR. YOUNG: Mr. Chairman, I believe you should ask for abstainers as well.

MR. ANSELL: Okay. I will. Thank you. All those opposed? Any abstainers?

If my math is correct -- and again, I am only a surveyor -- I have 41 in favour, 25 opposed and 33 abstaining. I am going to look at Jack. If I understand my rules correctly, that means it is carried, but I am not going to say that yet.

MR. YOUNG: I will be honest with you. I would have to consult Sturgis. You have the numbers. The decision can be made later.

MR. ANSELL: I think Jack has got a perfect answer. We do have the numbers. We know what the vote was. I am sorry; I won't be able to tell you right now whether it is carried or defeated, so I think that is where we will leave it. If that is okay with everybody, we will certainly put that out in the very next newsletter, what the result of that was, unless we can consult Sturgis before the President's luncheon. Maybe we can make an announcement then.

MR. YOUNG: I think the issue is important enough that we should research it properly and not do it quickly and be wrong.

MR. ANSELL: I am perfect with that. Did we have any other motions? We are

way over time now, but if someone has already made a motion and put it up for discussion, I hate not to allow it to be brought forward. I will not take any motions from the floor.

I don't want you all to sneak out because we do have an auction we have to do as well. Do we have the mover of the motion? We have a motion up on the screen right now. Borys?

MEMBER: Borys Kubicki. I think this motion might be a bit obsolete. We just had the vote.

MR. ANSELL: To make life easy, would you like to withdraw your motion?

MEMBER: (Mr. Kubicki, cont'd.) Correct.

MR. ANSELL: Thank you very much. Were there any other motions that were preprinted? Okay. Because of time, I won't accept any motions from the floor. I really do want to have the world's fastest auction. Those with deep pockets, don't get out. Come on now, stay in. Wally.

MR. KOWALENKO: Attention, Sergeant-at-Arms, please put a chain on that door. Where are you? We need people to assist the Sergeant-at-Arms to prevent them from leaving.

Jokes aside, thank you very much for staying. As you all know -- for those who were here last year -- we typically have an auction to raise funds for the educational foundation, and we will be following the same practice as in previous years. We will be auctioning off this artefact here, and I think it will be interesting. It should be entertaining as well. I have never been an auctioneer, so you can ridicule me as much as you want. That is one of the benefits of staying behind and cracking all kinds of jokes.

The auction that I will be undertaking here is definitely a loaner. Thank you, Brian. What we have been doing is auctioning it off, and the recipient or the winner of the auction gets the privilege of keeping that instrument in their place of choosing for one year's time. Then, of course, they need to return it at the end of that period, and we will recommence the auction again next year.

--- (Auction bidding took place.)

This is an unbelievable piece of history. Charles Potter was born in London, England in 1831. He became a surveying instrument maker. When he immigrated to Canada, he was one of Toronto's first opticians and was known for his fine craftsmanship, so this is certified historical information, ladies and gentlemen.

--- (Auction bidding took place.)

I don't want take up your time, ladies and gentlemen. The gavel. My fist is going

up. \$700 going once; \$700 going twice; sold for \$700 to Andy Cameron. Thank you very much, Mr. Cameron.

MR. YOUNG: Jack Young from Gravenhurst. The Educational Foundation needs money badly. Three years ago, we raised \$10,000 at this meeting. Last year, we raised about \$11,500. If we don't get more money, we are going to put the Educational Foundation into dire straits. I ask you to open your wallets. We don't have time to get into a big challenge, but I would ask each of you to write a cheque or put your hand up so that Maureen can count it. Put \$200 or \$100, whatever you can afford, but let's do something.

--- (Pledges were taken.)

MR. KOWALENKO: We have got \$2,500 from people who care about our students, care about our future, care about our profession. Don't forget, we have got people who need the scholarships that the Educational Foundation is providing.

What I found really interesting is that some of the awards were made to Izaak's students, and clearly, some of those people are the foreign trained professionals. For those of you who are immigrants or their parents were immigrants recently or a long time ago, you do recall how difficult it was not only to make a living but to achieve that middle class and perhaps upper middle class without funding. We have got to help out our students and possibly our foreign trained professionals who might qualify for these awards.

MR. ANSELL: I am going to give Jack one last word because I am late for other things that I have to do.

MEMBER: Jack Young. I am pleading here. Since 1999, the assets of the foundation have increased from \$144,000 to \$394,000. Every year they have gone up. Last year, they paid in awards \$30,350. If we don't get enough money -- at least that amount -- our Education Foundation assets are going to decrease. I issue a challenge to you. I ask you to stand up if you are willing to give us a cheque for something. Please make sure that Maureen gets your name, and you can give her an amount. Thank you.

MR. ANSELL: Thanks, everyone, for standing. One last official thing we have to do before we adjourn this part of our meeting is a report from our annual meeting committee.

MR. JERAJ: For all those who stayed, this is the best part of the meeting. You are in for a real treat. Eric said I have got to be really short, so this is going to be about 20 seconds. Usually, the chair just gives the final numbers of the registrants, so I am going to do that right now.

This year, we had a total of 660 registrants, which is the highest number on record, and the breakdown is as follows:

Members	398
Accompanying persons	85
Associates and Articling Students	43
Exhibitors	58
Guests	15
Non-Members	43
Speakers and Staff	18

I didn't do the math, but I trust it adds up.

The other thing I just want to mention quickly is that I want to just acknowledge who the committee members were, the Operating Committee, and I would really urge you just to go out and thank them for all the hard work they have done. I got to hand-pick my committee, so I am just going to run through them really quickly.

Sergeant-at-Arms, Mel Truchon, Ron Mak who was in charge of the exhibitors, Nancy Grozelle who was in charge of the Welcoming Party, Shawn Hodgson who was in charge of the Welcoming Party and the hospitality suite, Julia Savitch and Penny Castillo at the registration desk, Christine Benedict who was in charge of the accompanying persons but who couldn't be here. Mary Raithby filled in. Paul Benedict and Eric Ansell, who is our last-minute addition. Blain Martin who is basically in charge of everything. Finally, the heart and soul of the Operating Committee was Lena Kassabian.

Please give them a round of applause. Please, if you see them in the hall, please thank them personally because it was a lot of work to have this thing.

MR. ANSELL: Thanks everyone. We are adjourned.

--- Whereupon the proceeding concluded at 12:20 p.m.



## PHOTOGRAPHS

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### **2012/2013 Council**

*Back, left to right:* Blain Martin, Bill Buck, Russ Hogan, David Brubacher, Travis Hartwick

*Front, left to right:* Susan MacGregor, David Horwood, Eric Ansell, Dasha Page

*Missing from this picture are:* Paul Benedict, Bret Magee, Richard Murray, Eric Bundgard, Art Leitch, Julaine Palmer, Mark Spraggett



**Sergeant-at-Arms, Mel Truchon (as Lara Croft), presenting the Standard Measure at the Opening Ceremonies**



**Jack Young, Parliamentarian**



**New OLS Members**

*Back, left to right: Zach Fiddes, Jayson Ladines, Jim Nicol, Kevin Smith, Dave Tulloch, Tom Jones, Jansky Lau*  
*Front, left to right: Marc Baila, Goran Lale, Yahui Hu, Rafal Kazcmarek*



**Dave Holt** presenting “Using Sales as a Tool to Create a Differentiated Customer Experience” workshop



Members attending the Plenary Session on Thursday



Eric Ansell (left) presenting a Citation to **Don Houghton, OLS #741**, at the Veterans' Celebration Dinner, in recognition of Don's more than 60 years of professional practice in surveying.



Brent England (right) accepting a Citation from Eric Ansell on behalf of **Ivan Dinsmore, OLS #823**, at the Veterans' Celebration Dinner, in recognition of Ivan's 60 years of professional practice in surveying.



David Brubacher, consultant to ODCC, presenting an **ODCC Status Report**



Izaak de Rijcke doing a demo of **distance learning** delivery of “Third Party Liability in the Release of Old Survey Plans”



**Keynote Speaker:** Neil Hetherington, CEO, Habitat for Humanity, New York City



Nigel Esmond D'souza presenting on **Social Media**



**Young Surveyors' Scavenger Hunt winners** (left to right): Articling Students Reuben McRae, Boney Cherian, Sophie-Rose Coté; organizer Mel Truchon



**Welcoming Party:** proceeds from fundraising events were donated to the Educational Foundation



**Concurrent Session Presenters:**



Sasha Nikodijevic from Cansel presenting “Benefiting from BIM”



Craig Hewes from Leica presenting “Monitoring”



*Left to right:* Dan Dzaldov, Insurance Committee Char; John Breese, Adjuster from Maltman's; Mark Sampson, The CG&B Group Inc. – “How to Avoid Insurance Claims”



Incoming President Eric Ansell (left) presenting a citation to **David Brubacher** for service as a member, President and Past President of Council



Incoming President Eric Ansell (left) presenting a citation to **Eric Bundgard** for service as a member of Council



Incoming President Eric Ansell (left) presenting a citation to **Russ Hogan** for service as a member of Council



Incoming President Eric Ansell (left) presenting a citation to **Ken Wilkinson** for service on the Continuing Education Committee



*Left to right:* Norm Sutherland, Chair of **Integrated Surveys Committee**; committee members receiving citations: Brian Maloney, David Horwood, Murray Shantz, Ron Berg; Incoming President Eric Ansell



Eric Ansell (left) presenting a citation to **Peter Moreton** for service on the Professional Development Committee



Eric Ansell (left) presenting a citation to **Dan Vollebakk** for service on the Professional Development Committee



**George Wortman** delivering a charge to the new surveyors



**Brian Ballantyne** presenting “Debunking 13 Fallacies of Riparian Bounds”



**Russ Hogan**, Finance Councillor’s Report



**Denis Blais**, Professional Surveyors Canada



**Bruce Millar**, Pathways Project



**President's Luncheon Speaker, Murray Howard, President of the George Bray Sports Association (a Hockey League for children with special needs)**



**Outgoing President's wife Christine Benedict presenting the AOLS medallion to Incoming President's wife Debbie Ansell**





Christine Benedict, wife of President Paul Benedict, accepting **Past President's Gavel** on Paul's behalf from Incoming President Eric Ansell



**AGM 2013 Operating Committee**

*Back, left to right: Al Jeraj, Chair; Blain Martin, Shawn Hodgson, Ron Mak, Eric Ansell; front, left to right: Nancy Grozelle, Penny Castillo, Mel Truchon, Lena Kassabian, Julia Savitch*

**SURVEYOR GENERAL'S REPORT**  
**2012 - 2013**  
**Susan F. MacGregor, O.L.S.**  
**Surveyor General**  
**Geographic Information Branch**  
**Science and Information Resources Division**

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The Ministry of Natural Resources' geomatics activities are led by the Geographic Information Branch which is responsible for surveying, mapping, providing geomatics activities and the Land Information Ontario (LIO) program. This is a summary of our key activities and achievements.

### **Ontario Parcel**

The Ontario Parcel agreement with Teranet Enterprise Inc., the Municipal Property Assessment Corporation (MPAC) and the Ontario Government to create and maintain a single land parcel fabric for the province has been extended until April 2017.

As a result, approximately 1.2 million new ownership parcels have been loaded to the Land Information Ontario (LIO) Data Warehouse.

The assessment parcel database also grew by over 37,000 new parcels in 2012.

More than 75 licensed users, including provincial government ministries, conservation authorities and municipalities access parcel data from LIO

For more information, contact [carla.jordan-cooke@ontario.ca](mailto:carla.jordan-cooke@ontario.ca) or visit [Ontario.ca/lío](http://Ontario.ca/lío).

### **Ontario Hydro Network**

The Ontario Hydrographic Network is a database of water features including lakes, rivers and streams. A series of small-scale data sets ranging in scales from 1:100,000 to 1:10 million are now available in the LIO Warehouse.

A project is underway to update the geometry using larger scale Forest Resource Inventory data and imagery. It will take several years to update the hydro network .

For more information please contact [shawn.kelleher@ontario.ca](mailto:shawn.kelleher@ontario.ca).

## **Ontario Road Network**

The Ontario Road Network (ORN) contains information on more than 272,000 km of roads across the province and is maintained by all three levels of government.

In 2012, geometry and attributes were added for more than 2,100 km of new roads.

The National Road Network has been updated with the ORN. Statistics Canada will use the ORN to improve upon census boundaries for the 2016 census. This will bring us closer to sharing the same roads geography across all levels of government.

For more information contact [carolanne.albertson@ontario.ca](mailto:carolanne.albertson@ontario.ca) or visit [Ontario.ca/lto](http://Ontario.ca/lto).

## **Ontario Wetlands**

Wetland information in Ontario's Far North will be updated using land cover imagery in 2013. The information was improved to include new attribute fields relating to ecological information such as vegetation and soil type which will be populated over time.

## **Geodetic Activities**

Ontario's geodetic database is called COSINE (Control Survey INformation Exchange). COSINE is the official source for provincial, federal, and municipal control survey information in Ontario.

COSINE is available to registered users through an online application. More than 100 users requested accounts in 2012, bringing the total number of accounts to over 1,800. More than 115 organizations contribute data to COSINE.

COSINE's map/graphic interface continues to be affected by technology and server issues. The application will be replaced with a new, modern application in the summer of 2013 that will allow 'on-the-fly' pan and zoom features similar to Google™ Maps or Google™ Earth.

Private Sector Real-Time Kinematic providers' networks (Leica, Cansel and Sokkia/TopCon) were approved and loaded into COSINE to support integrated surveys in Ontario, local lower order control surveys and project control activities.

The MNR portion of the Ontario High-Precision Network will be re-adjusted from NAD83 CSRS version 3 (epoch 1997.0) to version 6 (epoch 2010.0) by spring 2013. This was a cooperative project between MNR's Provincial Georeferencing Unit, the Ministry of Transportation and Natural Resources Canada. The new NAD83-CSRS will be loaded and made available through COSINE.

This year COSINE was expanded by GPS and levelling projects through contributions from Barrie, Stouffville, Oshawa, Whitby and the Ministry of Transportation.

For more information, contact [morgan.goadsby@ontario.ca](mailto:morgan.goadsby@ontario.ca).

## **Geographic Names**

The Minister of Natural Resources approved 17 Pikangikum First Nation lake names in the Far North. The names form the first part of new dual (First Nation/English) lake names that recognize the right of first discovery by the First Nation.

One new appointment and two re-appointments were made to the Ontario Geographic Names Board. The appointments will represent Franco-Ontarians, Northern Ontario interests and First Nations in Ontario.

There are almost 57,500 official names in Ontario for land and water based features. Over 60 percent have digitally defined extents. Centroid Coordinates were determined for all built-up areas in Ontario and were entered in the Geographic Extent Layer (GEL). Information from MNR's water data was incorporated as well which provides a single source names and identifiers for lake and other water features in Ontario.

Geographic Names staff responded to more than 750 naming requests and completed various naming surveys and decision mailings to support the Ontario Geographic Names Board.

For more information, contact [morgan.goadsby@ontario.ca](mailto:morgan.goadsby@ontario.ca).

## **Imagery**

In 2012 Land Information Ontario (LIO) continued to implement recommendations from the Ontario Imagery Strategy including:

- Issuing a request for proposal to acquire imagery in select areas of Ontario over the next five years
- Developing a request for proposal to acquire imagery across the GTA in 2013
- Creating policies to include private sector participation and a new funding model

Of special interest to AOLS members is the policy that encourages private sector involvement in LIO imagery acquisition projects. Private sector organizations can

now fund the acquisitions along with all project partners. This will result in substantial cost savings for every participating organization.

Private sector participants can create client specific products, new derivatives as well as value added products without royalty fees. Private sector participants cannot sell the raw imagery data and they cannot provide application services using the imagery.

Private sector partners can identify the areas they want to acquire at the start of an acquisition project or they may elect to contribute funds up front and acquire the imagery on an as needed basis over the course of two years.

New imagery continues to be loaded into the LIO Warehouse including:

- 20 cm imagery, stereo products and elevation data from the 2010 South-Western Ontario Orthophotography Project (SWOOP)
- 40 cm Forest Resource Inventory imagery for areas of northern Ontario

There has been a lot of activity to identify imagery needs in the far north. The remoteness of the area demands that much of the inventory, monitoring and assessment activities are done using remotely sensed imagery. Satellites offer some of the best options to acquire much needed information in those areas. MNR is testing the stereo and elevation data that is available from newer satellites to investigate options. The hope is that these products will provide a reliable snapshot that can be used as a baseline to assess the environmental and biological impacts of development activities in the future.

For more information please contact [mike.robertson@ontario.ca](mailto:mike.robertson@ontario.ca) or visit [Ontario.ca/lio](http://Ontario.ca/lio).

## **Office of the Surveyor General**

We conducted our first municipal resurvey hearing last fall under section 48 of the Surveys Act. It was the first hearing of its kind since 1974 and proceeded relatively smoothly. A second request for a municipal resurvey is currently being completed.

We were fortunate to partner with the Archives of Ontario to obtain a student from the Museum Management and Curatorship program at Fleming College for six months. The student shared methods of preservation and conservation and categorized our older documents according to their state of deterioration. We also conducted a small pilot to stabilize 30 very old plans that we could no longer unroll without causing damage.

The Office of the Surveyor General continues to have an important role in First Nations land negotiations. We devoted a significant effort towards map preparation in support of a preliminary draft Agreement in Principle for the Algonquin Comprehensive Land Claim. It represents a major accomplishment in the

negotiation of what will result in the first modern treaty in Ontario. If ratified by the Algonquins, Ontario and Canada, negotiations for the final agreement and Treaty will begin. The proposed land settlement package included 216 parcels, covering 117,500 acres of land.

In addition, the Office of the Surveyor General prepared descriptions, regulation plans and other professional services for a number of MNR initiatives, including:

- Tendering 12 contracts for surveys
- Completing 12 provincial park plans for regulation
- Preparing 10 additional draft provincial park and conservation reserve plans
- Preparing Plans for Development Control and Planning Areas for the Niagara Escarpment Commission

Last year, Crown Land Surveyors provided more than 155 cadastral survey opinions to MNR staff, surveyors and lawyers as well as comments on 37 Land Titles applications, 15 proposed mining claim surveys and 15 perimeter survey instructions. The Office also reviewed more than 428 survey plans and prepared over 440 legal descriptions for the sale of Crown land, the regulation of protected areas and the designation of land uses.

For more information, please contact [susan.macgregor@ontario.ca](mailto:susan.macgregor@ontario.ca) or [eric.ansell@ontario.ca](mailto:eric.ansell@ontario.ca) or visit [Ontario.ca/ynq3](http://Ontario.ca/ynq3).

## **Strategic Directions**

As announced in the 2012-13 provincial budget, MNR is moving forward with a transformation plan that will continue to evolve and modernize the way Ontario's natural resources are managed. The goal is to carry out the ministry's core business, programs and services in more efficient and sustainable ways. As the ministry modernizes its processes and programs, it will also need to reorganize its structure. This will take place over the next two-and-a-half years.

MNR is nearing completion in renewing Land Information Ontario's GIS architecture to support a modern mapping infrastructure.

We will be working with Ministry of Northern Development and Mines to implement a new claim staking process using grid cells under the Mining Act modernization reforms. As part of these reforms the regulation governing surveying of mining claims will be updated.

We will be setting up a cross government working group to evaluate an Ontario perspective regarding the adoption of a new geoid based height reference system. Geodetic Survey Division of Natural Resources Canada will adopt the new system later this year. If adoption is recommended within Ontario, it is anticipated to be phased in over several years.

MNR continues to look for opportunities to increase efficiency and lower costs in delivery of its service and to improve information management.

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## **EXECUTIVE DIRECTOR'S REPORT 2012 Blain Martin, OLS, CLS, PMP, MBA**

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The Executive Director is the senior staff officer of the Association, responsible to the President and Council of the Association. In addition to formal roles as Secretary to Council and Treasurer of the Association, the Executive Director implements decisions of Council, promotes the welfare and image of the Association, promotes liaison between all segments of the Association and other organizations, government bodies and the public and ensures the efficient day-to-day operation of the Association offices.

This report will cover the period from January 1<sup>st</sup> 2012 to December 31<sup>st</sup> 2012 under the general headings of Administration, Strategic Planning, Membership, Government Relations and Public Relations.

### **Administration**

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The Association's staff complement for 2012 included a total of 11 full time staff (including 4 Ontario Land Surveyors). In addition, we have 4 Ontario Land Surveyors on contract to assist the Survey Review Department with the Peer Review Program.

<i>Blain Martin,</i>	<i>Executive Director</i>
<i>Bill Buck,</i>	<i>Registrar</i>
<i>Maureen Mountjoy,</i>	<i>Deputy Registrar</i>
<i>Lena Kassabian,</i>	<i>Office Manager</i>
<i>Penny Castillo,</i>	<i>Member Services Coordinator</i>
<i>Julia Savitch,</i>	<i>Program Manager</i>
<i>Sheila Lavina,</i>	<i>Administrative Assistant</i>
<i>Vladimir Oppenheim,</i>	<i>Accountant</i>
<i>David Norgrove,</i>	<i>Survey Review - Manager</i>
<i>Isabel Smith,</i>	<i>Survey Review - Administration</i>
<i>Herman Bernardo,</i>	<i>Survey Review - Coordinator</i>

I want to highlight a few of the staff accomplishments over the year.

Lena Kassabian managed the office in a fashion that kept it running smoothly while

keeping her eye on reducing costs for the membership. She is also deeply involved in helping AERC and in working on the Pathways Project that deals with Foreign Trained Professionals.

Julia Savitch is the Program Manager primarily dealing with Continuing Education. She organizes seminars with the Continuing Education Committee, works with other committees and has taken on the publication of the AOLS newsletter. The publication of this newsletter is one of the successes of 2012 in that it has been published consistently every second Friday and the number of readers is consistently high, indicating that the content is interesting and helpful to the membership.

Penny Castillo was hired in May as the Member Services Coordinator. She immediately worked to enhance the database with the idea of making it easy for the other staff members to use. She has also increased the accuracy of the database to the point where it is possible to publish a new member's directory, the first one since 2003!

David Norgrove, Manager of the Survey Review Department (SRD), continued with an extended leave for health reasons and Doug Reitsma, one of the SRD consultants, took over the reins as Acting Manager in David's absence.

Bruce Millar continued with the AOLS staff on contract as Project Manager of the Mapping New Pathways for Fairness and Equity Project.

## **Strategic Planning**

Once again, Strategic Planning played a big role and many Initiatives were underway to change and enhance our organization. A Strategy Map has been updated to help us understand the strategy for us to move forward. Of particular importance in this is the "100 Day Action Plan" where the plan is reviewed by your Council every 100 days to ensure that it remains active.

One of the major initiatives in the Strategic Plan was the development of the Cadastral Fabric Initiative. The Task Force continued to meet every week to move the initiative forward.

Another major initiative for the year was the implementation of Mandatory Professional Development. The by-law for this was passed by the membership and the program is in place starting in 2013.

## **Membership**

Membership numbers continue to be a concern with the aging of our membership. This appears to be a continued trend in our sister organizations and in society generally with the aging of the baby boomers. It does create an opportunity for new surveyors to become members of our Association and this year we have had 12 sworn in. The overall numbers are as follows:



Number of Surveyors by Age									
AGE	2010	2011	2012	2013	Cad	Photo	Hyd	Geod	GIM
<b>Total</b>	639	626	610	595	514	11	1	15	54
<b>Yearly % Change</b>		-2.0%	-2.6%	-2.5%					
20 - 29	5	6	3	3	3	0	0	0	0
30 - 39	40	32	26	31	30	0	0	0	1
40 - 49	189	162	143	130	108	1	0	3	18
50 - 59	237	244	247	242	205	8	0	5	24
60 - 69	117	128	137	139	120	2	0	7	10
70 - 79	46	46	48	41	39	0	1	0	1
80 - 89	5	8	6	9	9	0	0	0	0
<b>Percentage over 50</b>	63%	68%	72%	72%	73%	91%	100%	80%	65%
<b>Percentage over 60</b>	26%	29%	31%	32%	33%	18%	100%	47%	20%

The Website continued to be worked on and proved to be a difficult task to finalize. It is not simply a Marketing Website but also contains commerce pieces along with the AOLS secure database. The enhancements will include online registration for membership renewal and seminar registration, social networking, and easier access to the wealth of information that is on our existing site.

AOLS committee work is a very valuable tool for membership communication. Members have participated in many committees this year and several members that have never been involved in Association matters have volunteered for Committee work. This indicates an increased engagement by the members in our profession.

The Geomatics Picnic took place at York University with well over 100 members and guests attending. There was much discussion on current trends with state-of-the-art equipment demonstrations.

### **Government Relations**

The Mapping New Pathways for Fairness and Equity Project continued with Project Manager Bruce Millar leading the development of foreign qualification assessment and recognition. Part of the project involves the implementation of distance learning initiatives.

Several meetings occurred throughout the year with the Ministry of Citizenship and Immigration in connection with the Fair Access to the Regulated Professions Act, 2006.

## **Public Relations**

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The Public Awareness Committee oversees most of the Association's activities in public relations. In addition to preparing brochures and articles, the Committee provides support to the membership and hosts promotional activities at trade fairs, conferences and career fairs.

In 2012, the Committee once again attended education career days, as well as conferences hosted by the Ontario Good Roads Association, URISA and GITA. Media advertising rounds out the Committee's activities to ensure continued exposure of the benefits and resources of the Association to the Ontario public. The Public Awareness Committee and Deputy Registrar, Maureen Mountjoy, are to be commended for the effort they put into this very demanding task.

The 2012 issues of the Ontario Professional Surveyor publication are now available on the public website. It generally takes about two weeks to get the current issue posted to the website.

We continue active involvement with the Ontario Professional Regulators' Policy Network. This is a forum which allows discussion of common issues facing all Ontario regulators and utilities, as well as the opportunity for each of us to meet each other to promote our own values and responsibilities and find common solutions to issues.

### **Executive Directors' Meetings**

We continue to be very active on the national front and in seeking solutions to strengthening our profession as a whole. Last July, most of the other Provincial Executive Directors met for a second time in the AOLS Boardroom to advance closer cooperation between surveying associations. This was the second face-to-face meeting for the Executive Directors and one of the primary purposes is to exchange best practices.

I would like to thank President Paul and all of Council for their help over the past year. I also want to thank Vice-President Eric for stepping in for Paul during Paul's illness. Along with that, I especially want to thank all the staff at 1043 and all committee members for their continued efforts and work toward the betterment of our Association and profession.

Blain Martin, OLS, CLS, PMP, MBA  
Executive Director  
Association of Ontario Land Surveyors

**REGISTRAR'S REPORT**  
**for the year 2012**  
**William D. Buck, OLS, CLS, P. Eng.**

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The Registrar is appointed by Council under Section 3.(8) of the *Surveyors Act* and is responsible for overseeing the statutory responsibilities of the Association of Ontario Land Surveyors.

The Registrar's activities are concentrated primarily in the areas of Academic and Experience Requirements, Public Inquiries, Licences, Certificates of Registration, Certificates of Authorization, Complaints, and Discipline.

**Academic and Experience Requirements Committee (AERC)**

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The Registrar is not a voting member of the Academic and Experience Requirements Committee, but carries out its administrative activities, including preparation of the agendas and minutes for each meeting. On behalf of the Committee, the Registrar also responds to requests for information regarding academic evaluations, requirements for membership, articling, monitoring, and examinations. Deputy Registrar Maureen Mountjoy also assists in coordinating the activities of the Committee, in consultation with the Registrar and the AERC Chair, ensuring that all relevant issues are brought to the Committee's attention. In 2012, the Registrar oversaw the submission of field note assignments, supervised the organization of articling workshops in January and September, assisted with the statutes, oral and written professional examinations in May and November, supervised the writing of one examination under the Agreement on Internal Trade and participated in the swearing-in of eight (8) new Ontario Land Surveyors.

Eleven (11) new students entered into articles during 2012 and five (5) student's articles expired or were cancelled. As of January 30th, 2013 there were forty-nine (49) articling students, an increase of four (4) over this date last year. The Academic and Experience Requirements Committee also approved thirty-five (35) academic evaluations during 2012, eight more than last year. Eighteen (18) of these were internationally educated applicants.

York University is offering courses that are equivalent to our Survey Law I and II requirements in their fall 2012 and winter 2013 terms respectively. Both courses are being taught by Graham Bowden, OLS and both were offered using alternative scheduling that made it easier for students from outside of the GTA to attend.

We are also fortunate in having Dr. Mike Chapman, O.L.S. again offering on-line Municipal Planning and Surveying, and Professional Communications courses that satisfy our academic requirement in these subjects and provide a means for students outside of the GTA to complete these courses. Dr. Chapman has also offered other

courses on an individual basis to several candidates who were unable to attend regular classes.

## **Educational Services**

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The Registrar responds to inquiries from both the membership and the public. Many requests for information are satisfied during the initial contact, but others require research and written responses after appropriate discussions with other surveyors, staff and occasionally Council. One individual Educational Services file was opened in 2012; however, numerous inquiries were dealt with without opening files. Typical issues included: non-OLS activity in cadastral surveying, right-of-entry inquiries from the public, concerns from the public regarding lack of response from members for various reasons, and requests from the public to assist in encouraging members to honour their business and/or financial responsibilities. It is often possible to resolve issues at this level and avoid a formal written complaint, which by statute, must be directed to the Complaints Committee.

## **Compensation Fund**

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No applications to the Compensation Fund were received during 2012. The Compensation Fund is set out under *Section 33* of the *Surveyors Act*. Council established a Compensation Fund Committee in 1998, and delegated its powers pursuant to Section 33 (10) of the *Surveyors Act* to this Committee, made up of the Executive Director, Registrar and Finance Councillor, for any application up to \$5,000.

## **Complaints Committee**

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Formal complaints regarding the actions or conduct of a member of the Association must be filed in writing with the Registrar. The Registrar acknowledges receipt of the complaint and notifies the member who is the subject of the complaint. The member is provided with a copy of the complaint letter and materials and is given at least two weeks to provide an explanation and supporting documentation in response. Both the complainant and the surveyor are given two opportunities to provide information before the file is considered by the Committee. The Registrar compiles all of the information submitted by both the complainant and the surveyor and presents the file, without comment, to the Complaints Committee in a timely fashion. The Registrar also acts as the recording secretary of the Complaints Committee and distributes all correspondence and decisions resulting from the Committee meetings. The Registrar is not a member of the Committee and attends meetings at the request of the Committee to provide information and administrative support. This committee makes extensive use of their secure area of the AOLS website for the exchange of information.

Twenty-three (23) new complaint files were opened in 2012, compared to eleven (11) in 2011. The Committee held nine (9) teleconference meetings during 2012. Seventeen (17) of the twenty-three complaints originated from members of the public, and six (6) from Association members. The Committee issued twenty-nine (29) interim and/or final decisions in 2012. Interim decisions usually request specific action on the part of the surveyor. If the surveyor complies, the interim decision becomes final and no further action is required. If the surveyor does not comply, the Committee must reconsider the matter and determine an appropriate course of action. Of the twenty-nine (29) decisions issued in 2012, five (5) were referred to AOLS Council with a recommendation that the member be referred to the Discipline Committee. One file was referred to the Complaints Review Councillor at the request of the complainant.

### **Discipline Committee**

Two discipline hearings were held in 2012 and the details were published in the Ontario Professional Surveyor magazine as well as posted on the AOLS website. The *Surveyors Act* now requires the publication of discipline decisions, with the name of the member included.

### **Registrar's Investigations**

Section 30 of the *Surveyors Act* allows the Registrar to undertake an investigation where the Registrar believes that there are reasonable and probable grounds that a member of the Association has committed an act of **professional misconduct** or **incompetence**, or that there is cause to refuse to issue, or to suspend or revoke a Certificate of Authorization. There were no Registrar's Investigations during 2012.

### **Survey Review Department Referrals**

During the past year, several firms were referred to the Registrar from the Survey Review Department pursuant to Regulation 1026, S.40(8), subsequent to a comprehensive review. Most referred files are closed after the firms provide satisfactory explanations and/or implement remedial procedures to address the concerns identified in the review report. Some may undergo a follow up review to assess progress in addressing the concerns. One member was referred to the Complaints Committee and subsequently to Council for discipline during 2012 as a result of a Survey Review Department referral to the Registrar.

### **Licences, Certificates of Registration and Certificates of Authorization**

The Registrar is responsible for the issuance and renewals of Licences, Certificates of Registration and Certificates of Authorization (C of A). During 2012, seven (7)

new licences, one (1) new Certificate of Registration and several new or revised Certificates of Authorization were issued. As detailed in the Statistics section below, there has been a net decrease of 0.9% in overall membership and a decrease of 2.8% in the number of Certificates of Authorization since the end of 2011.

## **Elections and By-Laws**

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The Registrar oversees the distribution and counting of ballots for voting on By-laws, Regulations and elections to Council.

There was no election for Council and the following members were acclaimed:

President	Eric Ansell	Peterborough
Vice-President	Dasha Page	Burlington
Junior Councillor	Jeff Buisman	Guelph
Junior Councillor	Tim Hartley	Windsor

## **Pathways Project**

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The extension of the original Pathways Project expired on March 31st, 2012. We applied for a further extension and on December 21, 2012 we were advised that we had been awarded a new nine month extension. This contract is tentatively scheduled to begin in February 2013.

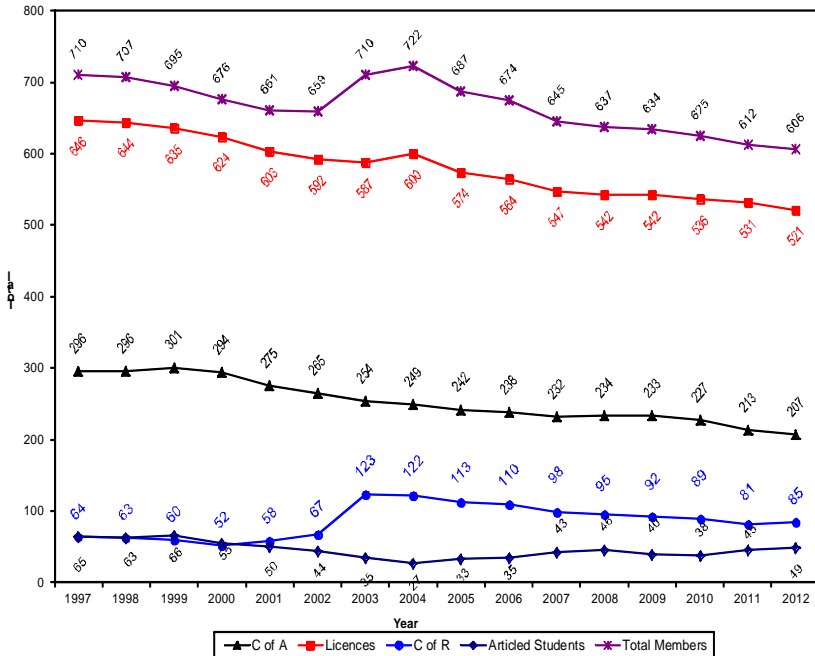
The Introduction to Canadian Common Law course was offered to all members in 2012. A total of 25 learners took this course, including 6 OLSs. The course was offered in four 3-hour sessions that took place in the evening in the AOLS boardroom as well as remotely using GoToTraining software. The first non-beta offering of the new Survey Law I course was also offered in the fall of 2012, again using a combination of face to face and remote participation. Thirty-one learners participated in this course and the twenty-three who took the course for credit were all successful. The Survey Law II course began in January 2013. The Survey Law courses were presented by Izaak de Rijcke through Four Point Learning and the associated website <http://4pointlearning.ca/>. Municipal Planning, Professional Communications and Capstone Technical Writing courses have also been developed and will be offered using a combination of face to face and remote learning. Some of the materials may be useful to the AOLS and other Associations for CPD purposes. The self-assessment tool and the detailed competency descriptions will soon be available on the AOLS website for people who are interested in becoming an Ontario Land Surveyor. All of these courses make extensive use of the Learning Management System (LMS) website, which allows for the posting of course materials as well as many other aspects of the learning experience. Members are welcome to visit this site at <http://learning.aols.org/>.

**Statistics**

Below are some relevant statistics of the Association, current to January 31, 2013.

	As of Jan. 31, 2013	last year	change	% change
Total Membership	606	612	-6	-1.0%
Licences	521	531	-10	-1.9%
Certificates of Registration	85	81	+4	+4.9%
Certificates of Authorization	207	213	-6	-2.8%
Members who have passed away since the last AGM	15	11		
Retired Members	145	157	-12	-7.6%
Newly commissioned members since the last AGM	10	6	+4	+66.7%
Articling Students	49	45	+4	+8.9%
Associate Members	167	194	-27	-13.9%

**AOLS Statistics - 1997 to 2012**



The above chart illustrates the trends in our membership over the past 16 years,

during which we have seen a decline of 16% in the number of licensed members. Total membership during this period has decreased by 104 a drop of 14.6%. The number of Certificates of Authorization has declined from 296 in 1997 to 207 as of January 31, 2013, a drop of 30.1%. The number of articling students rose steadily from a low of 27 in 2004 to the low 40's over the last 3 years and now stands at 49. Eighteen of these students received their education in another country.

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## INCOMING PRESIDENT'S ADDRESS

### Eric Ansell, OLS, OLIP

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Thank you, Brian, for your very kind words, but more importantly, thank you for your charge to me to represent our association during the next year in a professional, honest and meaningful manner.

I don't know whether to refer to the coming year as an adventure or as a mission, I think a little of both. Our theme for this year's Annual Meeting is "TOGETHER TOWARDS TOMMORROW". I want to carry that theme throughout the coming year. We will become a stronger, more responsive and more representative association by working together, by identifying the needs of tomorrow, by meeting the needs of today, and by always keeping in mind our past, both our accomplishments, but also our failures and those endeavours which were a little less than successful. Our association has to meet the needs of all our members while always keeping our principle objective of serving and protecting the public interest in mind. I set out on this adventure with considerable trepidation but also with great anticipation.

This is the last day of the 121st Annual meeting. Our association was established in 1892, but we have a list of Presidents in our annual reports dating back to 1886. That list covers pretty much the whole of the alphabet from "A" to "Z", Allen to Zubec, starts with Kirkpatrick and finishes with Benedict. Paul is our 122nd Past President on that list.

I was going to conclude with this, but perhaps it is more appropriately addressed now. I want to thank Paul for his leadership over the past year. Paul has done an exceptional job through some rather trying times. He has shown great strength tempered with solid common sense. I can only hope to emulate his leadership style and fortitude. Please join me in congratulating Paul on a job well done. Thank you, Paul.

So why do I mention all of our Past Presidents and the fact that it is a relatively short list? I liken this coming year to Robert Frost's poem, *The Road Not Taken*. The last three lines of that poem are;



*Two roads diverged in a wood, and I—  
I took the one less traveled by,  
And that has made all the difference.*

I am sure that all of us can relate to that fork in the road deep in the woods. We have all encountered that fork while attempting to find that easier route into or out of the job during those difficult retracements surveys in what seems to be the middle of nowhere.

I want to believe the Robert Frost was encouraging us to take the road less travelled, to take on new and challenging assignments, to always be looking for new adventures and see where the road might lead us. By taking the well worn road, the road that the majority travel, we might miss out on some very unique opportunities. Of course, there is always the hazard of ending up in the middle of the woods, totally lost and unable to make our way out. But even though I recognize the hazards, I will be approaching the next year by taking *the road less travelled*. It would be very easy and comfortable to sit back and enjoy what I have and be satisfied in what are known and common surroundings, but what might I miss, what great adventures lie in wait along *the road less travelled*?

But how does this all relate to our theme, “*TOGETHER TOWARDS TOMMORROW*”? Robert Frost’s poem was first published back in 1916, some 97 years ago, but I believe there is a direct connection between Frost’s poem of 1916 and the adventures of Star Trek’s starship *Enterprise*. Part of the mission of Star Trek was to “*boldly go where no man has gone before*”. Isn’t this exactly what we have always done as surveyors? Aren’t we the adventurers, aren’t we the ones to open up new areas, aren’t we the ones to *boldly go where no man has gone before*? Of course, that quite often means taking *the road less travelled*.

I am humbled by this honour, to lead and represent our association for the next year. But I charge all of you to take an active role in this profession. I truly believe that we as surveyors must be ever diligent in not only following the letter of the law as codified in our Code of Ethics, but to practice ethics in everything we do as a professional surveyor. Ethics is not something we follow because we are legislated to, but because it is the right thing to do and we do it in all aspects of our profession. So much of what we do as professionals, whether that is between ourselves and our clients, our employees or our fellow professionals, is dictated by our ethics. I believe we are all very technically able to perform our jobs as surveyors, but we will be judged on how we deliver our mandate.

It is certainly not my objective to have Council micromanage the association, but rather Council will establish policy and set the direction we all need to follow. I will continue to work on and regularly revisit our strategic plan. This will keep Council focused on policy and direction. I look forward to working with all of Council and I want to welcome our two new Councillors, Tim Hartley and Jeff Buisman.

I take on the duties of President of the Association of Ontario Land Surveyors very

seriously. It is my goal to see our association grow and become even more respected throughout Ontario, Canada and, in fact, the world. I will endeavour to meet the challenges that the *road less travelled* might bring.

In closing, I want to assure my wife Debbie that I will assign a little bit of time for home life as well.

Thank you everyone,

I look forward to personally talking to many of you at Regional Group meetings throughout the year.

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**ARCHIVES AND HISTORICAL COMMITTEE**  
**Annual Report 2012**  
**Gord Good, Chair**

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The Committee is composed of Gordon Good, O.L.S., Chair; Jim Hill, O.L.S., C.L.S.; W. John Quinsey, O.L.S., C.L.S.; Douglas Culbert, O.L.S.; Vicky Culbert; Douglas Sutherland, CST., CET.; Donald Anderson, CST.; Ross Burton, O.L.S.; Larry U. Maughan, O.L.S.; Peter Moreton, O.L.S., C.L.S.; and David Searles, O.L.S.

Our friend and colleague, John Quinsey, died in 2012. He had been a member for 26 years and chaired from 1986 to 1989. John was tenacious in the many projects he managed. His insight and good counsel is missed.

The Committee has completed the W.C. Yates project; Council now needs to determine its future. It is a database listing registered surveyors and others who performed land surveys in "Ontario" from 1774. It will continue to be updated while being reviewed by Council.

After seven years of research, Ross has called an end to his project as to why certain antique survey equipment ended on the bottom and under 30 feet of water in North Beverly Lake. Just a few months later, the Surveyor General made a similar inquiry and the committee was pleased to forward a copy of Ross's work.

The committee reviewed our storage space available for artifacts and to decide what should be kept at 1043. Under Ross's guidance, we made some headway and realized this is a lengthy project. The committee did determine that our first choice for antiques stored off premises would be surveyors' offices.

Don and Doug Sutherland started working on a new record database to coincide with the review of our artifacts, which will permit easy recording of new locations of our treasures.

We visited the McLaughlin Estate in June, which may be familiar to those who watch “The Murdock Mysteries” and “Bomb Girls” on T.V. as many scenes are recorded at this site.

The committee accepted a gift of the President’s Gavel from Bob Meisner’s widow and it is now on display in the upper boardroom near the fireplace.

Peter reviewed all our old video and audio tapes after the library was reorganized. His recommendations were accepted by the committee.

Hannes Hietala, O.L.S. was a committee member from 1998 until his death in 2007. Two research papers he prepared were “Settlement Roads in Ontario” and “Orphan Roads”. Both are available to surveyors in PDF format from the AOLS office.

A monument garden has been created in Goderich Ontario. The local paper carried an article on the unique growth abilities of land surveyor’s markers, stone, wood and metal.

The real compliment this year has to be the recognition of Peter, Vicky and Doug Culbert. Vicky’s guidance and with the approval of Blain, our Council Liaison, set up a pilot project to record history as recollected by several senior surveyors. 2013 will see the completion of this pilot project. To the best of our knowledge, this has never been done by a survey organization, and these three did it. They also set up a model train display for those who were fortunate to visit the Archives and Historical Committee’s 2013 AGM exhibit. It would not be too far out of line to say that many other professional bodies will covet our venture into history but then we all realize that Ontario Land Surveyors are just doing what has been done for the last hundred plus years and that is being innovative and progressive.

Thank you and with praise to the Committee.



## **ASSOCIATION OF ONTARIO LAND SURVEYORS**

### **FINANCIAL STATEMENTS**

**YEAR ENDED DECEMBER 31, 2012**

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www.chaplinburd.com

## INDEPENDENT AUDITORS' REPORT

To the Members of,  
Association of Ontario Land Surveyors.

We have audited the accompanying financial statements of the Association of Ontario Land Surveyors, which comprise the statement of financial position as at December 31, 2012, December 31, 2011 and January 1, 2011, and the statements of operations, changes in fund balances and cash flows for the years ended December 31, 2012 and December 31, 2011, and a summary of significant accounting policies and other explanatory information.

### *Management's Responsibility for the Financial Statements*

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

### *Auditor's Responsibility*

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audits in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### *Opinion*

In our opinion, the financial statements present fairly, in all material respects, the financial position of the Association of Ontario Land Surveyors as at December 31, 2012, December 31, 2011 and January 1, 2011, and the results of its operations and its cash flows for the years ended December 31, 2012 and December 31, 2011 in accordance with Canadian accounting standards for not-for-profit organizations.

**ASSOCIATION OF ONTARIO LAND SURVEYORS  
STATEMENT OF FINANCIAL POSITION**

**December 31, 2012**

	Restricted Funds						Total December 31, 2012	Total December 31, 2011	Total January 1, 2011 (Note 10)
	General	Liability	Claims	Pathway	York	Compen-			
	Operating Fund	Insurance Fund	Reserve Fund	Project Fund	Project Fund	sation Fund			
<b>CURRENT ASSETS</b>									
Cash	\$222,599	-	\$750,157	-	\$66,649	-	\$1,039,405	\$797,432	\$1,801,793
Investments (note 2)	348,026	857,248	1,049,293	-	-	150,000	2,404,567	2,349,049	1,825,547
Accounts receivable	41,831	-	-	-	-	-	41,831	85,036	41,143
HST recoverable	-	-	-	-	320	-	320	-	-
Inventory	5,444	-	-	-	-	-	5,444	8,607	7,288
Prepaid expenses	23,826	-	-	-	-	-	23,826	28,986	28,308
	641,726	857,248	1,799,450	-	66,969	150,000	3,515,393	3,269,110	3,704,079
<b>CAPITAL ASSETS (note 3)</b>	162,604	-	-	-	-	-	162,604	186,983	189,525
<b>TOTAL ASSETS</b>	<b>\$804,330</b>	<b>\$857,248</b>	<b>\$1,799,450</b>	<b>-</b>	<b>\$66,969</b>	<b>\$150,000</b>	<b>\$3,677,997</b>	<b>\$3,456,093</b>	<b>\$3,893,604</b>
<b>CURRENT LIABILITIES</b>									
Accounts payable and accrued liabilities	\$51,612	-	-	-	-	-	\$51,612	\$64,784	\$101,173
HST payable	20,430	-	-	-	-	-	20,430	8,352	39
Deferred revenue (note 4)	358,689	-	-	-	-	-	358,689	355,039	471,742
	430,731	-	-	-	-	-	430,731	428,175	572,954
<b>FUND BALANCES</b>									
Invested in capital assets	162,604	-	-	-	-	-	162,604	186,983	189,525
Discipline reserve	39,685	-	-	-	-	-	39,685.00	37,492	52,002
Externally restricted	-	857,248	1,799,450	-	66,969	150,000	2,873,667	2,615,545	2,743,929
Unrestricted	171,310	-	-	-	-	-	171,310	187,898	335,194
	373,599	857,248	1,799,450	-	66,969	150,000	3,247,266	3,027,918	3,320,650
<b>TOTAL LIABILITIES AND FUND BALANCES</b>	<b>\$804,330</b>	<b>\$857,248</b>	<b>\$1,799,450</b>	<b>-</b>	<b>\$66,969</b>	<b>\$150,000</b>	<b>\$3,677,997</b>	<b>\$3,456,093</b>	<b>\$3,893,604</b>
Approved on behalf of Council:									
Russ Hogan, Finance Councillor									
Blain Martin, Executive Director and Treasurer									

*See accompanying notes to the financial statements*

**ASSOCIATION OF ONTARIO LAND SURVEYORS**

**STATEMENT OF OPERATIONS**

**YEAR ENDED DECEMBER 31, 2012**

	General Operating Fund			Restricted Funds					Total 2012	Total 2011
	Budget	Actual	Actual	Liability	Claims	Pathway	York	Compen-		
	(Note 7)	2012	2011	Insurance	Reserve	Project	Project	sation		
				Fund	Fund	Fund	Fund	Fund		
<b>INCOME</b>										
Fees and licenses	\$1,133,400	\$1,078,075	\$751,433	-	-	-	-	-	-	-
Survey Review Department	488,700	473,890	476,188	-	-	-	-	-	-	-
Survey Records Index	30,300	28,064	23,916	-	-	-	-	-	-	-
Investment income	25,000	7,944	30,177	47,794	-	71	-	4,571	52,436	102,478
Cost-related activities	175,000	207,506	181,013	-	-	-	-	-	-	-
Continuing education	100,000	38,118	131,580	-	-	-	-	-	-	-
Grant income	-	-	-	-	-	16,435	-	-	16,435	295,000
Insurance premiums	-	-	-	1,275,607	550,000	-	-	-	1,825,607	1,774,525
Discipline cost recovery	-	23,109	10,982	-	-	-	-	-	-	-
Consulting income	-	-	-	-	-	-	207,225	-	207,225	16,188
Other income	5,000	6,842	7,121	1,500	-	-	-	-	1,500	1,500
	<u>1,957,400</u>	<u>1,863,548</u>	<u>1,612,410</u>	<u>1,324,901</u>	<u>550,000</u>	<u>16,506</u>	<u>207,225</u>	<u>4,571</u>	<u>2,103,203</u>	<u>2,189,691</u>
<b>EXPENSES</b>										
Salaries, benefits and consultants	543,000	558,203	488,504	48,000	-	62,038	123,367	-	233,405	281,570
Office and general	109,420	124,026	84,270	573	-	68,643	16,889	-	86,105	153,935
Survey Review Department	488,700	473,890	476,188	-	-	-	-	-	-	-
Survey Records Index	30,300	28,064	23,916	-	-	-	-	-	-	-
Building	45,300	37,287	38,331	-	-	-	-	-	-	-
Discipline expenses	50,000	70,916	24,527	-	-	-	-	-	-	-
Cost-related activities	150,000	218,751	179,395	-	-	-	-	-	-	-
Governance commission	149,300	129,251	58,490	-	-	-	-	-	-	-
Professional standards and practice commission	26,000	21,923	30,548	-	-	-	-	-	-	-
Outreach and professional education commission	95,200	75,847	97,918	-	-	-	-	-	-	-
Member services and other commissions	116,500	104,399	131,116	-	-	-	-	-	-	-
Continuing education	100,000	38,118	131,580	-	-	-	-	-	-	-
Insurance premium	-	-	-	1,195,803	-	-	-	-	1,195,803	1,219,059
Claims against the fund	-	-	-	-	325,197	-	-	-	325,197	653,714
Credit card charges	25,000	26,218	21,772	-	-	-	-	-	-	-
	<u>1,928,720</u>	<u>1,906,893</u>	<u>1,786,555</u>	<u>1,244,376</u>	<u>325,197</u>	<u>130,681</u>	<u>140,256</u>	<u>-</u>	<u>1,840,510</u>	<u>2,308,278</u>
<b>EXCESS OF (EXPENSES OVER REVENUE)</b>										
<b>REVENUE OVER EXPENSES</b>	<u>\$28,680</u>	<u>(\$43,345)</u>	<u>(\$174,145)</u>	<u>\$80,525</u>	<u>\$224,803</u>	<u>(\$114,175)</u>	<u>\$66,969</u>	<u>\$4,571</u>	<u>\$262,693</u>	<u>(\$118,587)</u>

*See accompanying notes to the financial statements*

**ASSOCIATION OF ONTARIO LAND SURVEYORS**

**STATEMENT OF CHANGES IN FUND BALANCES**

**YEAR ENDED DECEMBER 31, 2012**

	General Operating Fund			Restricted Funds					Total 2012	Total 2011
	Unrestricted	Invested in	Discipline Reserve	Liability	Claims	Pathway	York	Compen-		
		Capital Assets		Insurance Fund	Reserve Fund	Project Fund	Project Fund	sation Fund		
Fund balances at the beginning of the year	\$187,898	\$186,983	\$37,492	\$776,723	\$1,574,647	\$114,175	-	\$150,000	\$3,027,918	\$3,320,650
Excess of (expenses over revenue) revenue over expenses	34,930	(30,468)	(47,807)	80,525	224,803	(114,175)	66,969	4,571	219,348	(292,732)
Investment in capital assets	(6,089)	6,089	-	-	-	-	-	-	-	-
Intrafund transfers (note 8)	(50,000)	-	50,000	-	-	-	-	-	-	-
Interfund transfers (note 8)	4,571	-	-	-	-	-	-	(4,571)	-	-
Fund balances at the end of the year	\$171,310	\$162,604	\$39,685	\$857,248	\$1,799,450	-	\$66,969	\$150,000	\$3,247,266	\$3,027,918

*See accompanying notes to the financial statements*



ASSOCIATION OF ONTARIO LAND SURVEYORS									
STATEMENT OF CASH FLOWS									
YEAR ENDED DECEMBER 31, 2012									
		Restricted Funds							
General		Liability	Claims	Pathway	York	Compen-			
Operating Fund		Insurance	Reserve	Project	Project	sation	Total	Total	
2012	2011	Fund	Fund	Fund	Fund	Fund	2012	2011	
<b>OPERATING ACTIVITIES</b>									
Cash collected from members,									
customers and other sources	\$1,856,727	\$1,467,365	\$1,306,651	\$550,000	\$16,435	\$223,093	-	\$2,096,179	\$2,041,485
Investment income	7,944	30,177	47,794	-	71	-	4,571	52,436	102,478
Cash paid to suppliers and employees	(1,853,008)	(1,800,185)	(1,244,376)	(325,197)	(130,681)	(156,444)	-	(1,856,698)	(2,295,017)
	11,663	(302,643)	110,069	224,803	(114,175)	66,649	4,571	291,917	(151,054)
<b>INVESTING ACTIVITIES</b>									
(Increase) decrease in investments	(4,681)	(22,327)	(110,069)	59,232	-	-	-	(50,837)	(501,175)
Purchases of capital assets	(6,089)	(27,162)	-	-	-	-	-	-	-
	(10,770)	(49,489)	(110,069)	59,232	-	-	-	(50,837)	(501,175)
<b>NET INCREASE (DECREASE)</b>									
<b>IN CASH</b>	893	(352,132)	-	284,035	(114,175)	66,649	4,571	241,080	(652,229)
Cash position at the beginning of the year	217,135	559,470	-	466,122	114,175	-	-	580,297	1,242,323
Interfund transfers	4,571	9,797	-	-	-	-	(4,571)	(4,571)	(9,797)
<b>CASH POSITION AT THE END OF THE YEAR</b>									
	\$222,599	\$217,135	-	\$750,157	-	\$66,649	-	\$816,806	\$580,297

*See accompanying notes to the financial statements*

**ASSOCIATION OF ONTARIO LAND SURVEYORS**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**Year ended December 31, 2012**

**Purpose of the Organization**

The Association of Ontario Land Surveyors (the "Association") is an organization whose principal object is to regulate the practice of professional land surveying in Ontario and to govern its members and holders of certificates of authorization in order that the public may be served and protected. The Association is a corporation without share capital created under the laws of the Province of Ontario. It is not subject to either federal or provincial income taxes.

**1. Significant Accounting Policies**

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations.

**a) Fund Accounting**

The Association follows the restricted fund method of accounting for contributions. Unrestricted contributions related to general operations are recognized as revenue in the General Operating Fund in the year in which the related expenses are incurred. Restricted contributions are recognized as revenue in the appropriate restricted fund in the year received.

Revenues and expenses related to program delivery and administrative activities are reported in the General Operating Fund.

The Liability Insurance Fund has been established to cover the costs of administering the professional liability master insurance policies.

Professional liability insurance claims against participating member firms are covered by master policies with the Novex Insurance Company. The Association's deductibles under these policies are paid out of the Claims Reserve Fund.

The Surveyors Act requires the Association to maintain the Compensation Fund to relieve or mitigate loss sustained by any person as a consequence of the dishonesty or incompetence of any member of the Association in the practice of professional land surveying.

The Association entered into contracts with the Ministry of Citizenship and Immigration to undertake a project that will review and analyze the Association's current practices for registration of internationally trained individuals ("ITIs") in order to develop and pilot new processes to facilitate the entry of ITIs into the field. Revenues and expenses related to this project are reported in the Pathway Project Fund.

The Association entered into a contract with York University to assist the University with a project that will, between November 2011 and November 2014, develop and implement a systematic approach to Competency-Based Assessment of the internationally educated land surveyors who enter York University's Geomatics Engineering program, based on the Competency Continuum developed by the Association. Revenues and expenses related to this project are reported in the York Project Fund.

#### **b) Revenue Recognition**

Revenue for the Survey Review Department, the Survey Records Index and Continuing Education are recorded as deferred contributions and are recognized as revenue of the General Operating Fund in the year in which the related expenses are incurred.

Fees and licenses are recognized into income in the period to which they relate.

Revenue from cost-related activities is recognized as revenue in the General Operating Fund in the year in which the goods are sold or when the services are rendered.

Unrestricted investment income is recognized as revenue in the General Operating Fund when it is earned. Restricted investment income accrued on the restricted funds is recognized in the fund balances as it is earned.

#### **c) Capital Assets**

Capital assets are recorded at cost less accumulated amortization. Amortization is provided on a straight-line basis at the following annual rates:

Building	1/30
Furniture and equipment	1/10
Computer equipment	1/3

If there is an indication that the capital assets may be impaired, an impairment test is performed that compares carrying amount to net recoverable amount, which is normally determined by estimating the sales less direct costs on an undiscounted basis over the remaining life of the asset. There were no impairment indicators in 2012.

#### **d) Donated Services**

The work of the Association is dependent on the voluntary services of many members. Since these services are not normally purchased by the Association and because of the difficulty of determining their fair value, donated services are not recognized in these financial statements.

### **e) Inventory**

Inventory is recorded at the lower of cost and net realizable value, with cost being determined on a specific item basis.

### **f) Collections**

The Association has a collection of historical artifacts and a library of books and publications. No value is placed on these collections in these financial statements.

### **g) Management Estimates**

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year. Significant areas requiring the use of management estimates include amortization of capital assets, long-lived asset impairment assessments, and allocation of administration expenses to various departments within the Association. Actual results could differ from those estimates.

### **h) Financial Instruments**

The Association initially measures its financial assets and financial liabilities at fair value, except for non-arm's length transactions. The Association subsequently measures all its financial assets and financial liabilities at amortized cost, except for investments, which the Association elected to measure at fair value. Changes in fair value are recognized in the statement of operations.

Financial assets measured at amortized cost include cash and accounts receivable.

Financial liabilities measured at amortized cost include accounts payable and accrued liabilities.

Financial instruments that will be subsequently measured at amortized cost are adjusted by the transaction costs that are directly attributable to their origination, issuance or assumption. Transaction costs for financial instruments that will be subsequently measured at fair value are recognized in the statement of operations in the period they are incurred.

## **2. Investments**

The investments consist of cash deposited in investment savings accounts, provincial bonds and guaranteed investment certificates ("GICs") with yields of between 2.1% and 4.86% (2011 - 2.35% and 4.86%). The maturity dates of the provincial bonds and GICs range between June 2014 and February 2021.

### 3. Capital Assets

	Cost	Accumulated Amortization	Net Book Value	
			2012	2011
Land and building	\$555,121	\$430,379	\$124,742	\$140,112
Furniture and equipment	205,490	182,908	22,582	25,457
Computer equipment	79,831	64,551	15,280	21,414
	<u>\$840,442</u>	<u>\$677,838</u>	<u>\$162,604</u>	<u>\$186,983</u>

Amortization expense for the year was \$30,468 (2011 - \$29,704), of which \$21,588 (2011 - \$20,824) is included in office and general expense and \$8,880 (2011 - \$8,880) is included in the Survey Review Department expenses.

### 4. Deferred Revenue

Deferred revenue relates to amounts collected in advance and is recognized into income in the period in which the related expenses are incurred or when the service is rendered.

	2011	Funds Received	Revenue Recognized	2012
Cost-related activities	\$26,035	\$181,471	\$207,506	-
Fees and licenses	159,925	1,093,265	1,078,075	175,115
Internship program	44,172	-	-	44,172
Survey Records Index	8,911	22,124	28,064	2,971
Survey Review Department	71,925	505,198	473,890	103,233
Continuing Education	44,071	27,245	38,118	33,198
	<u>\$355,039</u>	<u>\$1,829,303</u>	<u>\$1,825,653</u>	<u>\$358,689</u>

### 5. Lease Commitments

The Association is committed under the terms of its non-cancellable equipment leases to make the following payments over the next five years:

2013	\$18,278
2014	16,046
2015	16,046
2016	16,046
2017	1,080
	<u>\$67,496</u>

## **6. Financial Instruments**

The significant financial risks to which the Association is exposed are credit risk, liquidity risk and interest rate risk.

### **Credit Risk**

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Association is subject to credit risk in respect of its accounts receivable, but has historically suffered very few bad debts.

### **Liquidity Risk**

Liquidity risk is the risk that the Association will encounter difficulty in meeting obligations associated with financial liabilities. The Association is exposed to liquidity risk arising primarily from the accounts payable. The Association expects to meet these obligations as they come due by generating sufficient cash flow from operations.

### **Market Risk**

Market risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk is comprised of currency risk, interest rate risk and other price risk. It is management's opinion that the Association is not exposed to significant currency and other price risks arising from its financial instruments.

### **Interest Rate Risk**

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Association has investments in provincial bonds and GICs yielding fixed interest rates. Changes in the market yield rate can cause fluctuations in the fair value of the investments. The Association does not use derivative financial instruments to alter the effects of this risk.

## **7. Budget**

The budget figures are presented for comparison purposes only. They are unaudited and have been reclassified to conform with these financial statements.

## **8. Transfers**

During the year, the Association's Council internally restricted \$50,000 (2011 - \$nil) to be used for discipline related matters. Transfers of this amount were made from the unrestricted fund balance to the discipline reserve within the General Operating

Fund. The internally restricted amount is not available for unrestricted purposes without approval of the Council.

In 2007, the Council passed a motion to allow the Compensation Fund to accumulate to a maximum of \$150,000. Accordingly, in the year ended December 31, 2012 \$4,571 (2011 - \$9,797) was transferred from the Compensation Fund to the General Operating Fund.

## 9. Allocation of Expenses

The Association allocated salaries, benefits and consultants, office and general, and building expenses as follows:

	2012	2011
Salaries, benefits and consultants:		
Survey Review Department	\$27,600	\$35,100
Survey Records Index	3,000	3,000
Continuing education	-	5,000
Office and general:		
Survey Review Department	16,200	16,200
Building:		
Survey Review Department	14,700	14,700

## 10. Accounting Standards for Not-for-profit Organizations - First-time Adoption

Effective January 1, 2012, the Association adopted Canadian accounting standards for not-for-profit organizations (ASNFPPO). This framework is in accordance with Canadian generally accepted accounting principles (GAAP). These are the first financial statements prepared in accordance with this new framework, which has been applied retrospectively. The accounting policies set out in the significant accounting policies note 1 above have been applied in preparing the financial statements for the year ended December 31, 2012, the comparative information presented in these financial statements for the year ended December 31, 2011, and in the preparation of an opening statement of financial position at January 1, 2011, which is the Association's date of transition.

The Association issued financial statements for the year ended December 31, 2011 using GAAP prescribed by the CICA Handbook - Accounting XFI. The adoption of ASNFPPO had no impact on the previously reported assets, liabilities and fund balances of the Association, and accordingly, no adjustments have been recorded in the comparative statement of financial position, statements of operations, changes in fund balances and cash flows. Certain of the Association's presentation and disclosures included in these financial statements reflect the new presentation and disclosure requirements of ASNFPPO.

## Association of Ontario Land Surveyors – Budget 2013

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### SUMMARY OF REVENUE AND EXPENSES

	2012 BUDGET	2012 ACTUAL	2013 BUDGET
<b>REVENUE:</b>			
FEES AND LICENSES (from pg.2)	\$1,133,400	\$1,078,075	\$1,130,495
SRD REVENUE (from pg 5 )	\$519,000	\$473,890	\$540,000
SURVEY RECORDS INDEX (from pg.6 )	\$25,000	\$28,064	\$25,000
COST-RELATED ACTIVITIES (from pg.2)	\$175,000	\$207,506	\$181,500
CONTINUING EDUCATION (from pg. 6 )	\$100,000	\$38,118	\$8,000
DISCIPLINE RESERVE FUND (from pg. 5 )		\$23,109	\$30,000
AOLS PATHWAY PROJECT	\$15,000	\$17,578	
York University Project	\$50,000	\$35,800	\$50,000
OTHER INCOME (from pg.2)	\$5,000	\$19,356	\$30,000
<b>TOTAL REVENUE</b>	<b>\$2,022,400</b>	<b>\$1,921,497</b>	<b>\$1,994,995</b>
TOTAL REVENUE Excluding SRD	\$1,503,400	\$1,447,607	\$1,454,995
<b>EXPENSES:</b>			
SALARIES, BENEFITS AND CONSULTANTS (from pg.4)	\$580,000	\$586,482	\$577,400
OFFICE ADMINISTRATION (from pg.4)	\$120,300	\$127,535	\$125,300
SURVEY REVIEW DEPARTMENT (from pg.5)	\$488,700	\$473,890	\$519,800
SURVEY RECORDS INDEX (from pg.6)	\$30,300	\$28,064	\$25,000
BUILDING (from pg.4)	\$45,300	\$37,287	\$42,300
DISCIPLINE RESERVE FUND (from pg.5)	\$50,000	\$70,520	\$60,000
COMMITTEES & RELATED EXPENSES (from pg.3)	\$384,000	\$331,420	\$289,900
COST RELATED (from pg.2)	\$150,000	\$218,751	\$189,000
CONTINUING EDUCATION (from pg. 6)	\$100,000	\$38,118	\$8,000
CREDIT CARD CHARGES	\$25,000	\$26,218	\$25,000
AMORTIZATION (from pg.4)	\$17,120	\$21,588	\$22,000
<b>TOTAL EXPENSES</b>	<b>\$1,990,720</b>	<b>\$1,959,873</b>	<b>\$1,883,700</b>
TOTAL EXPENSES Excluding SRD	\$1,502,020	\$1,485,983	\$1,363,900
<b>NET REVENUE OR (EXPENSES)</b>	<b>\$31,680</b>	<b>-\$38,377</b>	<b>\$111,295</b>
NET REVENUE OR (EXPENSES) Excluding SRD	\$1,380	-\$38,377	\$91,095



**GENERAL REVENUE AND COST RELATED INCOME (EXPENSE)**

	2012 BUDGET	2012 ACTUAL	2013 BUDGET
<b>FEES AND LICENSES:</b>			
OLS (Licensed) FEES	\$810,000	\$772,417	\$806,490
OLS (Registered) FEES	\$43,500	\$43,517	\$45,320
CERTIFICATE OF AUTHORIZATION	\$228,000	\$223,396	\$235,510
ASSOCIATE MEMBERS FEES (Articled Students, Retired & Associates)	\$51,900	\$38,746	\$43,175
<b>TOTAL FEE AND LICENSES (Carried to Summary above)</b>	<b>\$1,133,400</b>	<b>\$1,078,075</b>	<b>\$1,130,495</b>
<b>OTHER INCOME:</b>			
MISCELLANEOUS REVENUE			
INTEREST ON INVESTMENTS	\$25,000	\$12,514	\$25,000
OTHER (Follow-up reviews, interest, charged back)	\$5,000	\$6,842	\$5,000
<b>TOTAL OTHER INCOME (Carried to Summary above)</b>	<b>\$30,000</b>	<b>\$19,356</b>	<b>\$30,000</b>

**COST RELATED INCOME (EXPENSE):**

	2012 BUDGET	2012 ACTUAL	2013 BUDGET
<b>REVENUE:</b>			
EXAMS, LECTURES, EVALUATIONS	\$17,000	\$30,400	\$20,000
SURVEY LAW COURSES	\$25,000		
PUBLICATIONS & MATERIALS	\$3,000	\$1,604	\$1,500
ONTARIO PROFESSIONAL SURVEYOR MAGAZINE	\$60,000	\$52,860	\$60,000
SPECIAL GENERAL MEETING		\$11,195	
ANNUAL GENERAL MEETING	\$70,000	\$111,448	\$100,000
<b>TOTAL REVENUE (Carried to Summary pg.1)</b>	<b>\$175,000</b>	<b>\$207,506</b>	<b>\$181,500</b>
<b>EXPENSES:</b>			
EXAMS, LECTURES, EVALUATIONS	\$17,000	\$17,979	\$20,000
SURVEY LAW COURSES	\$0	\$9,227	\$7,500
PUBLICATIONS & MATERIALS	\$3,000	\$615	\$1,500
ONTARIO PROFESSIONAL SURVEYOR MAGAZINE	\$60,000	\$58,048	\$60,000
SPECIAL GENERAL MEETING		\$3,068	
ANNUAL GENERAL MEETING	\$70,000	\$129,814	\$100,000
<b>TOTAL EXPENSES (Carried to Summary pg.1)</b>	<b>\$150,000</b>	<b>\$218,751</b>	<b>\$189,000</b>
<b>TOTAL COST RELATED REVENUE(EXPENSES)</b>	<b>\$25,000</b>	<b>-\$11,245</b>	<b>-\$7,500</b>

## COMMITTEE AND RELATED EXPENSES

	2012 BUDGET	2012 ACTUAL	2013 BUDGET
STATUTORY & RELATED COMMITTEE EXPENSES:			
COUNCIL MEETINGS	\$40,000	\$39,150	\$40,000
COUNCIL/REGIONAL GROUPS	\$5,000	\$4,339	\$4,000
COUNCIL APPROVED PROJECT FUNDING	\$100,000	\$81,235	\$100,000
AERC MEETINGS, EXAMS	\$15,000	\$16,047	\$17,000
COMPLAINTS	\$5,000	\$1,411	\$1,000
DISCIPLINE	\$500	\$1,098	\$1,000
REGISTRATION COMMITTEE	\$100	\$24	\$100
EXECUTIVE COMMITTEE	\$1,000	\$814	\$1,000
FEES MEDIATION	\$100	\$3,632	\$2,500
NOMINATIONS	\$100	\$56	\$100
PRESIDENTIAL EXPENSES	\$30,000	\$24,530	\$30,000
PUBLICATIONS(Annual Report, etc.)	\$10,000	\$9,702	\$8,000
PSC DUES & COMMITTEES	\$45,000	\$37,607	
ARCHIVES & HISTORICAL	\$4,500	\$2,279	\$4,500
AGM PLANNING COMMITTEE		\$1,733	\$500
AGM OPERATING TASK FORCE		\$247	\$500
AWARDS & CITATIONS	\$1,500	\$281	\$1,500
FINANCE COMMITTEE	\$200	\$24	\$200
PEER REVIEW TASK FORCE		\$4,071	\$1,000
MONUMENT PROTECTION TASK FORCE	\$1,500	\$0	\$500
MUNICIPAL LIAISON COMMITTEE	\$300		
PROF. DEVELOPMENT TASK FORCE	\$5,000	\$5,873	\$2,000
PROFESSIONAL INTEGRATION COMM	\$3,000		
PROFESSIONAL STANDARDS COMMITTEE	\$3,000	\$550	\$1,000
SRD COMMITTEE	\$3,000	\$2,627	\$1,500
STRATEGIC PLAN COMMITTEE (Includes Committee Chair and Council Meeting)	\$25,000	\$27,995	\$15,000
CADASTRE LIAISON TASK FORCE	\$12,000	\$12,096	\$3,000
UNDERGROUND UTILITIES TASK FORCE	\$1,000	\$70	\$500
GEOMATIC REQRUITMENT LIAISON COMMITTEE	\$4,000	\$979	\$2,000
PROVINCE WIDE SURVEY RECORDS INDEX TF			\$500
WEBSITE TASK FORCE	\$6,000	\$5,521	\$1,000
PUBLIC AWARENESS	\$62,200	\$47,427	\$50,000
TOTAL (Carried to Summary pg.1)	\$384,000	\$331,420	\$289,900

## OFFICE ADMINISTRATION AND BUILDING EXPENSES

	2012 BUDGET	2012 ACTUAL	2013 BUDGET
OFFICE ADMINISTRATION EXPENSES:			
AUDIT & ACCOUNTING	\$21,000	\$16,700	\$17,000
BANK CHARGES	\$4,000	\$3,276	\$4,000
BOOKKEEPING	\$2,500	\$300	
COMPUTERS (Maintenance, Software, Supplies)	\$20,000	\$20,261	\$18,000
SOFTWARE SUBSCRIPTIONS		\$4,393	\$5,000
INSURANCE - (Media, Dir/Off)	\$16,000	\$14,759	\$15,000
COPIER LEASING & MAINTENANCE	\$12,000	\$14,724	\$14,000
GENERAL LEGAL CHARGES	\$5,000	\$5,987	\$10,000
INTERNET ADMINISTRATION	\$12,500	\$12,681	\$20,000
OFFICE SUPPLIES & EXPENSES	\$10,000	\$10,548	\$10,000
POSTAGE & COURIER	\$5,000	\$11,378	\$5,000
STAFF SEARCH	\$0	\$9,000	
STATIONARY & PRINTING	\$6,000	\$4,827	\$4,000
TELEPHONE	\$10,000	\$7,250	\$7,000
EXECUTIVE DIRECTOR'S EXPENSES	\$7,500	\$2,614	\$7,500
REGISTRAR'S EXPENSES	\$2,000	\$1,128	\$2,000
DEPUTY REGISTRAR'S EXPENSES	\$3,000	\$3,910	\$3,000
Less Allocation to SRD	-\$16,200	-\$16,200	-\$16,200
TOTAL (Carried to Summary pg.1)	\$120,300	\$127,535	\$125,300

	2012 BUDGET	2012 ACTUAL	2013 BUDGET
SALARIES, BENEFITS AND CONSULTANTS:			
SALARIES, BENEFITS & PENSIONS	\$570,200	\$614,082	\$595,000
STAFF TRAINING	\$5,000		\$5,000
CONSULTANTS, OFFICE OVERLOAD	\$5,000		\$5,000
LESS ALLOCATION TO SRD		-\$27,600	-\$27,600
TOTAL (Carried to Summary pg.1)	\$580,200	\$586,482	\$577,400

BUILDING EXPENSES:			
UTILITIES	\$15,000	\$15,684	\$15,000
INDOOR MAINTENANCE	\$15,000	\$10,680	\$11,000
V.B.V. OUTDOOR MAINTENANCE	\$7,000	\$6,200	\$7,000
PROPERTY TAX	\$6,000	\$6,170	\$7,000
RENOVATION & REPAIR	\$5,000	\$2,098	\$5,000
INSURANCE-(Commercial General)	\$12,000	\$11,155	\$12,000
Less Allocation to SRD	-\$14,700	-\$14,700	-\$14,700
TOTAL (Carried to Summary pg.1)	\$45,300	\$37,287	\$42,300

AMORTIZATION:			
AMORTIZATION	\$26,000	\$30,468	\$31,000
Less Allocation to SRD	-\$8,880	-\$8,880	-\$9,000
TOTAL (Carried to Summary pg.1)	\$14,000	\$21,588	\$22,000

## SURVEY REVIEW DEPARTMENT

	2012 BUDGET	2012 ACTUAL	2013 BUDGET
INCOME:			
PLAN SUBMISSION REVENUE	\$488,700	\$473,890	\$540,000
SRD -REVENUE - OTHER			
TOTAL REVENUE	\$488,700	\$473,890	\$540,000
EXPENSES:			
AUDITING AND ACCOUNTING	\$1,000		
OFFICE SUPPLIES	\$4,500	\$5,432	\$5,000
POSTAGE & COURIER	\$13,000	\$15,963	\$15,000
STATIONARY & PRINTING	\$4,500	\$5,977	\$3,000
TELEPHONE	\$5,000	\$4,800	\$5,000
COMPUTERS (Maintenance, Software, Supplies)	\$7,500	\$6,360	\$7,500
COPIER	\$500	\$1,589	\$2,000
SALARIES, BENEFITS & PENSIONS	\$198,000	\$163,532	\$203,000
CONSULTANTS	\$170,000	\$188,349	\$195,000
MANAGER'S EXPENSES & TRAVEL	\$3,000	\$127	\$3,000
EXAMINERS' EXPENSE & TRAVEL	\$25,000	\$30,581	\$30,000
AMORTIZATION	\$8,880	\$8,880	\$9,000
ALLOCATION OF FACILITIES	\$14,700	\$14,700	\$14,700
ALLOCATION OF GRL ADMIN (Lena and Keron)	\$33,120	\$27,600	\$27,600
TOTAL EXPENSES (Carried to Summary pg. 1)	\$488,700	\$473,890	\$519,800
NET INCOME OR (EXPENSE)	\$0	-\$0	\$0

SRD had an accumulated surplus of \$103,233.52 as of December 31, 2012

## DISCIPLINE RESERVE FUND

	2012 BUDGET	2012 ACTUAL	2013 BUDGET
REVENUE			
CARRY FORWARD FROM PREVIOUS YEAR			
DISCIPLINE COST RECOVERY	\$0	\$23,109	\$30,000
TOTAL REVENUE	\$0	\$23,109	\$30,000
EXPENSES			
REGISTRARS INVESTIGATION	\$10,000		\$10,000
HEARINGS	\$40,000	\$70,916	\$50,000
TOTAL EXPENSES	\$50,000	\$70,916	\$60,000
NET INCOME OR (EXPENSE)	-\$50,000	-\$47,807	-\$30,000

Surplus(Budget as of Dec 31, 2011 \$42,647.74

## CONTINUING EDUCATION

	2012 BUDGET	2012 ACTUAL	2013 BUDGET
REVENUE			
CONTINUING EDUCATION - REVENUE	\$15,000	\$10,874	
SEMINARS	\$85,000	\$19,323	
GEODETTIC PICNIC		\$7,921	\$8,000
TOTAL REVENUE (Carried to Summary Pg. 1)	\$100,000	\$38,118	\$8,000
EXPENSES			
ADMINISTRATIVE SERVICES	\$5,000	\$600	
SUPPLIES AND PHOTOCOPIES		\$50	
POSTAGE AND COURIER			
COMMITTEE	\$3,000		
SPEAKERS/CONSULTANTS	\$5,000		
TELEPHONE/LONG DISTANCE LEARNING			
REGIONAL GROUP SUBSIDIES	\$2,000	\$100	
SEMINARS	\$85,000		
ACCELERATE YOUR SURVEYING BUSINESS		\$27,030	
SOCIAL MEDIA		\$4,466	
GEODETTIC PICNIC		\$5,872	\$8,000
SPECIAL PROJECTS			
INTERNET DATABASE			
LESS CARRY FORWARD FROM RESERVES			
TOTAL EXPENSES (Carried to Summary Pg. 1)	\$100,000	\$38,118	\$8,000
NET INCOME OR (EXPENSE)	\$0		\$0

The Continuing Education Fund had an accumulated surplus of \$33,197.75 as of December 31, 2012.

## SURVEY RECORDS INDEX

	2012 BUDGET	2012 ACTUAL	2013 BUDGET
REVENUE:			
SURVEY RECORDS INDEX FEES	\$25,000	\$28,064	\$25,000
TRANSFER FROM SURPLUS	\$5,300		
TOTAL REVENUE			
EXPENSES:			
ADMINISTRATION		\$3,000	
CONSULTANTS/CUSTODIAL FEES/DB MGR	\$25,000	\$25,025	\$25,000
POSTAGE & COURIER/PRINTING & DUPLICATION		\$1	
COMMUNICATIONS		\$38	
MISC. COMMITTEE EXPENSES			
2008 CONTRACT	\$2,000		
TOTAL EXPENSES (Carried to Summary Pg. 1)	\$27,000	\$28,064	\$25,000
NET REVENUE OR (EXPENSE) (Note below)	\$0	\$0	\$0

The Survey Records Index had an accumulated surplus of \$2,971.28 as of December 31, 2012.

## BIOGRAPHIES

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### **Richard W. Barrow, OLS #1479 1940 – 2012**



Walter Richard Barrow was born in what was British Guyana (now Guyana) in South America on December 8, 1940. Following elementary school, he attended Queen's college in Georgetown which he left in 1957 after completing the General Certificate of Education.

His first job was as a trainee telecommunications technician but he left that to pursue studies in land surveying at the Guyana Technical institute, and was licensed as a Sworn Land Surveyor in 1964. The first major project he worked on was the building of a new road through sand and virgin forest from Georgetown to McKenzie, the bauxite town, sixty-five miles up the Demerara River from Georgetown.

An opportunity in the Bahamas beckoned and he spent three years there with O'Brien engineering Company. There, he was involved primarily in the opening of new land developments in Nassau and the out islands. It was in the Bahamas that he met his wife Anne and they were married in England in 1971. Soon after that they emigrated to Canada, settling in Toronto where his only child Matthew was born. In Toronto, Richard completed the requirements for his Ontario Land Surveyor's License in 1979, articling with Speight and Van Nostrand Limited. After working for a time in Toronto, the family moved to Alberta. They settled in Edmonton and there he was employed as Party Chief, working in various parts of Alberta. When Alberta's economy slowed down in the mid 80's Richard returned to the Bahamas. This time around in the Bahamas, in addition to his surveying duties, he designed and implemented training programmes for on the job training of junior staff. Outside of work, he became an accomplished deep sea diver.

He returned to Canada in 1986, taking up the position of Project Surveyor with the Regional Municipality of Ottawa-Carleton where he worked on the rapid transit corridors. When that project came to an end, he was employed by Fairhall, Moffatt and Woodland Limited. Following that employment stint, Richard was self-employed, providing technical survey support services to surveyors and municipalities. He returned to Toronto in 1997 and worked with Bennett Young Limited, and Delph and Jenkins.

Richard was a member of the AOLS and served as Sergeant at Arms at the 102<sup>nd</sup>

AGM in 1994. He was also a member of the Canadian Institute of Geomatics.

Richard was a stickler for detail. As one of his colleagues noted, he might take longer than most, but when Richard handed in his completed work, there was little chance of finding an error. He was an avid reader, and his reading interests were wide and varied. As a young man, Richard loved music and dancing. While still in his teens, he was member of a band in Georgetown called “Combo Seven”, in which he played the bongo drums. His musical tastes grew to include the classics, blues, jazz and he has left an extensive collection of CDs and tapes.

Unfortunately Richard developed heart disease and diabetes in his later years. However, he enjoyed reasonably good health for at least seven years following bypass surgery, but then other things began to take their toll. His vision became affected by Macular Degeneration and he suffered balance problems which affected his gait. All of this negatively affected his daily living and he became less and less involved. However, he was able to visit with his son in Egypt who was a teacher there, and was able to attend his wedding in Greece. Most fortunately, Richard was able to attend his grandson’s baptism in Chicago in April 2011.

His sudden and unexpected death was a great shock to us all, and we greatly miss him.

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**James S. Campbell, OLS #1192**  
**October 3, 1938 – October 6, 2012**



Jim was born and raised in Wingham, Ontario and was an outstanding high school athlete in baseball, hockey, football, basketball, track and curling.

He was the Captain of many of his teams, winning multiple Ontario Championships in baseball, hockey and curling for both the town of Wingham and F.E Madill High School and is honoured for his athletic achievements in the Wingham Athletic Hall of Fame.

Jim was a student in one of the first classes for Civil Engineering at the new University of Waterloo and enjoyed his introduction to surveying working summers at the Department of Highways in the Surveying Department.

It was that experience that led to his decision to become a surveyor and he found employment in December 1961 with J. Douglas Ansley, O.L.S. in Kitchener. Jim became an apprentice with Mr. Ansley, initially working on the Kitchener Expressway project and was awarded his license in 1964.

Jim married his high school sweetheart Sandra Strong in what was a major event in Wingham on August 4, 1962 and Jim was proud to celebrate his 50<sup>th</sup> wedding anniversary along with his family at the cottage on August 4, 2012.

Jim established his own firm, James S. Campbell Ltd., in Cambridge in 1972 and enjoyed the successes and challenges a small firm experienced throughout the 70's, 80's and 90's until his retirement in 1996. Jim's son Brian Campbell, O.L.S. took over daily management but Jim still took an active role in the firm. It was Jim's support, motivation and influence that led to the purchase of J. Douglas Ansley Ltd., Martinus Vorsteveld Inc. and to the combining of several Region of Waterloo firms into Auer Campbell & Ims, Survey Consultants Inc.

Jim's brother, Doug Campbell, O.L.S. (Ret) was a constant companion and good friend. Jim and Doug, together, established several firms across the province, many which still exist today, and supported one another during their careers but never thought they could work at the same firm together. Being brothers was too important.

Jim enjoyed the art, science and business of surveying and made many good friends within the profession. Jim was particularly good at evaluation of evidence and calculations. Jim enjoyed the respect of his peers and supported the profession by articling John White, Dan McLeod and Brian Campbell.

Jim felt education was important and he returned to school in later years to complete a degree in Environmental Studies, graduating from the University of Waterloo in 1986. Jim was the first to be awarded the Diploma of Land Management from the University of Waterloo, a program that was a joint effort of the University and the AOLS.

Jim enjoyed boating on the Great Lakes. He built his own boat in his father's garage when he was 18 and was never without a vessel of some kind throughout his life. He particularly enjoyed sailing on Georgian Bay. Jim loved the family cottage near Bala on Lake Muskoka and enjoyed watching his 3 grandchildren, Scott, 21, Ashley, 20, and Turner, 9 grow up there and experience watersports behind the boat.

Jim fought pancreatic cancer for 2 years, with brave determination. He did not complain and remained incredibly strong to the end, determined to make his 75<sup>th</sup> year. He is survived and dearly missed by his wife Sandra, a retired school teacher; his son Brian, son Paul, daughter Barb, his grandchildren, his brother Doug, extended family and his many, many friends.



**Carl Frederick Fleischmann, OLS #1005**  
**November 1, 1925 – January 19, 2012**

*Submitted by Fred Petrich, OLS*



Carl was born November 1, 1925 in Stuttgart Germany, to parents Kurt and Emily Fleischmann. Carl had a brother who died early as a child and a sister who died during World War II. Over the years Carl has recounted some of his early memories of playing school sports, swimming, skiing and also (reluctantly, at his mother's behest) ballroom dancing.

As was the case for many of his era, Carl's childhood abruptly ended with the start of WWII in 1939. Carl's life drastically changed due to the requirement that all adolescent German males were automatically inscripted into the Hitler youth to begin their training for the armed forces.

Carl recalled a time soon after becoming a cadet, he was out on the street and was approached by a military officer who asked what unit he was assigned to. It turned out that he couldn't come up with this information and so he was thrown in jail for a week.

By the end of the war, Carl ended up as a Prisoner of War in England during 1944 – 1945. After his release he met and later married his first wife Alma. After immigrating to Canada, he joined the C.N.R. where he was articted to H.D.G. Currie, O.L.S. (#606).

After receiving his O.L.S. (#1005), Carl joined F.J. Donevan, O.L.S. (#547) in Oshawa and later took over the practice operating it as Donevan & Fleischmann Co. until his retirement in 1991.

One of the many humorous anecdotes from his days there relates to a Christmas Party. Apparently the festivities were well under way when one of the draughtsman (perhaps over served) told Carl that he was cheap and went on to say that he should get a raise. Upon returning to work after the holidays, the draughtsman showed up expecting to be fired. That was not to be however, it seems that the Christmas festivities had dulled Carl's memory about that earlier discussion. (Whether he got the raise, I don't know).

During Carl's career as an O.L.S., he had articted a number of surveyors at Donevan

& Fleischmann - Helmut Grander (#1183), Steve Fluke (#1250), Eric Eichmanis (#1251) and Ken Bird (who returned to Alberta after completion of his articles).

In 1974 Carl met his life mate Betty Irwin and it was the beginning of a long and happy relationship. Carl and Betty enjoyed skiing, swimming and traveling together. Their trips included Australia/New Zealand, Europe, Hawaii, India and an "Around the World" Trip in 1993.

Carl was a hard worker, a gentleman and a respected member of the business community. Those who knew him would agree that he was a very knowledgeable surveyor, who was tough, but he was fair.

We will miss you, Carl.

---

**Glenn Edward Giddy, OLS (Ret.) #1353  
1946 – 2012**



Glenn was born on January 25, 1946 in Toronto, Ontario. He was the second child of three born to Mildred and Edward Giddy. He was preceded by sister Dale and followed by brother David.

In 1950 the Giddy's purchased an acreage on Lorimer Lake east of Parry Sound and built and operated Wabamik Lodge. Lorimer Lake became Glenn's home for 9 months of the year and was always considered to be his favorite place.

Growing up on the lake had its advantages. The family became expert water skiers and Glenn and Dave prided themselves on being able to leave from shore, water ski across the lake and return to shore in dry street clothes.

Glenn attended high-school in Burlington, Ontario and upon graduation joined the Department of Highways in their articling program. In 1968 he left the Highways and joined Alec McLaren in private practice in Hamilton, Ontario. Glenn successfully finished his exams and articles at A. T. McLaren Limited then worked there for the next 21 years of his career without taking one sick day.

Glenn enjoyed the outdoors throughout his life. One November, Glenn was asked to bring a hound to the Deer Camp at Lorimer Lake for hunting. He stopped at a dog pound on the way up North to see if he could take a hound for a test run. The pound was all out of hounds, but they had a collie-mix who seemed more than willing to

give deer hunting a try. The dog became “Mark” and Glenn’s best buddy. Glenn studied for his final exams at the cottage on Lorimer with “Mark” by his side and received his OLS designation in November in 1973.

In 1982 Glenn married his best friend Darlene Bartlett and became father to Darren and Glenn. The family then settled on the Hamilton mountain.

Glenn started his own company as an OLS and operated successfully for 19 years. Glenn was a thorough, conscientious and caring individual. The quality of his work was without question. Glenn missed the field work that originally attracted him to the profession, so in 2000 he rejoined A. T. McLaren Limited and worked as the senior field co-ordinator for the final 10 years of his career.

Glenn was diagnosed with cancer in 2011 and passed away on March 23, 2012 in his 67<sup>th</sup> year. Glenn is survived by his mother Mildred (98 years young), his wife Darlene and his step-son Darren.

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### **Roman Bohdan Lawryshyn, OLS #1067**



Surveyor's Creed and Canons:

As a Professional Surveyor, I dedicate my professional knowledge and skills to the advancement and betterment of human welfare.

I pledge:

- to give the utmost of performance;
- to participate in none but honest enterprise;
- to live and work according to the laws of humankind and the highest standards of professional conduct;
- to place service before profit, honour and standing of the profession before personal advantage, and the public welfare above all other considerations.

This is how Roman Bohdan Lawryshyn OLS 1067 lived his life...

On February 11, 1934, living under Polish rule and surviving the Soviet famine, a Ukrainian priest Wasył and his wife Maria Lawryshyn welcomed their second child and first boy Roman Bohdan to their small family. Roman’s siblings included his older sister Daria and younger brothers Jaroslav and Zenon. Catholic priesthood in Ukraine during those times proved essential to community life but was heavily scrutinized by the Stalinist communist regime. As the Second World War evolved

and encroached upon western Ukraine, Roman's family decided that it was best to leave their homeland and head west. Roman spent this early part of his life living in small rural villages, where he enjoyed playing in the fields and forests of Ukraine and then in Austria, where his family settled after the war. He quickly learned to adapt to new surroundings, new languages, new friends, but always had a deep respect to his schoolwork, especially mathematics.

In 1948, the Lawryshyn family made the journey across the Atlantic to Canada, arriving in Glace Bay, Cape Breton, Nova Scotia and then finally settling in Toronto where Father Wasyl was welcomed at St. Nicholas Ukrainian Catholic Church on Queen Street West. Roman entered Bloor Collegiate as a teenager and eventually articulated under J.D. Barnes Ltd. in 1954. He continued his studies with the Association of Ontario Land Surveyors and was commissioned as OLS 1067 in 1961.

Roman continued working with J.D. Barnes for almost three decades, surveying all over the province of Ontario on various projects such as the Trans-Canada pipeline, Highways 69 and 401, and as well as many private lands. Eventually Roman was promoted to managing partner along with Bill Fenton at the J.D. Barnes Bramalea office.

In the early 1980's, with the encouragement of his close friend and surveying colleague Dan Ostapiak, Roman joined the City of Toronto surveying department. He soon became well liked and respected because of his wealth of experience in all facets of surveying and his ability to adapt quickly to using the new hand held field calculators.

In the late 1980's, Roman ended up moving from the surveying department in Toronto to becoming Chief Surveyor at the City of Mississauga. This is where he spent the final years of his career, sharing his wealth of surveying knowledge and experience as well being a mentor to all those who worked with him.

Roman lived his life with focus on enjoying family life, church, the Ukrainian community and especially outdoor activities. Soccer, Ukrainian dancing, skiing, camping, hiking, mushroom and berry picking were activities which he always managed to do and share with his friends and family.

In 1959, he married Olga and had three children, Christine, Stephen and Adrian. Roman and Olga celebrated 50 years of marriage in 2009 and were blessed with five grandchildren, Maria, Jordy, Isabella, Olivia and Nyah who Roman always made time to play with and take for golf cart rides in Terra Cotta where he spent his retirement years.

Roman always took the opportunity to give advice and help anyone who appreciated his helping hand. He not only helped survey and build homes for his daughter and son, he did the same for himself. In 1993, after all their children had moved out from their home in Etobicoke, Roman and Olga decided to build their retirement home in the Poltava Country Club, a Ukrainian country club community located in

Terra Cotta, Ontario. This gave them the opportunity to be nearer to their children, grandchildren, close friends, and the rural lifestyle they enjoyed. This is also where Roman returned to the Ukrainian village life similar to his early years back in his homeland.

Surrounded by close friends, family, nature and land, Roman passed away on Feb 1, 2013, only 10 days before his 79th birthday.

Vichnaya Pamyat... Forever Remembered

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**Douglas Everett Magee, OLS #1181**  
**1939 – 2012**

*Submitted by his family and survey friends*



Doug Magee, fondly known as Magoo, the youngest of a family of 3 girls and 6 boys born to George and Edna Magee, grew up on the family farm near Hurdville (20K+east of Parry Sound ON).

After graduating from Parry Sound High School, Doug found a job in Parry Sound which challenged his mathematical skills and took him outdoors. This job was in land surveying. He completed his articles in 1965 and was commissioned as OLS #1181

Shortly thereafter, he accepted a position as Regional Surveyor in the Parry Sound office of the Ontario Surveyor General with the Department of Lands and Forest. Doug was responsible for all provincial crown surveys through all of Eastern and Northern Ontario. With a staff of six,

Doug completed township boundary retracement surveys, park boundary surveys, township corner restoration and numerous other crown related surveys throughout the region. In 1976 the Ministry of Natural Resources closed their field offices, moving their records to Toronto. Doug chose to remain in the Parry Sound area joining is former articling student, Paul Forth OLS, in private practice forming the company of Forth and Magee. In 1978 Doug purchased Paul's branch survey office in Burk's Falls, establishing his own survey and land

planning business office in Parry Sound.

Doug continued to work on survey contracts from MNR in some of the more remote areas of Northern Ontario. Whether it was deep in the wilderness, jumping out of helicopters into icy cold swamps, up to his waist or climbing to the heights of Tea Pot Hill in the La Cloche Mountains on Manitoulin Island, Doug was smiling all the way.

During his survey career Doug was a hands-on field surveyor using his mathematical and calculating skills to solve the most challenging survey problems. Doug was able to keep pace during the rapid changing technology development from dragging a 200 foot metal chain across swamps and through the bush, having faith in the logarithm tables, to pressing a button on the GPS unit with a handheld computer. An example of Doug's adaption to the use of modern technology was the cell phone. If a client called Doug's office between late October and late March, the client would have a very professional conversation, but never knew that Doug, with his cell phone, may be on a deer run or sitting in his fish hut on Trout Lake. Doug was an avid outdoors man enjoying hunting and fishing whenever he had the chance.

In 1986 Doug acquired the survey practice of James K. White O.L.S.

Nancy Harris-Herr, O.L.S. articulated with Doug and was commissioned as an OLS on October 14, 1995.

Doug continued his survey practice until 2004 when he retired and sold his practice to Paul Forth OLS.

During his very busy survey life Doug always found time for his family and children. There are many fond memories especially the family trips to "the property", a 100 acre bush lot, where the family had many seasonal outings including maple syrup making, snowmobiling and picnics. Winter family trips to Florida were also a highlight when the children were young.

Doug's family, survey friends, fishing and hunting partners sadly miss that big grin and his many jokes and pokes of the day, not to mention the rounds of bridge and euchre according to 'Magoo rules'.

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**John Clifford Robertson, OLS #968**  
**March 22, 1933 - December 4, 2012**



John was born and raised in Tilbury, Ontario. At a young age when he was in the Royal Canadian Air Cadets he must have stood out as he was one of 25 Canadian Cadets chosen out of 17 000 to tour all the airbases in the US. It was his father who instilled the importance of education in him at the age of 17 by getting him a job unloading creosote boards which had been used on the floors of manure spreaders. This would help him decide to further his education after graduating high school. He went to college and then did work in Accounting and Auditing. He joined The Ontario Department of Highways in 1952. He travelled throughout the province working for the provincial department for nine years conducting property surveys,

drafting and inspecting expressways, bridges and highways. He became qualified as an Ontario Land Surveyor in 1958. In 1963-64 he worked for the engineering department of Kitchener on inspection, construction and layout of streets and sewers while attending the University of Waterloo where he graduated with his degree in Civil Engineering in 1965.

Following his graduation from Waterloo he was hired by the City of Sarnia as a Design Engineer in 1965. He would be named Deputy Works Commissioner three years later. He was known as a young man keen on learning all aspects of city operations. He did things like ride all night with snow plow operators to experience what was going on. In 1968 during a strike, John and a superintendent moved into the Sarnia Water Plant and ran it for nine weeks. He worked in the Deputy Works position for eight years and would also graduate from Western University in 1975 with Public Administration. He served on the Association of Ontario Land Surveyors, Association of Professional Engineers of Ontario and two years as chairman of the Engineering Institute of Canada.

The final phase of his working career would be to become the City Manager of Sarnia from 1977-1991. While in this position some of his accomplishments were the Polysar Building (now known as First Sarnia Place), the Eaton Centre (now Bayside Mall), the Seaway Centre, Kenwick Place and one of the first private waste collection systems in Ontario. John also headed a waterfront plan for Sarnia that included acquiring properties along the waterfront to give the city complete ownership. He cut the city's debt in half while there and fought for the hiring of women as senior administrators. John considered one of his greatest challenges to

have successfully put together the underground diagram of all services for the creation of the Donohue Bridge and the two one-way streets of Vidal and Brock. He helped lead the amalgamation talks in the 1970's and 1980's that led to the merger between the City of Sarnia and the Town of Clearwater after his retirement in 1991 at the age of 58. After retiring as City Manager of Sarnia he was involved with one more large development. He became a very valuable consultant in the making of the CN Tunnel that goes under the St. Clair River from Sarnia to Port Huron, Michigan that opened Friday May 5, 1995.

A few years after retiring John moved from Mooretown back to Tilbury to be closer to his family. John was married to Dorothy for almost 50 years before her passing. John has two married daughters and three grandchildren. He always made himself available for family and friends showing his love, support, kindness and generosity never asking for anything in return. One thing he loved to do in his life was to drive anywhere and everywhere. He found it relaxing, a way to visit those he knew and meet those he didn't, while seeing both familiar and new places. He took annual fishing and hunting trips with childhood friends. He enjoyed travelling, with cruising and Florida being at the top of his list. He always looked at the positive side of things and never complained. Even after being stuck on the disabled Carnival Cruise ship Splendor, off the coast of California and Mexico for almost a week, he was just happy for receiving a free future cruise. That free cruise would be his last before being diagnosed with Pulmonary Fibrosis.

John could not deny he could be a demanding person to work for but it was said "he's the kind of guy who can be assertive without being abrasive." He also gave advice once stating "just do the best you can, don't ponder and keep your values." Mike Bradley, Mayor of Sarnia wrote in a recent article after John's death that "he was a visionary, professional, public servant who served with commitment and integrity. The public and private John were two different people. His public image was of a public servant who was hands on with an iron fist. The private John was witty, caring and one who had a great curiosity about people from all walks of life and who dearly loved his family. He will leave a big hole in the lives of those who knew him." He will be missed by many.

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**Alan James Simpson, OLS #1038  
1926 – 2012**

*Submitted by his family*



Alan was born June 24, 1926 in what was then known as Eastview, a suburb in the east part of Ottawa. In 1928, his father accepted a position as Plant Manager for EB Eddy Match Co. and the family moved to Pembroke, Ontario. During his formative and teenage years Alan excelled in both athletics and academics. In school he enjoyed such sports as basketball and hockey. In 1939 he received the E. A. Dunlop Award for outstanding academic achievement for all of Renfrew County. In 1942, he received the King George VI medal for marksmanship achieving a perfect score at the Connaught Ranges in Ottawa. In addition to this award, he was given the Galer Hagarty Memorial Prize for distinguishing himself in the cadet corps at Pembroke Collegiate. In 1944, Alan enlisted with the RCAF and trained as a Pilot Officer and Tail Gunner with the Commonwealth Flying Schools in Brantford and Port Albert, Ontario. When the RCAF disbanded in late 1944, he enlisted with the Royal Canadian Regiment at Peterborough, Ontario. He volunteered as a test subject in biological and chemical warfare at the National Research Council in Ottawa. Alan finished his war service as an ambulance driver in Halifax, Nova Scotia, ferrying the wounded from the hospital ships returning from Europe. After the war he returned to Pembroke and completed his high school education.

In 1946, Alan and his new bride, Sally Shea moved to Haileybury, Ontario. Alan attended the Haileybury School of Mines and became a mine surveyor. He also worked for Ontario Hydro building the Des Joachims Dam at Rolphton, Ontario. In 1948 he went to work for OLS Associates William F. Beatty and Charles G. Taylor in Pembroke. During the 1950's he worked for the Town of Pembroke. He articulated under J. Parnell Howe, the town Engineer and studied for his Ontario Land Survey License through correspondence with the University of Toronto. Many times he would hitch-hike to Toronto to complete his exams. With a young family of four, for some this would be an impossible task, but with Sally's support, Alan was able to reach his goal. He received his OLS designation in 1959. His number was 1038.

In 1961 he joined forces with OLS Anthony C. Bourne (Tony) and subsequently, the partnership of Bourne and Simpson was formed. Together in 1964, they purchased a

building on the corner of Moffat and Isabella St. in Pembroke. They named their office the Champlain Building in honour of Samuel de Champlain, Canada's first surveyor. Throughout the following 35 years or so, the business flourished. In 1996, the business was purchased by John Goltz from Perth, Ontario. Bourne and Simpson could boast one of the longest surviving partnerships in the Pembroke area.

During these years Alan dedicated himself to his family, friends and community. He enjoyed hunting, fishing, golf and many family ski trips. In the summers he and his family enjoyed cottage life at Lake Clear near Eganville, Ontario. He was a long standing Rotarian and was awarded the Paul Harris Fellowship for service to his community. He was also a long standing member of Our Lady of Lourdes Roman Catholic Church. In later years, he was challenged with failing health but not spirit. Until his last breath, he demonstrated an unparalleled sense of humour and incredible wit. Alan was very close to his friends and family who in his last years rallied around him to make this time a memorable one. Alan was predeceased by daughter, Mary Jane (1953) and leaves behind his wife Sally of 66 years, one daughter and five sons. To his ten grandchildren he will always be known affectionately as Pampy. Alan passed on March 17, 2012.

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### **John Ward, OLS #1463**

*Submitted by Michael Matthews, OLS*



John Ward, friend, colleague and mentor to so many, passed away on May 12, 2012.

John was one of the very first graduates from the University of Toronto's Survey Science program in 1976. His career journey spanned over 40 years, ranging from a summer field technician for the Ministry of Transportation in Manitowadge to teaching adult education upgrading courses at Northern College and surveying at Humber

College. He was also an entrepreneur, owning and running numerous land surveying companies and creating a company called "Growth Management Technologies". John left the private sector in 2002 to rejoin the Ministry of Transportation and advanced to the position of Head, Geomatics Section in Eastern Region in 2008.

John was driven by adventure and by the ultimate need to share his unique ability to

develop the effectiveness of others. Throughout his career, his hard work, gentle and caring approach and his constant enthusiasm led to success for him, his family and for all those he worked with. John volunteered in various organizations including being a Councillor for the Association of Ontario Land Surveyors (AOLS), a member of the Project Management Institute (PMI) as a Project Management Professional (PMP), the treasurer of Rock Walk Park related to Northern College, member of the OPS facilitators network, and member of the OPS Project Management Consultancy Network.

John was a vibrant and refreshing manager bringing fresh perspectives on strategic planning, diversity, engagement, emotional intelligence and asset management. While his time with us was cut short by cancer, John lived with no regrets and served the public well by giving selflessly of his time and talents. For that, John, we are truly thankful.

**2013 ANNUAL REPORT**  
**– Active Membership –**  
**(as of February 28, 2013)**

Branches: Cadastral, Geodetic, Geographic Information Management,  
Hydrographic, Photogrammetric

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1926	ABDELSHAHID, Aziz Branch: C / / 2010-Jan-18	CR203	AMIN, Khairul Branch: I / / 2011-Feb-24
1802	ADAMS, Kim C. Branch: C / / 1997-Feb-19	1434	ANNABLE, Drew J. Branch: C / / 1977-Jun-24
1772	AGNIHOTRI, Anil Branch: C / / 1995-Jan-25	1543	ANSELL, Eric L. Branch: C / / 1982-Dec-06
1901	AKEHURST, William Branch: C / / 2007-Aug-09	1869	AREGERS, Craig G. Branch: C / / 2002-Jul-19
1831	AKSAN, Anna M. Branch: C / / 1999-Jul-21	1509	ASHWORTH, Duncan Branch: C / / 1980-Dec-05
1591	ALDWORTH, Geoffrey G. Branch: C / / 1986-Jun-18	1650	ASTRI, Dino R.S. Branch: C / / 1988-Dec-19
1407	ALLEN, Peter M. Branch: C / / P.Eng. 1975-Jul-10	1860	AUBREY, Peter N. Branch: C / / 2001-Sep-12
1753	ALTON, J. Mark Branch: C / / 1994-Jan-11	1501	AUER, Gerhard Branch: C / / 1980-Jul-09

1525	AVIS, Roger Branch: C / / C.L.S., M.I.A.S., F.R.I.C.S. 1982-Jan-25	1913	BAYA, Martin Branch: C / / 2008-Sep-03
CR197	BACON, John P. Branch: I / / 2003-Mar-14	1888	BEDARD, Mark Branch: C / / P.Eng. 2005-Jan-21
CR2	BAILLIE, Colin S. Branch: P / I / 1989-Nov-06	1771	BEERKENS, John M. Branch: C / / 1995-Jan-21
CR17	BAIR, Ali J.M. Branch: G / / 1990-Jan-23	CR202	BELAL, Walid Branch: I / / 2010-Jan-18
1551	BAKER, Bruce Branch: C / / 1983-Dec-21	1853	BELLO, Oladele S. Branch: C / / 2001-Jan-31
1592	BALABAN, Steven J. Branch: C / / 1986-Jun-18	1800	BENEDICT, Paul J. Branch: C / / 1996-Dec-11
1763	BARRETTE, André P. Branch: C / / 1994-Aug-02	1375	BENEDICT, Ralph J. Branch: C / / 1974-Jun-14
CR76	BARRON, David A. Branch: P / I / 1991-Aug-14	1614	BENNETT, Grant R. Branch: C / / 1987-Jun-17
1941	BATCHVAROVA, Tania Nenova Branch: C / / 2011-Feb-24	1292	BENNETT, William E. Branch: C / / 1971-Dec-17

1836	BERESNIEWICZ, Chris Branch: C / / 2000-Jan-26	1594	BLAIS, Denis D. Branch: C / / 1986-Jun-18
1737	BERG, Ronald E. Branch: C / / 1993-Jan-21	1738	BODE, Ralph T. Branch: C / / C.L.S. 1993-Jan-16
1502	BEZAIRE, Bernard J. Branch: C / / 1980-Jul-09	1580	BOEHME, Kerry Branch: C / / 1985-Dec-18
1754	BHATTI, Wikar A. Branch: C / / 1994-Jan-11	1651	BOGUE, Colin B. Branch: C / / P.Eng. 1988-Dec-19
1885	BIANCHI, David Branch: C / / 2004-Sep-08	CR184	BOILEAU, Murray A. Branch: I / / 2002-Aug-15
1606	BIASON, Lawrence J. Branch: C / / 1986-Jun-18	1689	BORTOLUSSI, Adrian Branch: C / / 1991-Jan-29
1593	BISHOP, Gregory C.P. Branch: C / / P.Eng. 1986-Jun-18	1861	BOUNSALL, Andrew T. Branch: C / / 2001-Sep-12
1702	BLACK, David Branch: C / / 1991-Aug-14	1565	BOWERS, Francis N. Branch: C / / P.Eng. 1984-Dec-20
1104	BLACKBURN, Ardon P. Branch: C / / 1962-May-14	CR67	BOWLBY, Ewart D. Branch: G / / 1991-Jan-29

1278	BOWMAN, W. James Branch: C / / 1971-Jun-25	CR141	BRUBACHER, David M. Branch: I / / 2002-Feb-21
1530	BOWYER, Edward W. Branch: C / / 1982-Jun-04	994	BRUBACHER, Wayne D. Branch: C / I / 1959-Jan-14
1402	BOYD, John G. Branch: C / / 1975-May-16	1230	BRUCE, Douglas R. Branch: C / / 1969-Feb-10
CR116	BOYNTON, Lois R. Branch: I / / 2000-Jul-19	1295	BUCK, William D. Branch: C / / P.Eng., C.L.S. 1971-Dec-17
1760	BRACKEN, George N. Branch: C / / 1994-Jan-14	CR157	BUCKLE, Alan D. Branch: I / / 2002-Jun-27
1917	BRIDGES, Ron Branch: C / / 2009-Jan-15	1768	BUISMAN, Jeffrey E. Branch: C / / 1995-Jan-11
1268	BROOKS, Thomas H. Branch: C / / 1971-Apr-08	1947	BUNKER, Chris Branch: C / / 2011-Oct-06
1553	BROUWERS, Bruce Branch: C / / 1983-Dec-21	1323	BUNKER, Thomas A. Branch: C / / C.L.S., P.Eng., C.A. 1973-Jan-29
1620	BROWN, Donald H. Branch: C / / 1987-Dec-14	1701	BURCHAT, Martha L. Branch: C / / 1991-Aug-14

CR142	CADEAU, Francis M. Branch: I / / 2002-Feb-21	1531	CHAU, Marvin M. Branch: C / / MHKIS, Accredited Mediator 1982-Jun-04
1314	CAMERON, Andrew Branch: C / / P.Eng. 1972-Nov-06	1886	CHITTY, Phil W. Branch: C / / 2004-Sep-08
1747	CAMPBELL, Brian R. Branch: C / / 1993-Aug-11	CR160	CHRISTOPHER, Desmond A. Branch: I / / 2002-Jun-27
1810	CAMPBELL, Kenton H. Branch: C / / 1997-Aug-13	1466	CHURCH, Paul L. Branch: C / / 1978-Dec-11
1269	CARD, William H. Branch: C / / 1971-May-26	1265	CHURCHMUCH, David N. Branch: C / / C.L.S. 1971-Feb-02
CR109	CARNEGIE, J. Trevor Branch: H / / 1992-Jan-01	1387	CLANCY, Michael J. Branch: C / / 1974-Jul-26
1654	CHAMBERS, Donald G. Branch: C / / 1989-Jun-19	1338	CLANCY, Ronald W. Branch: C / / 1973-Aug-17
CR159	CHAPMAN, Michael A. Branch: I / / P.Eng., Ph.D. 2002-Jun-27	1690	CLARK, W. Bruce Branch: C / / A.L.S 1991-Jan-29
1811	CHAPPLE, Brooke D. Branch: C / / 1997-Aug-13	912	CLARKE, Alvin J. Branch: C / / 1956-Aug-15



1567	CLARKE, Barry J. Branch: C / / C.L.S. 1984-Dec-20	1801	CORMIER, Dan J. Branch: C / / C.L.S. 1997-Jan-18
1201	CLARKE, Ross A. Branch: C / / P.L.E., P.Mgr. 1966-Oct-04	1691	CORNETT, Sarah J. Branch: C / / 1991-Jan-29
1254	CLIPSHAM, Robert E. Branch: C / / P.Eng. 1970-May-12	CR19	COSTELLO, Barry W. Branch: I / I / 1990-Jan-23
1781	COAD, Brian A. Branch: C / / 1995-Jul-20	1413	COTTERILL, J. Stanley Branch: C / / 1975-Oct-08
1542	COLE, J. Anne Branch: C / / C.L.S. 1982-Dec-06	1837	COUTTS, Hugh S Branch: C / / 2000-Jan-26
1641	COLLETT, Brent W. Branch: C / / 1988-Jun-07	1805	CRANCH, Crystal R. Branch: C / / 1997-May-13
1803	COMERY, David A. Branch: C / / 1997-Feb-19	CR161	CRANN, Wayne F.R. Branch: I / / 2002-Jun-27
1511	CONSOLI, Guido V. Branch: C / / C.L.S. 1980-Dec-05	1704	CRONIER, Eric M. Branch: C / / L.L.S. (Cayman Islands) 1991-Aug-14
1788	COONS, Scott E. Branch: C / / 1996-Jan-23	1527	CULBERT, Douglas A. Branch: C / / 1982-Jan-25

1253	CULLEN, Donald J. Branch: C / / 1970-May-12	CR196	DAVIS, Kelly P. Branch: I / / 2003-Feb-20
1928	CUMMINGS, Dwayne Branch: C / / 2010-Jan-18	1748	DAY, Nigel A.P. Branch: C / / 1993-Aug-26
1892	CURRIE, Lise Roxanne Branch: C / / 2006-Aug-14	1739	DE HAAN, Peter Branch: C / / 1993-Jan-16
CR132	CZAJKA, Stephen D. Branch: I / / 2001-Sep-12	1838	DE LUCA, Fernando G. Branch: C / / 2000-Jan-26
1628	CZERWINSKI, Stefan E. Branch: C / / C.L.S. 1988-Jun-07	1458	DE RIJCKE, Izaak Branch: C / / LL.B. 1978-Jul-19
1537	CZERWINSKI, Tom Branch: C / / 1982-Dec-06	1789	DE ROSA, Pier L. Branch: C / / 1996-Feb-22
1714	D'AMICO, John M.J. Branch: C / / 1992-Jan-29	1655	DEL BOSCO, Terry W. Branch: C / / 1989-Jun-19
CR133	D'AMICO, Tony Branch: I / / 2001-Sep-12	1876	DELLA MORA, Rick Branch: C / / 2003-Aug-13
1939	DAVIDSON, Steven Palmer Branch: C / / 2011-Jan-21	1630	DELORME, Line G. Branch: C / / 1988-Jun-07

1306	DELPH, Frank B. Branch: C / / C.L.S. 1972-Jun-30	1125	DONALDSON, Bruce A. Branch: C / / 1962-Nov-17
1878	DENBROEDER, Ross Branch: C / / 2003-Sep-10	1661	DORE, Ronald Branch: C / / 1989-Nov-06
1692	DENIS, Ronald A. Branch: C / / C.L.S. 1991-Jan-29	1400	DORLAND, David S. Branch: C / / 1975-May-09
1863	DI COSMO, Matthew Branch: C / / 2002-Feb-21	1854	DOSEN, Vladimir Branch: C / / 2001-Jan-31
1568	DIETZ, Terry P. Branch: C / / 1984-Dec-20	1726	DUNLOP, R. Dean Branch: C / / 1992-Aug-04
823	DINSMORE, Ivan C. Branch: C / / 1953-Jun-08	1491	DUTRISAC, Denis Branch: C / / 1979-Aug-15
1478	DIXON, Richard C. Branch: C / / 1979-Jun-27	1852	DZALDOV, Dan Branch: C / / 2001-Jan-16
1521	DOLLIVER, Dan Branch: C / / 1981-Dec-02	1716	DZALDOV, Ophir N. Branch: C / / 1992-Jan-29
1921	DOMAGALSKI, Adam Branch: C / / 2009-Jul-22	CR119	ECKSTEIN, Christopher R. Branch: I / / 2000-Jul-19

1538	EDWARD, Paul C. Branch: C / / 1982-Dec-06	1424	FENCOTT, Robert J. Branch: C / / P.Eng. 1976-Jul-15
1364	ELMS, Malcolm R. Branch: C / / 1974-Jan-03	1059	FENTON, William M. Branch: C / / 1960-Aug-26
CR113	EMODE, Richard E.O. Branch: G / / P.Eng., FEC 1993-Feb-11	1932	FEREN, Peter Raymond Branch: C / / 2010-Sep-08
1554	ENGLAND, Brent J. Branch: C / / C.L.S. 1983-Dec-21	CR64	FERGUSON, James E. Branch: G / / 1990-Nov-06
1764	EPLETT, Dale F. Branch: C / / P.Eng. 1994-Aug-17	1615	FERGUSON, Kerry D. Branch: C / / 1987-Jun-17
1782	ERTL, Lawrence O. Branch: C / / 1995-Jul-31	1616	FERIZOVIC, Ken Branch: C / / 1987-Jun-17
1812	EVEN, James Branch: C / / 1997-Aug-13	1957	FIDDES, Zachary Branch: C / / 2013-Jan-14
1743	FARSTAD, John H.M. Branch: C / / 1993-Jan-12	1575	FINNIE, Roderick Branch: C / / 1985-Jun-10
1937	FEE, John Jeffrey Branch: C / / 2011-Jan-12	1934	FISHER, Michael John Branch: C / / 2010-Sep-08

1828	FLEGUEL, Robin L. Branch: C / / 1999-Feb-03	1644	GALATI, Pasquale Branch: C / / 1988-Jun-07
1818	FLETCHER, Stephen G. Branch: C / / 1998-Feb-05	1636	GALEJS, John Branch: C / / 1988-Jun-07
1555	FLIGG, Robert A. Branch: C / / C.L.S. 1983-Dec-21	1727	GARDEN, Edward R. Branch: C / / 1992-Aug-04
1311	FORTH, Paul F. Branch: C / / 1972-Jul-24	CR95	GARIEPY, David H. Branch: P / / P.Eng. 1991-Nov-19
1882	FOURNIER, Marc G. Branch: C / / 2004-Jan-09	CR89	GARRARD, Gordon W. Branch: G / / 1991-Nov-19
CR21	FRANCIS, Paul M. Branch: P / / I 1990-Jan-23	1545	GASPIRC, Robert Branch: C / / C.L.S. 1982-Dec-06
CR77	FRANEY, Michael T. Branch: P / / 1991-Aug-14	1808	GELBLOOM, Jaime Branch: C / / C.L.S. 1997-Jun-17
1676	FULTON, Robert J. Branch: C / / 1990-Jul-10	1718	GEYER, Rodney H. Branch: C / / 1992-Jan-29
1138	GACSER, Ernest Branch: C / / 1963-May-28	1952	GHOLAMI, Ali Branch: C / / 2012-Jul-19

1819	GIBSON, Laura E. Branch: C / / 1998-Jan-27	1942	GONDO, Thomas Branch: C / / 2011-Feb-24
1625	GIFFORD, Steven J. Branch: C / / 1987-Dec-14	1663	GOODRIDGE, Paul G. Branch: C / / 1990-Jan-23
1791	GILMORE, Mark V. Branch: C / / 1996-Feb-22	1839	GORMAN, Michael J. Branch: C / / 2000-Jan-26
CR96	GOADSBY, J. Morgan Branch: G / / 1991-Nov-19	1430	GOSSLING, Steven J. Branch: C / / 1977-Feb-02
1643	GODWIN, Peter J. Branch: C / / 1988-Jun-07	1288	GRAHAM, Derek G. Branch: C / / 1971-Nov-22
1813	GOEBELLE, Hugh B. Branch: C / / C.L.S. 1997-Aug-13	1183	GRANDER, Helmut F. Branch: C / / 1965-Dec-13
CR162	GOFF, Dennis H. Branch: I / / 2002-Jun-27	1759	GRANDER, Ralph F. Branch: C / / 1994-Jan-13
1814	GOLDMAN, Barry D. Branch: C / / 1997-Aug-13	1945	GREEN, David Branch: C / / 2011-Apr-07
1185	GOLTZ, John F. Branch: C / / 1965-Dec-13	CR120	GREENFIELD, Kirsten M. Branch: I / / CLS 2000-Jul-19

1595	GREGOIRE, Paul J. Branch: C / / C.L.S. 1986-Jun-18	1713	HARAMIS, Patrick J. Branch: C / / 1991-Aug-22
1379	GRENKIE, Edward J. Branch: C / / S.L.S.(RET), P.SURV. (RET) 1974-Jun-21	1693	HARPER, William A. Branch: C / / C.L.S. 1991-Jan-29
1868	GRIFFITHS, Michael A. Branch: C / / 2002-Jul-18	1532	HARRIS, Robert K. Branch: C / / C.L.S. (St Lucia) 1982-Jun-04
1824	GROZELLE, Nancy J. Branch: C / / 1998-Aug-12	1786	HARRIS-HERR, Nancy L. Branch: C / / 1995-Oct-14
1465	GUTRI, John H. Branch: C / / 1978-Oct-30	1528	HARTLEY, Timothy D. Branch: C / / 1982-Jan-25
1447	HACKETT, Richard Branch: C / / 1978-Feb-22	1705	HARTWICK, Gregory J. Branch: C / / C.L.S. 1991-Aug-14
1556	HALLIDAY, Robert D. Branch: C / / C.L.S. 1984-Jul-04	1847	HARTWICK, Travis G. Branch: C / / 2000-Jul-19
1503	HALSALL, John R. Branch: C / / 1980-Jul-09	1406	HAWKINS, Robert C. Branch: C / / 1975-Jun-17
CR134	HAM, Jeffrey J. Branch: I / / C.E.T. 2001-Sep-12	1761	HAWLEY, David J. Branch: C / / 1994-Apr-13

1880	HAZEN, Jason P.E. Branch: C / / 2004-Jan-08	1596	HIGGINSON, Leslie M. Branch: C / / 1986-Jun-18
CR14	HENEY, Peter J. Branch: G / / 1989-Nov-23	1494	HILEY, John W. Branch: C / / 1979-Dec-07
CR135	HENRICKSON, David R. Branch: I / / 2001-Sep-12	1634	HILLIS, Kerry F. Branch: C / / 1988-Jun-07
1930	HERMAN, Zoltan Branch: C / / 2010-Jan-18	1631	HIMMA, Mart H. Branch: C / / 1988-Jun-07
1576	HERWEYER, Edward H. Branch: C / / 1985-Jun-10	1919	HODGSON, Shawn Branch: C / / 2009-Jan-15
1899	HEWLETT, James A. Branch: C / / 2007-Jan-15	1533	HOFMANN, Phillip Branch: C / / 1982-Jun-04
1621	HEYWOOD, Allan J. Branch: C / / 1987-Dec-14	1617	HOGAN, Russell J. Branch: C / / 1987-Jun-17
1720	HICKSON, Gerald G. Branch: C / / 1992-Jan-29	1750	HOMER, Peter J. Branch: C / / 1993-Sep-24
CR164	HIGGIN, Valerie I. Branch: I / / 2002-Jun-27	1815	HOOK, Stephen D. Branch: C / / 1997-Aug-13



1773	HOPPE, Thomas Branch: C / / 1995-Jan-25	1832	Iavicoli, Bruno Branch: C / / 1999-Jul-21
CR144	HORWOOD, David M. Branch: I / / 2002-Feb-21	1797	IMS, Theodor H. Branch: C / / 1996-Aug-13
1128	HORWOOD, David O. Branch: C / / C.L.S. 1963-Feb-25	1728	IRWIN, Bruce C. Branch: C / / 1992-Aug-04
741	HOUGHTON, Donald I. Branch: C / / 1950-Aug-29	1573	IRWIN, Gary A. Branch: C / / 1985-Feb-19
1706	HOUGHTON, Ward I. Branch: C / / 1991-Aug-14	1897	ISIP, Reynaldo Lagman Branch: C / / 2007-Jan-11
1958	HU, Yahui Branch: C / / 2013-Jan-14	1086	JACKSON, John E. Branch: C / / 1961-Sep-20
1534	HUNT, Douglas E. Branch: C / / 1982-Jun-04	1629	JACOBS, Bryan Branch: C / / 1988-Jun-07
1582	HUSTED, Kimberly S. Branch: C / / 1985-Dec-18	CR187	JAROS, Ronald Branch: I / / 2002-Aug-29
1827	HYDE, Harold D. Branch: C / / 1999-Feb-03	1425	JASON, Ronald M. Branch: C / / C.L.S., P.Eng. 1976-Jul-15

1927	JEFFRAY, Angela Branch: C / / 2010-Feb-18	CR128	JONES, Darrell W. Branch: I / / 2000-Nov-17
1550	JEMMETT, Douglas W. Branch: C / / 1983-Jul-12	1282	JONES, Russell W.R. Branch: C / / 1971-Sep-13
1648	JEMMETT, Shawn A. Branch: C / / 1988-Dec-19	1950	JONES, Tom Dixon Branch: C / / 2012-Mar-26
1574	JENKINS, Kevin G. Branch: C / / 1985-Feb-19	1626	JORDAN, Robert J. Branch: C / / 1987-Dec-14
1864	JERAJ, Alnashir Branch: C / / 2002-Feb-21	1619	JORDENS, Douglas F. Branch: C / / S.L.S. 1987-Jul-11
1571	JOHNSON, E. Bruce Branch: C / / 1984-Dec-20	1955	KACZMAREK, Rafal Branch: C / / 2013-Jan-10
1889	JOHNSON, James W. Branch: C / / 2005-Jan-26	1922	KALANTZAKOS, Harry Branch: C / / 2009-Jul-22
1262	JOHNSON, Ross M. Branch: C / / 1970-Nov-24	1449	KARPIEL, Ronald S. Branch: C / / A.L.S. 1978-Jun-05
1688	JOHNSTON, Kerry S. Branch: C / / 1991-Jan-15	1557	KASPRZAK, Adam Branch: C / / 1984-Jul-04

1678	KEAT, John C.G. Branch: C / / 1990-Jul-10	1429	KIRKLAND, James E. Branch: C / / P.Eng. 1977-Feb-02
1883	KEATLEY, Gordon R. Branch: C / / 2004-Jan-13	1639	KIRKUP, Roy S. Branch: C / / 1988-Jun-07
1442	KENNEDY, John H. Branch: C / / C.L.S. 1977-Sep-27	1607	KLIAMAN, Cindy S. Branch: C / / C.L.S. 1986-Jun-18
1352	KERR, Brian W. Branch: C / / 1973-Nov-22	1649	KNISLEY, Martin W. Branch: C / / 1988-Dec-19
1577	KETCHUM, Kenneth J. Branch: C / / 1985-Jun-10	CR121	KNOWLES, John P. Branch: I / / 2000-Jul-19
1322	KIAR, Christian R. Branch: C / / 1973-Jan-29	1851	KOVACS, David A. Branch: C / / 2000-Jul-22
1609	KIDD, Paul Branch: C / / 1986-Dec-15	1774	KRCMAR, Maja Branch: C / / 1995-Jan-25
1280	KIKAS, Anton Branch: C / / P.Eng. 1971-Aug-09	1775	KRCMAR, Saša Branch: C / / 1995-Jan-25
CR115	KINGSTON, Laura A. Branch: G / / Ph.D. 1998-Aug-12	1900	KRCMAR, Tomislav Branch: C / / 2007-Jan-23

1370	KRCMAR, Vladimir Branch: C / / 1974-Jan-22	1729	LAMB, Peter B. Branch: C / / 1992-Aug-04
1622	KREZE, Daniel Branch: C / / 1987-Dec-14	1829	LAMONT, David A. Branch: C / / 1999-Feb-03
1722	KRISTJANSON, Tom Branch: C / / 1992-Jan-29	1547	LANCASTER, Edward M. Branch: C / / C.L.S. 1983-Feb-06
1865	KUBICKI, Borys D. Branch: C / / 2002-Feb-21	1918	LAPOINTE, Stéphane Branch: C / / 2009-Jan-15
1564	KUELLING, Laurence J. Branch: C / / 1984-Sep-04	1798	LAROCQUE, Brent R. Branch: C / / 1996-Aug-13
1848	KUJALA, Kevin P. Branch: C / / 2000-Jul-19	1257	LAROCQUE, Richard Branch: C / / 1970-Aug-25
1956	LADINES, Jayson F. Branch: C / / 2013-Jan-10	1914	LAU, Francis Branch: C / / 2008-Aug-28
1898	LAFRAMBOISE, Gabriel Branch: C / / 2007-Jan-11	1953	LAU, Jansky Tak Choi Branch: C / / 2012-Jul-19
1951	LALE, Goran Branch: C / / 2012-Jun-06	1906	LAWRENCE, Gavin Eldred Branch: C / / 2008-Jan-23

1792	LAWS, James M. Branch: C / / 1996-Feb-22	1830	LIN, Joseph Branch: C / / 1999-Feb-03
1809	LEGAT, Jaro A. Branch: C / / 1997-Jun-17	CR150	LINDERS, Donald J. Branch: I / / 2002-Apr-08
1367	LEGRIS, Murray J. Branch: C / / 1974-Jan-04	1825	LINHARES, Eduardo J. Branch: C / / 1998-Aug-12
1755	LEGROW, Neil A. Branch: C / / 1994-Jan-11	CR168	LITTLE, Alan J. Branch: I / / 2002-Jun-27
1896	LEMMETTY, Anita I. Branch: C / / 2006-Nov-10	1664	LO, George C.M. Branch: C / / 1990-Jan-23
1940	LESLIE, Jamie William Branch: C / / 2011-Jan-26	1679	LORD, Rodney D. Branch: C / / 1990-Jul-10
CR205	LI, Amy Kwok Ying Branch: I / / 2012-Feb-23	1399	LORENTZ, Richard D. Branch: C / / 1975-Jan-14
CR145	LI, Jun Branch: I / / Ph.D., P.Eng. 2002-Feb-21	1597	LYMER, Daniel J. Branch: C / / P.Eng. 1986-Jun-18
CR167	LI, Songnian Branch: I / / Ph.D., P.Eng. 2002-Jun-27	1642	LYNCH, Brian J. Branch: C / / 1988-Jun-07

CR56	LYSZKIEWICZ, Andrew A. Branch: G / / 1990-Jul-10	1546	MAK, Rudy Branch: C / / 1982-Dec-06
1849	MACDONALD, Christopher A. Branch: C / / 2000-Jul-19	1549	MALONEY, Brian J. Branch: C / / 1983-Jul-12
1822	MACDONALD, Thomas G. Branch: C / / 1998-Jul-22	1668	MANN, Robert J. Branch: C / / 1990-Jan-23
1605	MACEK, Michael Branch: C / / 1986-Jun-18	1535	MANSFIELD, Peter J. Branch: C / / C.L.S. 1982-Jun-04
1656	MACGREGOR, Susan F. Branch: C / / 1989-Jun-19	1744	MANTHA, Andrew S. Branch: C / / 1993-Jan-19
1246	MACMILLAN, Don J. Branch: C / / 1969-Nov-17	1924	MARES, Viorel Branch: C / / 2009-Aug-11
1816	MAGEE, Bret G. Branch: C / / 1997-Aug-13	CR30	MARION, David H. Branch: P / / 1990-Feb-05
CR99	MAILHOT-ARON, Ann-Marie Branch: G / / 1991-Nov-19	1540	MARLATT, Michael E. Branch: C / / C.L.S. 1982-Dec-06
1785	MAK, Ronald M. Branch: C / / 1995-Aug-15	1337	MARR, Douglas G. Branch: C / / 1973-Aug-14

CR8	MARSHALL, Eugene P. Branch: G / / 1989-Nov-06	981	MAUGHAN, Lawrence U. Branch: C / / 1958-Nov-12
CR149	MARTIN, Blain W. Branch: I / / C.L.S., PMP 2002-Feb-21	1548	MAURO, Frank Branch: C / / 1983-Jul-12
1745	MARTIN, Robert C. Branch: C / / 1993-Jan-13	1756	MAYO, Roy C. Branch: C / / 1994-Jan-11
1907	MARTON, Alexandru Branch: C / / 2008-Jan-23	CR181	MCCAUSLAND, Alvin D. Branch: I / / 2002-Jul-17
1339	MASCOE, William A. Branch: C / / 1973-Sep-20	1724	MCCONNELL, Robert Branch: C / / 1992-Jan-29
1881	MATTHEWS, Jeremy C.E. Branch: C / / 2004-Jan-09	1730	MCDERMOTT, Robert M. Branch: C / / 1991-Aug-04
1272	MATTHEWS, Kenneth M. Branch: C / / 1971-Jun-03	CR101	MCELRAVY, Gordon D. Branch: P / / C.C. 1991-Nov-19
1740	MATTHEWS, Michael F. Branch: C / / C.L.S. 1993-Jan-12	886	MCGEORGE, David G. Branch: C / / P.Eng. 1955-Jun-28
1884	MAUGHAN, David U. Branch: C / / 2004-Jan-20	1707	MCGEORGE, Margo L. Branch: C / / 1991-Aug-14

1751	MCGUIRE, Gordon D. Branch: C / / 1993-Sep-23	1109	MCMURCHY, Bruce I. Branch: C / / C.L.S. 1962-Jun-19
1583	MCKAY, Scott A. Branch: C / / C.L.S. 1985-Dec-18	1558	MCNABB, Marvin D. Branch: C / / 1984-Jul-04
1949	MCKECHNIE, Michael Branch: C / / 2012-Feb-23	1840	MCNEIL, Trevor D.A. Branch: C / / 2000-Jan-26
1508	MCKECHNIE, Stewart D. Branch: C / / 1980-Oct-09	1584	MCPHERSON, Bruce G. Branch: C / / P.Eng. 1985-Dec-18
1708	MCKIBBON, Robert W. Branch: C / / 1991-Aug-14	1780	MELDRUM SMITH, Julia M. Branch: C / / C.L.S. 1995-Jul-19
1137	MCKIBBON, Ronald G. Branch: C / / 1963-May-07	1903	MERRLLES, John Branch: C / / 2007-Sep-07
1709	MCLAREN, Daniel S. Branch: C / / P.Eng. 1991-Aug-14	1559	MERRY, William I. Branch: C / / 1984-Jul-04
1741	MCLEOD, Daniel J. Branch: C / / 1993-Jan-21	CR110	MICHAEL, John H. Branch: P / / 1992-Feb-01
1874	MCMORRAN, Douglas Scott Branch: C / / 2003-Feb-20	1512	MILLER, Paul A. Branch: C / / C.L.S. 1980-Dec-05



1585	MILLER, Richard D. Branch: C / / 1985-Dec-18	1623	MOORE, William J. Branch: C / / 1987-Dec-14
1855	MILNE, Neil C. Branch: C / / 2001-Jan-31	1317	MORETON, Peter G. Branch: C / / C.L.S. 1972-Dec-19
1806	MIRET, Dario A. Branch: C / / 1997-May-13	1467	MOUNTJOY, Maureen V. Branch: C / / 1978-Dec-14
1923	MIRZAKHANLOU, Manouchehr Branch: C / / 2009-Jul-22	1746	MOUNTJOY, Robert G. Branch: C / / P.Eng. 1993-Jan-12
CR153	MISOFI, Lambro Branch: I / / 2002-Jun-18	CR45	MRSTIK, Paul F. Branch: G / / P.Eng. 1990-Feb-19
1946	MITREV, Simeon E Branch: C / / 2011-Jul-29	1779	MUIR, John W. Branch: C / / C.L.S. 1995-Jul-24
1681	MOLLOY, Perry A. Branch: C / / 1990-Jul-10	1358	MULLALLY, Peter J. Branch: C / / 1973-Dec-24
1053	MONTEITH, John D. Branch: C / / 1960-May-13	CR136	MURDOCH, Robert M. Branch: I / / 2001-Sep-12
1793	MOORE, Raymond A. Branch: C / / P.Eng. 1996-Feb-22	1341	MURRAY, Richard W. Branch: C / / 1973-Nov-08

1912	MUSCLOW, Chris Branch: C / / 2008-Jul-25	1682	NISBET, Martin T. Branch: C / / C.L.S. 1990-Jul-10
1658	MWINYI, Omari B.S. Branch: C / / 1989-Jun-19	1908	NISIOIU, Tudor Branch: C / / 2008-Jan-23
CR170	NADJIWON, Cathryn A. Branch: I / / 2002-Jun-27	1373	NORGROVE, David J. Branch: C / / 1974-Apr-16
1870	NANFARA, Joseph Branch: C / / 2002-Oct-03	1497	NOUWENS, John P. Branch: C / / 1979-Dec-07
CR71	NARAIN, Robert Branch: G / / B.Sc. (HONS) MA 1991-Jan-29	1873	NOUWENS, Marcus J.T. Branch: C / / P.Eng. 2003-Jan-14
1871	NG, Foo Yip Branch: C / / 2003-Jan-08	1867	O'CONNOR, Shawn M. Branch: C / / 2002-Jul-16
1959	NICOL, James Branch: C / / 2013-Jan-14	1893	OSINSKI, Marek Branch: C / / 2006-Aug-14
1833	NICULAE, Roxana Branch: C / / 1999-Jul-21	CR200	OSUCHOWSKI, Zofia Branch: P / / 2004-Sep-08
CR199	NIELSEN, Peter M. Branch: G / / 2004-Jan-08	1936	OYLER, Christopher John Branch: C / / 2010-Sep-08

1572	PACKOWSKI, Thomas J. Branch: C / / 1984-Dec-20	1669	PEARCE, Wayne T. Branch: C / / P.Eng. 1990-Jan-23
1834	PAGE, Dasha Branch: C / / 1999-Jul-21	1680	PEARSON, Michéle M. Branch: C / / 1990-Jul-10
1345	PAPA, Guido Branch: C / / 1973-Nov-19	1670	PEARSON, Robert G. Branch: C / / 1990-Jan-23
1909	PAPA, Valerio G. Branch: C / / 2008-Jan-23	1695	PERKINS, Kevin D. Branch: C / / 1991-Jan-29
1721	PARKER, Bruce A. Branch: C / / 1992-Jan-29	CR112	PERKINS, Stephen M. Branch: P / / 1992-Aug-04
CR195	PARKIN, Margaret J. Branch: I / / 2003-Feb-06	1776	PESCE, David Branch: C / / 1995-Jan-25
1569	PARSONS, William E. Branch: C / / C.L.S. 1984-Dec-20	1536	PETRICH, Fred Branch: C / / 1982-Jun-04
1410	PATTEN, Lynn H. Branch: C / / 1975-Jul-11	1787	PETTIT, Bruce D. Branch: C / / 1995-Oct-19
1778	PAYETTE, Marc P. Branch: C / / 1995-Apr-21	1586	PHILLIPS, Gary W. Branch: C / / 1985-Dec-18

1363	PICKARD, Roger B. Branch: C / / 1974-Jan-02	1579	QUINLAN, Danny P. Branch: C / / 1985-Jun-10
1217	PILLER, Helmut Branch: C / / 1968-May-22	1318	RADY-PENTEK, Joseph Branch: C / / P.Eng. 1972-Dec-19
CR171	PIRAINO, John P. Branch: I / / P.Eng. 2002-Jun-27	1841	RAIKES, Peter T. Branch: C / / CLS 2000-Jan-26
1161	PLAXTON, William J. Branch: C / / 1964-Aug-17	1684	RAITHBY, David J. Branch: C / / 1990-Jul-10
CR130	POOT, Robin W.L. Branch: G / / 2001-Aug-10	CR10	RAMCHURAM, Stivell Branch: P / / 1989-Nov-06
1891	POPA, Dorin Branch: C / / 2006-Jan-13	1561	RAMSAMOOJ, Sase N. Branch: C / / 1984-Jul-04
CR173	POWER, K. Michael Branch: I / / 2002-Jun-27	1321	RASCH, Desmond R. Branch: C / / 1973-Jan-26
1683	PURCELL, Murray T. Branch: C / / 1990-Jul-10	1943	RATHNAYAKE, Vineetha S. Branch: C / / 2011-Feb-24
1637	QUESNEL, Paul M. Branch: C / / 1988-Jun-07	1731	RAY, Gordon A. Branch: C / / 1992-Aug-04

1872	REED, Thomas R. Branch: C / / 2003-Jan-09	1931	ROBINSON, Daniel Bernard Branch: C / / 2010-Aug-18
CR123	REIACH, Lindsay Branch: I / / C.E.T. 2000-Jul-19	1725	ROBINSON, Gregory G. Branch: C / / 1992-Jan-29
1766	REID, Rodger J. Branch: C / G / C.L.S., P.Eng. 1994-Dec-01	1472	ROBINSON, Ian D. Branch: C / / 1979-Feb-07
1495	REITSMA, Douglas P. Branch: C / / 1979-Dec-07	1587	ROCCAFORTE, Alfonso Branch: C / / 1985-Dec-18
CR131	RESHKE, Regan G. Branch: I / / 2001-Sep-06	1804	RODY, Eric Branch: C / / 1997-Feb-19
1386	REYNOLDS, Rodney G. Branch: C / / 1974-Jul-25	1096	RODY, Talson E. Branch: C / / 1961-Nov-22
CR154	RISHCHYNSKI, Robert L. Branch: I / / 2002-Jun-18	1856	ROUSE, Tracy R. Branch: C / / 2001-Jan-31
1915	RIZK, Ashraf Branch: C / / 2008-Sep-03	1362	ROWE, Timothy Branch: C / / 1973-Dec-31
1176	ROBERTS, Donald E. Branch: C / / 1965-May-17	1910	ROY, André Roger Branch: C / / 2008-Jan-23

1733	RUDNICKI, Les S. Branch: C / / 1992-Aug-04	1842	SANKEY, Alister D. Branch: C / / 2000-Jan-26
1541	RUEB, Erich Branch: C / / 1982-Dec-06	1895	SCOTT, John S. Branch: C / / 2006-Aug-14
1671	RUTTAN, Steven C. Branch: C / / 1990-Jan-23	1225	SEARLES, David B. Branch: C / / 1968-Oct-10
1416	RUUSKA, Seppo M. Branch: C / / C.L.S. 1975-Oct-23	1418	SECORD, James M. Branch: C / / P.Eng. (N.B.), Ph.D., ANBLS (Associate) 1975-Nov-20
1875	SALB, Thomas J. Branch: C / / 2003-Jul-15	1920	SEGUIN, Ryan William Branch: C / / 2009-Feb-19
1523	SALNA, Robert Branch: C / / 1981-Dec-02	1611	SENKUS, Tom A. Branch: C / / 1986-Dec-15
1894	SALZER, Eric G. Branch: C / / 2006-Aug-14	CR189	SEVIGNY, Robert F. Branch: I / / 2002-Sep-10
1544	SAM-GUINDON, Kathryn Branch: C / / C.L.S. 1982-Dec-06	1857	SHANMUGARAJAH, Tharmarajah Branch: C / / 2001-Jan-31
CR12	SANI, Anthony P. Branch: P / I / M.R.I.C.S. 1989-Nov-06	1686	SHANTZ, Murray R. Branch: C / I / 1990-Jul-10

1633	SHEEHY, Paul J. Branch: C / / C.L.S. 1988-Jun-07	1673	SINNIS, Spiro Branch: C / / C.L.S. 1990-Jan-23
1719	SHELP, Andrew V. Branch: C / / 1992-Jan-29	1699	SKURO, Peter M. Branch: C / / 1991-Jan-29
1697	SHIPMAN, Jeffrey P. Branch: C / / 1991-Jan-29	1448	SMITH, Andrew J. Branch: C / / 1978-Jun-05
1904	SIBTHORP, Raymond James Branch: C / / 2007-Sep-14	1600	SMITH, Anthony G. Branch: C / / 1986-Jun-18
CR124	SILBURN, James L. Branch: I / / 2000-Jul-19	CR125	SMITH, Ian D. Branch: I / / 2000-Jul-19
1698	SIMONE, Roy A. Branch: C / / MIS 1991-Jan-29	1296	SMITH, Ronald H. Branch: C / / C.L.S. 1971-Dec-17
1794	SIMPSON, Michael J. Branch: C / / 1996-Feb-22	1601	SNELL, William D. Branch: C / / C.L.S. 1986-Jun-18
1518	SIMPSON, Walter J. Branch: C / / C.L.S. 1981-May-08	1799	SPERLING, Ernest G. Branch: C / / 1996-Aug-13
1687	SINGH, Tirbhowan Branch: C / / P.Eng. 1990-Jul-10	CR176	SPRINGATE, Mark C. Branch: I / / 2002-Jun-27

CR182	SROKA, Anthony V. Branch: I / / 2002-Jul-17	1588	STIDWILL, Kirk L. Branch: C / / P.Eng. 1985-Dec-18
1715	STANCIU, Christian Branch: C / / 1992-Jan-29	1513	STIRLING, Robert D. Branch: C / / C.L.S. 1980-Dec-05
1570	STANTON, Chester J. Branch: C / / C.L.S. 1984-Dec-20	1843	STOJANOVIC, Svetomir Branch: C / / 2000-Jan-26
1143	STANTON, John A. Branch: C / / P.Eng.  1963-Dec-04	1783	STRINGER, David B. Branch: C / G / I P.Eng. 1995-Aug-10
1850	STARCEVIC, Dario Branch: C / / 2000-Jul-19	1444	STRINGER, Peter J. Branch: C / / C.L.S., B.C.L.S. 1978-Jan-18
1672	STAUSKAS, Tony Branch: C / / 1990-Jan-23	1428	STRONGMAN, Charles T. Branch: C / / 1976-Nov-11
1948	STEPHEN, Adam Michael F. Branch: C / / 2012-Jan-13	1589	SUDA, Philip Branch: C / / 1985-Dec-18
1457	STEWART, Ronald J. Branch: C / / 1978-Jul-05	CR127	SUN, Patrick X. Branch: I / / 2000-Nov-06
1769	STIDWILL, Grant T. Branch: C / / P.Eng. 1995-Jan-20	1659	SUPPA, Pasquale Branch: C / / 1989-Jun-19



CR186	SUSSMAN, Raphael Branch: I / / 2002-Aug-26	1795	THOM, Kevin S. Branch: C / / 1996-Feb-22
1858	SUTHERLAND, Bloss J. Branch: C / / 2001-Jan-31	1844	THOMSEN, Paul R. Branch: C / / 2000-Jan-26
1435	SUTHERLAND, Norman Elliot Branch: C / / C.L.S., P.Eng. 1977-Jun-24	1603	THORPE, Peter Branch: C / / 1986-Jun-18
1879	SWIFT, Phillip S. Branch: C / / B.C.L.S. 2003-Oct-01	1635	TIEMAN, Andrea E. Branch: C / / 1988-Jun-07
1862	TALBOT, Jeffrey P. Branch: C / / 2001-Sep-12	CR148	TIERNEY, Kevin M. Branch: I / / 2002-Feb-21
1426	TAMBLYN, Bryan W. Branch: C / / 1976-Jul-15	1823	TING, Eric Branch: C / / 1998-Aug-12
1734	TAURINS, Normans V. Branch: C / / 1992-Aug-04	1911	TOMASZEWSKI, Henry Branch: C / / 2008-Jan-23
CR138	THACHUK, Bruce E. Branch: I / / 2001-Sep-12	1110	TOMLINSON, Robert D. Branch: C / / 1962-Jun-19
1563	THALER, Robert C. Branch: C / / 1984-Jul-04	CR129	TORBICKI, Lydia M. Branch: I / / 2001-Jan-31

1340	TORRANCE, Paul H. Branch: C / / C.L.S. 1973-Nov-01	1155	VAN HARTEN, Menno P. Branch: C / / 1964-May-08
1279	TRIVERS, Colin G. Branch: C / / P.Eng. 1971-Jul-30	1515	VAN LANKVELD, Ted Branch: C / / 1980-Dec-05
1938	TRUCHON, Mel Branch: C / / 2011-Jan-17	1777	VANDERVEEN, Gary B. Branch: C / / 1995-Jan-25
1954	TULLOCH, David Branch: C / / 2012-Aug-13	1355	VAUGHAN, Brian G. Branch: C / / 1973-Nov-26
1905	TULLOCH, Mark Kenneth Branch: C / / 2008-Jan-15	1757	VERDUN, Michael D. Branch: C / / 1994-Jan-11
1604	TULLOCH, Michael F. Branch: C / / C.L.S., P.Eng. 1986-Jun-18	1817	VERHOEF, Henriette J. Branch: C / / C.L.S. 1997-Aug-13
1348	TURPEL, Wayne D. Branch: C / / 1973-Nov-20	1396	VISSER, Raymond J. Branch: C / / C.L.S. 1975-Jan-10
1476	URSO, David S. Branch: C / / C.L.S. 1979-Feb-20	1417	VOLLEBEKK, Dan R. Branch: C / / 1975-Oct-27
1935	VAN DER VEEN, Blake Campbell Branch: C / / 2010-Sep-08	1929	WAHBA, Christopher Branch: C / / 2010-Jan-18

1845	WAHBA, Youssef Branch: C / / 2000-Jan-26	1735	WATSON, Keith Branch: C / / 1992-Aug-04
1902	WALCZAK, Jacek Branch: C / / 2007-Aug-23	CR207	WATSON, Mark T. Branch: C / I / 1980-Jul-09
1846	WALKER, Darren R. Branch: C / / 2000-Jan-26	CR152	WATT, David R. Branch: I / / 2002-Jun-14
1334	WALKER, James E. Branch: C / / C.L.S. 1973-Jul-30	1770	WEBSTER, Brian J. Branch: C / / C.L.S. 1995-Jan-20
1369	WALL, Francis Edward Branch: C / / C.L.S. 1974-Jan-18	1319	WEBSTER, William J. Branch: C / / F.S.P.L.S. 1972-Dec-22
1056	WALLACE, Ivan B. Branch: C / / 1960-May-20	1887	WERRELL, Adam J. Branch: C / / 2004-Sep-08
CR139	WALLACE, Michael J. Branch: I / / 2001-Sep-12	1477	WHITE, John E. Branch: C / / 1979-May-10
1944	WANNACK, Robert John Branch: C / / 2011-Feb-24	1696	WIEGENBRÖKER, Robert Branch: C / / 1991-Jan-29
1660	WARREN, Brad K. Branch: C / / 1989-Jun-19	1877	WILBAND, Jason P. Branch: C / / P.Eng. 2003-Sep-10

1758	WILKINSON, Kenneth D. Branch: C / / 1994-Jan-11	1453	WOODCOCK, Robert Branch: C / / 1978-Jul-05
1675	WILLIAMS, Edward J. Branch: C / / 1990-Jan-23	1475	WOODLAND, David Branch: C / / 1979-Feb-20
1211	WILLIAMS, Peter J. Branch: C / / 1967-Dec-18	1645	WOOLLEY, Patrick J. Branch: C / / 1988-Jun-07
1331	WILSON, Alexander R. Branch: C / / 1973-Jul-23	1613	WOROBEC, Alan J. Branch: C / / 1986-Dec-15
1427	WILSON, Paul Branch: C / / P.Eng. 1976-Nov-11	1384	WRIGHT, Peter E. Branch: C / / 1974-Jul-17
1612	WILTON, David Branch: C / / 1986-Dec-15	1820	WYLIE, David J. Branch: C / / 1998-Jan-27
1624	WIMMELBACHER, Herman J. Branch: C / / C.L.S. 1987-Dec-14	1344	WYMAN, Paul C. Branch: C / / 1973-Nov-16
CR151	WOITOWICH, William A. Branch: I / / 2002-Apr-16	1866	YADOLLAHI, Seyed M. Branch: C / / 2002-Jul-16
1409	WOLLERMAN, Wayne R. Branch: C / / 1975-Jul-11	1916	YALDA, Bahram Branch: C / / 2008-Sep-03

- 1807 YEO, Michael W.  
Branch: C / /  
1997-May-13
- 1493 YOUNG, John F.G.  
Branch: C / /  
1979-Oct-16
- 1821 YOUNG, Joseph R.  
Branch: C / /  
1998-Jan-27
- 1505 YOUNG, Timothy A.  
Branch: C / /  
1980-Jul-09
- 1933 ZAHARIEVA, Yordanka  
Nikolova  
Branch: C / /  
2010-Sep-08
- 1925 ZENG, Zhiqiang  
Branch: C / /  
2009-Aug-11
- 1835 ZERVOS, George J.F.  
Branch: C / /  
1999-Jul-21
- 1380 ZIVKO, Rudolf  
Branch: C / /  
P.Eng.  
1974-Jun-21
- CR177 ZUREK, Wojciech J.  
Branch: I / /  
2002-Jun-27

**2013 ANNUAL REPORT**  
**– Retired Membership –**  
**(as of February 28, 2013)**

Branches: Cadastral, Geodetic, Geographic Information Management,  
Hydrographic, Photogrammetric

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1492	ANSCHUETZ, David Branch: C / / 1979-Sep-06	1054	BRACKEN, George W. Branch: C / / P.Eng. 1960-May-13
1498	ARON, Douglas R. Branch: C / / 1979-Dec-07	1172	BREWER, William A. Branch: C / / 1965-May-17
CR83	BECK, Norman Branch: G / / 1991-Nov-19	1274	BROOKE, Michael E. Branch: C / / 1971-Jun-07
1099	BELLACH, Guenter Branch: C / / C.L.S., B.C.L.S. (Ret.) 1962-Jan-10	1237	BROUWERS, Harry A. Branch: C / / 1969-Jun-19
873	BENINGER, William A. Branch: C / / 1954-Oct-15	CR117	BRUNEEL, Roger C. Branch: I / / 2000-Jul-19
934	BISHOP, Curry H. Branch: C / / C.L.S., P.Eng. 1957-Apr-30	1552	BULL, Peter M. Branch: C / / 1983-Dec-21
1051	BOLAN, William E. Branch: C / / 1960-May-09	1034	BURTON, Ross I. Branch: C / / 1959-Nov-25
1440	BOWDEN, Graham W. Branch: C / / P.Eng. 1977-Sep-27	1017	CALLON, Terrance O. Branch: C / / 1959-Jul-06

1652	CAMPBELL, Elizabeth A. Branch: C / / 1988-Dec-19	1703	COYNE, Paul A. Branch: C / / 1991-Aug-14
1566	CARD, Steven J. Branch: C / / C.L.S., A.L.S., B.C.L.S. 1984-Dec-20	791	CREWE, Richard H. Branch: C / / 1952-May-05
CR86	CARON, Marcel Branch: P / / 1991-Nov-19	1520	CULHAM, Douglas Branch: C / / C.L.S. 1981-Dec-02
1347	CHOW, Sing Hon Branch: C / / 1973-Nov-20	1304	DANIELS, William J. Branch: C / / 1972-Jun-20
902	COE, William R. Branch: C / / 1955-Nov-28	1222	DOTTERILL, Christopher E. Branch: C / / 1968-Jul-11
1414	COGGAN, Douglas G. Branch: C / / 1975-Oct-16	1309	DOUGLAS, Robert G. Branch: C / / 1972-Jul-11
1206	COOK, Godfrey H. Branch: C / / 1967-Jul-20	1226	DREGER, Gerald K. Branch: C / / 1968-Nov-15
1608	COULAS, Timothy A. Branch: C / / 1986-Dec-15	1092	DRUERY, Guy E.G. Branch: C / / C.L.S. 1961-Nov-15
1024	COUPLAND, Harry G. Branch: C / / C.L.S. 1959-Aug-24	1439	EBERHARDT, Dieter Branch: C / / 1977-Sep-27

1115	EMO, Ronald J. Branch: C / / 1962-Jul-04	1762	GAUTHIER, Richard R. Branch: C / / 1994-Jun-15
943	ENDLEMAN, Donald W. Branch: C / / 1957-Jul-24	1450	GERRITS, Henry J. Branch: C / / 1978-Jun-05
1408	ENDLEMAN, Thomas H. Branch: C / / C.L.S. 1975-Jul-11	1677	GILKS, Veronica D. Branch: C / / 1990-Jul-10
CR35	ERICKSON, Caroline A. Branch: G / / C.L.S., P.Eng. 1990-Feb-19	1332	GLASSFORD, Thomas L. Branch: C / / 1973-Jul-24
1123	FEELEY, Bernard Branch: C / / 1962-Nov-09	1111	GOOD, Gordon S. Branch: C / / 1962-Jun-19
1790	FLIM, Allard V. Branch: C / / A.L.S. 1996-Feb-22	1132	GRAHAM, Howard M. Branch: C / / 1963-May-07
1436	FORCE, Robert T. Branch: C / / 1977-Jun-24	684	GRAY, John Branch: C / / 1949-May-07
1359	FULFORD, Bruce F. Branch: C / / 1973-Dec-27	1385	GREEN, Rodney S. Branch: C / / 1974-Jul-17
917	GARDEN, Robert A. Branch: C / / 1956-Aug-15	1516	GUNN, Robert C. Branch: C / / P.Eng. 1981-Feb-06



1118	GURNETT, Edward G. Branch: C / / 1962-Sep-17	1432	JIREADA, Charles F. Branch: C / / 1977-Jun-08
941	HADFIELD, Colin D. Branch: C / / 1957-Jun-19	1646	JIWANI, Zul Branch: C / / C.L.S. 1988-Aug-10
1240	HALINEN, Eero Branch: C / / 1969-Jul-02	CR7	KELLY, Kevin M. Branch: G / / 1989-Nov-06
840	HARVEY, John M. Branch: C / / 1953-Sep-24	1299	KIRSTINE, Gary B. Branch: C / / P.Eng. 1972-Feb-14
884	HEINBUCH, Wallace R. Branch: C / / 1955-Jun-20	CR60	KONGA, Jury Branch: I / / 1990-Jul-24
1058	HERMANSON, Glenn D. Branch: C / / C.L.S. 1960-Jun-21	1488	KOWALENKO, Walter Branch: C / / 1979-Aug-15
818	HILEY, John R. Branch: C / / P.Eng. 1953-May-01	1401	KRUPICZ, Joseph A. Branch: C / / P.Eng. 1975-May-09
1078	HILL, James L. Branch: C / / C.L.S. 1961-May-10	CR166	KUMAR, Mahadave B.C. Branch: I / / 2002-Jun-27
1360	HUME, Darrell L. Branch: C / / C.L.S. 1973-Dec-31	1368	KUPFERSCHMIDT, Martin Branch: C / / 1974-Jan-10

821	LAMB DEN, David W. Branch: C / / C.L.S., FRICS, FIS Aust. 1953-May-20	1101	MACNABB, Bruce B. Branch: C / / C.L.S., P.Eng., M.C.I.P., R.P.P. 1962-Apr-25
860	LANTHIER, Edward J. Branch: C / / 1954-Jun-18	CR98	MAGNANELLI, Alfio M. Branch: P / / P.Eng. 1991-Nov-19
1610	LAWLOR, Michael J. Branch: C / / A.M.C.T. 1986-Dec-15	CR70	MARLOW, Robert M. Branch: P / / 1991-Jan-29
1198	LEGROS, Leo A. Branch: C / / 1966-Aug-03	920	MAUGHAN, Michael J.M. Branch: C / / P.Eng. 1956-Aug-15
1598	LYON, David A. Branch: C / / 1986-Jun-18	1653	MCELLIGOTT, John A. Branch: C / / C.L.S. 1988-Dec-19
1459	MACINTOSH, James A. Branch: C / / 1978-Jul-19	CR204	MCFARLANE, George P. Branch: I / / 1979-Jun-27
1100	MACLEAN, Douglas C. Branch: C / / 1962-Apr-11	985	MCGEORGE, Donald D. Branch: C / / 1958-Nov-10
1489	MACLEOD, Alistair M. Branch: C / / C.L.S. 1979-Aug-15	1089	MEDLEY, Stewart D. Branch: C / / 1961-Nov-08
1657	MACLEOD, Kenneth E. Branch: C / / 1989-Jun-19	1328	MELLISH, Herbert L. Branch: C / / C.L.S. 1973-Jun-15

1114	METZ, John Branch: C / / 1962-Jul-04	1182	PARR, Robert B. Branch: C / / 1965-Nov-12
1085	MIDDLETON, John A. Branch: C / / 1961-Aug-23	1767	PARSONS, Alison Branch: C / / 1994-Dec-05
1710	MINNIE, Steven J. Branch: C / / C.L.S., B.C.L.S. 1991-Aug-14	1290	PATTERSON, Douglas W. Branch: C / / 1971-Nov-29
1578	MITSCHE, Helmut Branch: C / / 1985-Jun-10	1480	PAUL, Ralph W. Branch: C / / 1979-Jun-27
889	MOFFATT, Harland W. Branch: C / / 1955-Jul-05	1638	PERSAUD, Michael G. Branch: C / / 1988-Jun-07
CR75	MURAKAMI, John M. Branch: G / / C.L.S., P.Eng. 1991-Aug-14	1301	POTTAGE, John E. Branch: C / / C.L.S. 1972-May-02
1420	O'DONNELL, Hugh J. Branch: C / / Q.L.S. 1975-Dec-10	1539	PREISS, Richard A. Branch: C / / 1982-Dec-06
1010	OGILVIE, Donald W. Branch: C / / C.L.S. 1959-May-06	1752	PRESTON, Gary L. Branch: C / / 1993-Aug-18
1526	OSBORNE, Alex C. Branch: C / / 1982-Jan-25	1351	PRESTON, Ronald K. Branch: C / / 1973-Nov-22

1421	PUN, Yip K. Branch: C / / 1975-Dec-30	1188	SEXTON, Christopher A. Branch: C / / 1965-Dec-13
1474	RENAUD, Marcel E. Branch: C / / 1979-Feb-20	1175	SHIPMAN, Kendall H.A. Branch: C / / C.L.S. 1965-May-17
1236	RIDDELL, Paul A. Branch: C / / C.L.S. 1969-Jun-16	1473	SIMMONDS, Douglas A. Branch: C / / 1979-Feb-07
1001	ROBERTS, Anthony F. Branch: C / / 1959-Apr-22	1248	SMITH, Edwin S. Branch: C / / 1969-Apr-12
1140	ROESER, Heinrich L.S. Branch: C / / 1963-Dec-04	CR174	SMITH, Hubert C. Branch: I / / 2002-Jun-27
1260	SAUVÉ, Peter I.R. Branch: C / / C.L.S. 1970-Nov-17	898	SMITH, Ralph A. Branch: I / C / P C.L.S. 2003-Sep-11
CR122	SAUVÉ, Sheryn I. Branch: I / / 2000-Jul-19	1712	SNUCINS, Erik P. Branch: C / / 1991-Aug-14
922	SCHAEFFER, Fred Branch: C / / P.Eng. 1956-Aug-15	CR52	SROM, Jaromir Branch: G / / P.Eng. 1990-Jul-10
1890	SELEEM, Nahed N. Branch: C / / 2006-Jan-13	1365	STASSEN, Bastian J. Branch: C / / 1974-Jan-03

1469	STATHAM, James S. Branch: C / / C.L.S. 1979-Feb-07	1514	TERRY, Michael J. Branch: C / / 1980-Dec-05
1312	STEL, Joseph Branch: C / / 1972-Aug-11	682	TODGHAM, Herbert H. Branch: C / / 1949-Apr-29
1113	STEPHENSON, Bob Branch: C / / 1962-Jul-04	1259	VINKLERS, John Branch: C / / C.L.S., P.Eng. 1970-Nov-16
1164	STEWART, Craig R. Branch: C / / 1964-Nov-17	1765	VOLLICK, Stephen M. Branch: C / / ALS 1994-Aug-17
CR53	STEWART, John L. Branch: P / / 1990-Jul-10	1052	WEBSTER, John R. Branch: C / / 1960-May-13
1431	STUBBERFIELD, William C. Branch: C / / P.Eng. 1977-Jun-08	998	WEGMAN, George J. Branch: C / / 1959-Feb-11
1032	TACIUM, Edward C. Branch: C / / M.L.S. (Ret) 1959-Nov-16	1035	WELSMAN, Roger R. Branch: C / / 1959-Nov-25
1326	TAGGART, Ross W. Branch: C / / P.Eng. 1973-Feb-04	1180	WHITE, James K. Branch: C / / 1965-May-17
CR185	TARANTINO, Giovanni Branch: I / / 2002-Aug-19	967	WILDMAN, William N. Branch: C / / C.L.S., C.L.S. (Belize) 1958-May-07

- 856 WOOD, Gordon H.  
Branch: C / /  
P.Eng.  
1954-May-20
- 1307 WOODS, Russell A.  
Branch: C / /  
1972-Jun-30
- 964 YATES, Donald F.  
Branch: C / /  
1958-Jan-08
- CR140 YEUNG, Albert K.  
Branch: I / /  
Ph.D.  
2001-Sep-12
- 1446 YOUNG, Jack K.  
Branch: C / /  
C.L.S., P.Eng.  
1978-Feb-22
- 1736 ZIZEK, William  
Branch: C / /  
1992-Aug-04