

No. 131

ANNUAL REPORT
of the
ASSOCIATION OF ONTARIO LAND SURVEYORS

Organized 1886

Incorporated 1892



PROCEEDINGS OF THE ONE-HUNDRED AND TWENTY-FOURTH
MEETING SINCE INCORPORATION
HELD AT LONDON CONVENTION CENTRE,
LONDON, ON, CANADA
FEBRUARY 24 – 26, 2016

Preface

To the members of the Association of Ontario Land Surveyors:

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

Blain W. Martin
Executive Director
July 2016

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
PAUL CHURCH	2015
IZAACK DE RIJCKE	2016

FELLOWSHIP AWARD

HARRY DOUGLAS GIBSON CURRIE	1979
MAURICE HEWITT	1979
JOHN DUNCAN BARNES	1982
RALPH ANGUS SMITH	1992
ANDREW GIBSON	1993
DARSHAN CHANDER KAPOOR	1993
ROBERT ALFRED FOWLER	1999
BOB HALLIDAY	2014
CRYSTAL CRANCH	2014

CENTENARY AWARD

DANIEL ALPHONSE CYBULSKI	1992
BRYAN THOMAS DAVIES	1992
RONALD JAMES EMO	1992
SYDNEY GRENVILLE HANCOCK	1992
DAVID WHITFIELD LAMBDEN	1992
KENNETH HARVEY McCONNELL	1992
THOMAS EDWARD MERRIMAN	1992
WILLIAM CHARLES YATES	1992
JAMES NEIL GARDINER	1993
JAMES L. HILL	2009
JOHN GOLTZ	2010
ROBERT GUNN	2010
RON BERG	2011
JAMES FERGUSON	2013

PRESIDENT'S AWARD

BOB AARON	2014
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ASSOCIATION OF ONTARIO LAND SURVEYORS
 Organized February 23, 1886 Incorporated 1892

PAST PRESIDENTS

1886	G.B. Kirkpatrick	1930	R.M. Lee	1974	J.D. Dearden
1887	G.B. Kirkpatrick	1931	J. van Nostrand	1975	G.T. Rogers
1888	A. Niven	1932	J.W. Pierce	1976	J.D. Barber
1889	A. Niven	1933	J.M. Empey	1977	M.J.M. Maughan
1890	V. Sankey	1934	R.M. Anderson	1978	D.W. Endleman
1891	V. Sankey	1935	E.G. MacKay	1979	T.E. Lyons
1892	E. Stewart	1936	H.M. Anderson	1980	G.J. Zubek
1893	E. Stewart	1937	E. Cavell	1981	D.F. Yates
1894	M.J. Butler	1938	R.S. Kirkup	1982	H.M. Graham
1895	M. Gaviller	1939	F.W. Beatty	1983	B.T. Davies
1896	W. Chipman	1940	G.L. Berkeley	1984	W.D. Brubacher
1897	T.H. Jones	1941	N.A. Burwash	1985	R.J. Meisner
1898	P.S. Gibson	1942	E.L. Moore	1986	H.R. Whale
1899	H.J. Bowman	1943	N.D. Wilson	1987	L.U. Maughan
1900	G. Ross	1944	W.J. Fulton	1988	J.K. Young
1901	J. Dickson	1945	C.H. Fullerton	1989	M.J. O'Sullivan
1902	W.R. Aylsworth	1946	E.W. Neelands	1990	T.E. Rody
1903	W.R. Aylsworth	1947	J.K. Benner	1991	J.W. Nicholson
1904	C.A. Jones	1948	H.G. Rose	1992	S.J. Statham
1905	J.W. Tyrrell	1949	W.F. Weaver	1993	P.C. Wyman
1906	O.J. Klotz	1950	S.W. Archibald	1994	D.A. Simmonds
1907	T. Fawcett	1951	C.G.R. Armstrong	1995	J.D. Annable
1908	A.J. van Nostrand	1952	A.L.S. Nash	1996	B. Maloney
1909	L. Bolton	1953	A. Gillies	1997	P.J. Stringer
1910	H.W. Selby	1954	W.G. Ure	1998	J.H. O'Donnell
1911	J.F. Whitson	1955	J.E. Jackson	1999	D.S. Urso
1912	T.B. Speight	1956	W.J. Baird	2000	C.M. Fraser
1913	J.S. Dobie	1957	W.H. Williams	2001	M.P. Allen
1914	J.W. Fitzgerald	1958	R.B. Erwin	2002	R.C. Dixon
1915	E.T. Wilkie	1959	R.F. Mucklestone	2003	D.D. Blais
1916	C.J. Murphy	1960	H.D.G. Currie	2004	T.A. Bunker
1917	J.J. MacKay	1961	M. Hewett	2005	P.L. Church
1918	H.J. Beatty	1962	J.G. Pierce	2006	D.E. Culham
1919	C.F. Aylsworth	1963	E.C. Brisco	2007	J.G. Boyd
1920	T.D. leMay	1964	M.J. McAlpine	2008	K.H. Campbell
1921	G.A. McCubbin	1965	R.W. Brotherhood	2009	A.J. Worobec
1922	G. Hogarth	1966	W.J.G. Wadsworth	2010	W. Kowalenko
1923	H.T. Routly	1967	R.R. Smith	2011	D.M. Brubacher
1924	W.G. McGeorge	1968	F.J.S. Pearce	2012	P.J. Benedict
1925	L.V. Rorke	1969	M.N. Simpson	2013	E.L. Ansell
1926	N.B. MacRostie	1970	D.T. Humphries	2014	D. Page
1927	H.W. Sutcliffe	1971	J.C. Kirkup	2015	T. Hartwick
1928	J.J. Newman	1972	S.G. Hancock		
1929	A.T. Ward	1973	E.W. Petzold		

Officers of the Association: 2015-2016

HONORARY MEMBERS

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

PRESIDENT AND CHAIRMAN OF COUNCIL

Travis HARTWICK	Pakenham
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VICE-PRESIDENT

Murray PURCELL	Newmarket
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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

Dasha PAGE Past President	Grimsby
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	<u>Term Ending</u>
J. E. BUISMAN	2016
R. J. HOGAN	2016
W. A. BHATTI	2017
J. J. FEE	2017
A. JERAJ	2018
D. DZALDOV	2018

S. F. MACGREGOR, Surveyor General	Peterborough
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P. MEEHAN, Lay Councilor	Sudbury
M. SPRAGGETT, Lay Councilor	Toronto
K. A. GOWANLOCK, Lay Councilor	Ottawa
P. MEERVELD, Lay Councilor	Guelph
M. PAQUETTE, Lay Councilor	Ottawa

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Murray PURCELL	Newmarket
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VICE-PRESIDENT

Russel J. HOGAN	Burlington
-----------------	------------

EXECUTIVE DIRECTOR / TREASURER

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

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William D. BUCK	Markham
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DEPUTY REGISTRAR

Maureen V. MOUNTJOY	Brampton
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MEMBERS OF COUNCIL

Travis HARTWICK Past President	Pakenham
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	<u>Term Ending</u>
W. A. BHATTI	2017
J. J. FEE	2017
A. JERAJ	2018
D. DZALDOV	2018
A. MANTHA	2019
P. LAMB	2019

S. F. MACGREGOR, Surveyor General	Peterborough
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P. MEEHAN, Lay Councilor	Sudbury
M. SPRAGGETT, Lay Councilor	Toronto
K. A. GOWANLOCK, Lay Councilor	Ottawa
P. MEERVELD, Lay Councilor	Guelph
M. PAQUETTE, Lay Councilor	Ottawa

ACADEMIC AND EXPERIENCE REQUIREMENTS COMMITTEE

2015 - 2016

Nancy Grozelle, Presiding Officer

	<u>Term Ending</u>
A. V. SHELP	2017
M. K. TULLOCH	2017
R. G. BENNETT	2016
P. LAMB	2016
A. BUCKLE	2017
J. WILBAND	2018
K. SMITH	2018
T. HARTWICK	<i>Council, Vice President</i>
K. GOWANLOCK	<i>Lay Councilor</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. E. BERG, St. Catharines	N. A. LEGROW, Newmarket
A. T. BOUNSALL, Milton	R. J. MANN, Thunder Bay
G. W. BOWDEN, Georgetown	A. S. MANTHA, Windsor
P. W. CHITTY, Gananoque	D. H. MARION, Mississauga
B. J. CLARKE, Lynden	P. A. MILLER, Belleville
J. A. COLE, Sudbury	R. NICULAE, Thornhill
D. J. CORMIER, Kingston	S. M. PERKINS, Ottawa
T. W. DEL BOSCO, Sudbury	G. W. PHILLIPS, Toronto
L. G. DELORME, Rockland	P. T. RAIKES, Shanty Bay
P. J. GREGOIRE, Richmond Hill	R. J. REID, Stirling
E. H. HERWEYER, Gloucester	A. P. SANI, Scarborough
P. J. HOMER, Brampton	A. D. SANKEY, Mississauga
B. C. IRWIN, St. Catharines	R. A. SIMONE, Windsor
J. C. G. KEAT, Peterborough	S. SINNIS, Newmarket
L. A. KINGSTON, St. Catharines	I. D. SMITH, Fonthill
D. A. LAMONT, Dundas	D. B. STRINGER, St. Catharines
G. E. LAWRENCE, Newmarket	H. J. VERHOEF, Fort Frances
M. J. LEGRIS, Oakville	M. T. WATSON, Pickering

**REGIONAL GROUP CHAIRS
2015-2016**

SOUTH WESTERN

Trevor McNeil

EASTERN

Paul A. Miller

GEORGIAN BAY

Marc Fournier

HAMILTON & DISTRICT

Brent R. Larocque

KAWARTHA-HALIBURTON

Michael Griffiths

NORTH EASTERN

Steve Davidson

NORTH WESTERN

Tudor Nisioiu

SOUTH CENTRAL

Ron Querubin

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Geoshack Canada
ILookabout
Land Survey Records Inc.
Protect Your Boundaries
Sokkia Canada
Teranet Inc.
Tulloch Mapping Solutions Inc.

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Morgan Meighen & Associates

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PRL Info Systems

CONVOCATION LUNCH SPONSOR

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Stantec Geomatics

MEET AND GREET EVENT SPONSORSHIP

Eastern Regional Group
South Western Regional Group

COFFEE BREAK SPONSORS

Hamilton & District Regional Group
North Eastern Regional Group
South Central Regional Group

AGM 2016 Exhibitors

AOLS Archival and Historical Committee
Airborne Imaging
Canon Canada Inc.
Cansel
Cole Engineering
GeoShack
Leica Geosystems Ltd.
MicroSurvey Software Inc.
Morgan Meighen and Associates
MultiView Locates Inc.
Municipal Property Assessment Corporation (MPAC)
Northern Survey Supplies
Northway/Photomap/Remote Sensing Ltd.
Phoenix Measurement Solutions Inc.
Pimarc Project Management Systems
Provincial Georeferencing – MNRF
Sokkia
T2 Utility Engineers
Tekmet Limited
Terra Discovery
The Drafting Clinic Canada Limited
Tulloch Mapping Solutions Inc.
UKKO
Underwater Topographic Mapping

Exhibitors in the Hallway:

AOLS Public Awareness Committee
The CG&B Group Inc. part of Arthur J. Gallagher Group
Ryerson University
York University



PROGRAMME: 2016 ANNUAL MEETING

WEDNESDAY, FEBRUARY 24th, 2016

Meet & Greet for All Members

THURSDAY, FEBRUARY 25th, 2016

Opening Ceremonies

Presentation of Charles Wilkins

Outreach and Professional Education Overview

Professional Standards and Practice Overview

Member Services Overview

Insurance Advisory Committee Session

Introduction of Exhibitors

Lunch with the Exhibitors

Exhibitor Presentations throughout the day

Graduate Student Poster Session throughout the day

Keynote Speaker: Peter Devlin, President of Fanshawe College

Jeff Buisman and Ken Wilkinson – Digital Plans Task Force

Presentation from Council: 2015-2016 Accomplishments

Reports from Committees and Initiatives

Open Forum (Part 1)

Veterans' Celebration Dinner

Welcoming Party

THURSDAY, FEBRUARY 26th, 2016

Copyright Enforcement Group Meeting
Educational Foundation Meeting
Municipal Surveyors' Meeting
Discipline Committee Meeting
Plenary Session: Theresa Syer, Customer Service
Accompanying Persons' Breakfast
Exhibitor Presentations throughout the day
Accompanying Persons' Program throughout the day

Concurrent Sessions:

Theresa Syer – Customer Service Workshop
Vito Finucci – Investment, Estate and Retirement
Marty Nisbet – Practical GPS
Terry Gillis – HR Compliance
Lawrence Arcand – Subsurface Utility Infrastructure Data in the Survey Environment
Hockey with Cansel
Convocation Lunch
Health and Safety
Province Wide Survey Records Index
Ontario Digital Cadastre Corporation
President's Reception
President's Dinner & Dance

FRIDAY, FEBRUARY 26th, 2016

Women in Surveying Breakfast
Accompanying Persons' Breakfast
Accompanying Persons' Program throughout the day
Reports
2016 Budget
Open Forum (Part 2)
Thanks to Guests
Closing Ceremonies

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President Travis Hartwick and Debbie Hartwick

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)

Wednesday, February 26th, 2016 – London, Ontario

OPENING REMARKS:

London, ONTARIO

--- Upon commencing on Wednesday, February 24, 2016 at 8:59 a.m.

OPENING CEREMONIES:

TRAVIS HARTWICK: Good morning, ladies and gentlemen. It is 8:59, so I would like to get this show on the road. Thank you all for coming. I appreciate it. I think we have a great meeting in store it for you. Land surveyors from across this fine province and beyond, we will commence our opening ceremonies with the singing of "Oh Canada." Today, one of our members, David Horwood, will lead us in the singing of our national anthem. Ladies and gentlemen, please stand for the singing of our national anthem.

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

TRAVIS HARTWICK: Thank you, David. I think it is very relevant and appropriate that our national anthem be sung by the very people that laid the framework for this great nation and what it is built upon.

Welcome, fellow surveyors and guests. I am Travis Hartwick, President of the association, and I will be chairing this year's Annual General Meeting. Will the 124th Annual General Meeting of the Association of Ontario Land Surveyors please come to order.

Proper notice has been given. The meeting had been scheduled within the terms of our governing legislation, the Surveyors Act, and a quorum of at least 15 members, as defined by AOLS Bylaw 2004-1, are present. I, therefore, declare this meeting properly constituted.

As with all AOLS meetings and seminars and in consideration for our speakers and fellow participants, I ask that cell phones and other electronic devices please 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, and \$200 should you dare to answer the call.

Donations will immediately go to the AOLS Educational Foundation, plus this year, every rule breaker will be notified in person by the Chair at the beginning of each day to ensure that their cell phone is silenced. The timing of the infraction will dictate the tone of the notice.

Just a note about the name badges, I know they are a fashion statement, and everybody wants to take them home with them and show all their friends, but I really appreciate them being returned to the front desk on Friday -- part of our looking after the environment.

Welcome all to this 124th Annual General Meeting at the London Convention Centre and DoubleTree Hotel. To all of our out-of-province guests I extend a special welcome to Ontario. I hope you enjoy your stay in Ontario wherever it may take you. I also hope you have a chance to enjoy the amenities and hospitalities that the City of London has to offer.

I am wearing the Presidential Chain of Office, which is the official symbol of authority of the president. This particular chain was worn in 1986 and replaces the historic chain that is kept in the archives of our association. I am actually the last name on this presidential chain.

A new chain of office has been commissioned and will be inaugurated at our President's Dinner and Dance on Thursday evening. This new chain will be incorporated for the first time at our AGM in Ottawa in 2017 as we celebrate our 125th year. I also want to draw your attention to this historic chain that we retrieved from the archives. This was chain was presented on February 14, 1967, by Bill Pocklington to the Association of Ontario Land Surveyors to be worn by the presidents in memory of his father. Bill made every piece of the chain, his father's compass, magnifying glass, and plumb bob -- this important piece of history will be on display at the archival booth.

Symbolic of our Annual General Meetings is the original brass Standard Measure used to control the accuracy of surveys in Upper Canada. This Standard Measure was deposited in 1851 with the Board of Examiners in Toronto. Engraved on the plaque on which this 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 artifact of our association and traditionally signals the commencement of our general meetings. The Standard Measure will be set out to call to order each session of our general meeting.

Our Sergeant-at-Arms for this meeting is Drew Annable. The responsibility of the Sergeant-at-Arms is to maintain the schedule and decorum of the meeting. He has been given the authority to use whatever means necessary to achieve this purpose.

It is also his duty to present the guard -- the Standard Measure. Sergeant-at-Arms, do you have the Standard Measure to present this meeting?

SERGEANT-AT-ARMS: Aye, sir. I have the Measure.

TRAVIS HARTWICK: Ladies and gentlemen, please stand while the Sergeant-at-Arms presents the Standard Measure.

--- (The Standard Measure is presented.)

You may be seated. Drew is taking on the persona of Colonel Thomas Talbot for this meeting. Mr. Talbot, would you care to address the crowd and tell them a little bit about yourself.

SERGEANT-AT-ARMS: Good morning. Surveyors have long had a close relationship with those who develop and settle the land. Mahlon Burwell was no different. Burwell was a surveyor who surveyed many of the 28 townships plus town sites and miles of roads for Colonel Thomas Talbot along the north shore of Lake Erie, laying roughly between Simcoe and Norfolk County all the way down to Windsor and Essex County and between roughly present-day Highway 401 and Lake Erie.

To honour land developers then and now, those who surveyors sometimes have a hard time living with, but definitely can't live without for they produce lots of work for surveyors and their staff, the Annual Meeting Committee has chosen the Sergeant-at-Arms this year to personify Colonel Thomas Talbot, who really was the first land developer in this part of the province, who for 50 years in the early 1800s, and of course along with his trusty surveyor Burwell, developed what became known as the Talbot settlement and brought some 60,000 settlers to this part of the province, then called Upper Canada.

Talbot became an officer in the British Army at age 11. He rose to the rank of Lieutenant Colonel at age 21. As an officer, he came to the new world and was assigned to be the aide-de-camp to the first Lieutenant-Governor of Upper Canada, John Graves Simcoe in 1791.

Simcoe was concerned about the ongoing threat from Americans crossing at Fort Detroit. He feared that they would come across the river and take over the western part of the Upper Canada district and eventually make their way east. His plan was to bring settlers to the area to help guard against the threat, for as well as settling the land, part of the duties of a settler would require them to be a member of the local militia.

Simcoe assigned Talbot to explore the southwest for settlement possibilities. Talbot quickly realized the enormous potential for agriculture and with Simcoe's approval returned to England to resign his commission and contract with the British

government to take on the task of settling the area along the north shore of Lake Erie.

For the next 50 years, he enticed settlers from the British Isles and many United Empire Loyalists from the States to come and settle in the Talbot settlement. Simcoe had moved on by this time, but Talbot was a thorn in the side of those who were running the provincial government at York, now called Toronto. He did things his own way and went over the heads of the authorities back to his friends in England for approval of those ways.

One example that will interest surveyors is the way he recorded who owned what. He had his own land registration system, being his maps on a wall. He used a pencil to mark down the ownership of the various lots he assigned out to settlers. He was very particular who he accepted into his settlement.

When folks arrived at his place at Fort Talbot, which was along the shores of Lake Erie a little to the west of present-day Port Stanley where the accompanying persons will go tomorrow, he quickly sized them up. If he didn't like the looks of the person or their attitude he would just simply send them away. If they objected, which you can understand they would because these people would have spent months getting there with all their worldly possessions, he would have his trusty servant Jeffrey sic the dogs on them.

If someone who had made it through that scrutiny and settled on the lands didn't follow up on their settlement duties and his rules, he would simply kick them out of the settlement. And since he had recorded their ownership on his map in pencil, he would literally rub them out and grant their lot to a new settler.

My period dress comes from the stages of the Stratford Festival Theatre. I would like to thank them for their virtual loan of it and my good friend Peter Moreton, who practises in Stratford, for arranging for it.

TRAVIS HARTWICK: Thank you, Drew. That was very well said.

Similar to England's understanding of the importance of connecting with the new land, we, as surveyors, too understand the importance of connecting with our profession. As we consider the theme of our AGM -- I look at our logo for this year's event -- we hope you see the regional groups defined. We see how these regional groups have come together to form a strong association of Ontario. We further see how Ontario is the focus of this meeting, but we are also part of a larger community, being the surveying community in Canada.

We also hope you see that the underlying map of Canada is similar to the logo of the 2017 meeting in Ottawa next year where we bring together for the first time three associations in an historic event in Canada's capital. We hope that the logo helps you consider our place here in Ontario, but also makes us question that if what we

are doing is really furthering surveying in our own business or if it is furthering surveying in Canada.

As with all official meetings, certain rules will apply. This meeting will be conducted in accordance with Sturgis Standard Code of Parliamentary Procedure. Past President, Jack Young, is our Parliamentarian, and we shall abide by his interpretation of the Code should the need arise.

I would like to review some of the guidelines for the meeting. The business portion of the meeting, our presentations, are being recorded. And in order that the minutes and proceedings of this meeting be properly transcribed, I ask anybody that wishes to speak to come up to the microphones during the course of the meeting and wait to be recognized by the Chair. The Chair is the guy with the funny thing on here, the chain. After being recognized, please state your name, hometown, or affiliation before speaking. The Chair, which is me, may find it necessary to restrict a speaker to one appearance on any subject.

All motions presented during the meeting must be in writing and signed legibly by the mover and seconder and forwarded to the Resolutions Committee and Chair before discussion. The Resolutions Committee includes the two newly acclaimed Junior Councillors, which are Andy Mantha and Peter Lamb, and myself, as the Chair.

The Chair will determine the method of voting for this meeting. We have decided that voting will be by raise of hands. I would remind you that, at this time, only active, licensed, registered, and retired members of the association are entitled to vote. Scrutineers other than members of council will be assigned if the need arises.

Our business meeting this morning -- which looks like it may be standing room only. There are a few chairs at the front here, gentlemen and ladies, if you like. We will start with commission reports and presentation by the Insurance Advisory Committee. At one o'clock, we have our Keynote Address. Our keynote speaker this year is Peter Devlin. Mr. Devlin is Fanshawe College's fifth president and will be speaking to us about collaboration. Being a retired armed forces Lieutenant-General, I am sure that, if you do not agree with Mr. Devlin at the beginning of his address, you will agree at the end of his address.

Following the keynote address, we will return to our business meeting and review Digital Plans, Continuing Education, Professional Standards, and the Province-Wide Survey Records Index. After the coffee break in the afternoon, we will hear a couple of reports from committees and review some initiatives that Council took place in. This will be followed by Part One of our Open Forum.

The Veterans' Dinner tonight is open to veterans and their accompanying persons. Hopefully you have signed up for that if you are a veteran. I have a little bit of mixed feelings on this event. I am a little bit disappointed that I am not invited

because I am too young, but yet I am also relieved that I am not invited because I am too young.

The Welcoming Party is also tonight, and it will be in the Exhibit Hall. I trust all will attend. This year we are trying a little something different with the hospitality suite. The hospitality suite will be located on the third floor of the hotel. There will be signs to get you through the maze because it is a bit of a maze. And it will be open after the Welcoming Party if you wish to continue conversations.

Thursday is our Educational Day. We will be going to take you out of your comfort zone a bit, starting with the presentation from Theresa Syer. Ms. Syer will talk to us about how to provide an exceptional customer experience when dealing with our clients and how to make them want to come back for more. We will continue our morning with concurrent sessions. And the Convocation Lunch, where we support our newly-commissioned surveyors, will be held at noon on the other side of the exhibitors in the other ballroom. Happy to say there are over 300 people who are going to attend that luncheon, so it should be pretty spectacular.

Thursday afternoon, we will continue our educational plenary session. We will keep you abreast of what is happening in the association and also help you prepare should some of your crews or your people be approached by the Ministry of Labour when they are on site.

Thursday evening, we will continue the itinerary started last year by President Dasha and hopefully turn the President's Dinner and Dance into a renewed tradition. I hope to see you all there to support our new president, Mr. Murray Purcell, and recipients of awards and citations. Even if you do not decide to attend the supper and ceremony, we hope that you will join us for the dance afterwards. The doors will open around nine, and admission is free.

Friday, we will complete our business session with reports and a second session of Open Forum. We are trying something a little bit new this year with the reports. We circulated them via the website, via e-mail, via the In Sight last week, and we will not read the reports verbatim. We will not have hard copies of the reports. But we will try to update you on anything that has happened since the report was written and allow you to ask questions, and we will answer questions about the report.

With that being said, I am sure you can look forward to a PowerPoint or a presentation by our Executive Director, Blain Martin. Hopefully, this new way of doing the reports will allow us a little bit more room for the Open Forum, and we will extend that offering and everything will wrap up by twelve o'clock, noon, on Friday.

I hope we will have time left for some good discussion. I urge all of you to contribute to that discussion and provide feedback. Please participate to the fullest. This is your meeting and is only as good as you make it.

INTRODUCTION OF AOLS COUNCIL:

It is my pleasure now to introduce your current AOLS Council. Please stand as you are introduced and remain standing, and please hold your applause until the end. President is myself, Travis Hartwick; Vice-President, Murray Purcell; Past President, Dasha Page; Senior Councillors, Jeff Buisman and Russ Hogan; Intermediate Councillors are Jeff Fee and Wikar Bhatti; Junior Councillors are Al Jeraj and Dan Dzaldov; Lay Councillors are Mark Spraggett, Patricia Meehan, Kathleen Gowanlock, Miranda Paquette, and Peter Meerveld, who will attend later on today. We also have staff members, Blain Martin, who is our Executive Director, and Bill Buck, who is our Registrar. Ladies and gentlemen -- sorry? And Sue MacGregor, our Surveyor General. Thank you, Blain. Yeah. That is the scotch from last night.

INTRODUCTION OF 2016 SPONSORS:

Again this year, we have several sponsors who have contributed greatly to help offset the cost of running our meeting. We wish to thank these sponsors for their tremendous support. Our sponsors this year are CG&B, part of Arthur J. Gallagher Group. I think they are up on the wall. And they are our event sponsor. Our President's Dinner and Dance is sponsored by Stantec Geomatics. Our platinum sponsors are Bob Morrow, the Connectors Insurance Group; Callon Dietz Incorporated; Cansel Survey Equipment; Geoshack Canada; iLookabout; Land Survey Records Index -- sorry. Land Survey Records Incorporated, not the index -- Protect Your Boundaries; Sokkia Canada; Teranet Inc.; and Tulloch Mapping Solutions Inc. Gold sponsors are Morgan Meighen and Associates. Silver sponsors are Cole Engineering Group Limited; Leica Geosystems Limited; PRL Info Systems, and MMM/WSP Geomatics. Coffee break sponsors are the North Eastern Regional Group; the South Central Regional Group; and the Hamilton and District Regional Group. The Meet and Greet last night -- which I think went over very, very well -- is the South Western Regional Group and the Eastern Regional Group. And our Convocation Luncheon is sponsored by J.D. Barnes Limited. In total, this sponsorship has contributed over \$32,000 to the success of this AGM. AOLS wishes to thank all of our sponsors for their generosity.

ACKNOWLEDGMENT OF ARTICLING STUDENTS:

At this time we want to acknowledge some of our articling students. We are trying something a little bit out of the box this year, a little bit different. I saw this at a couple of the other AGMs and I thought it was great, so I wanted to implement it here today and see how it goes.

I am asking that the articling surveyors, so the surveyors who have an articling student, approach the mic, introduce their student, say one or two sentences about their student, and the student can stay at their seat -- they don't have to come up to the mic, they can stay at their seat -- but I ask you to stand. I ask the audience to hold their applause until all of the articling students have been introduced. So who wants to start? Here we go. Good.

IZAAK DE RIJCKE: Good morning and thank you. Yes. My name is Izaak De Rijcke, and I am an articling principal. Somebody has got to go first. Right? My student is Kevin Wahba, and I don't know if he is here or not. I believe he is, but maybe just -- there is the man. Yes. Thank you. A sentence or two. Kevin is a graduate of Geomatics Engineering at York University. He has been working with me for over a year. Thank you.

MARTY NISBET: Good morning. Is that working? Yes. Good morning. I am Marty Nisbet, land surveyor from Sarnia. I would like to introduce my two new articling students, Mr. Marcin Bielen and Mr. Rob Pearlman, both from our Toronto office.

HUGH COUTTS: My name is Hugh Coutts. I am with RS Geomatics. It is kind of interesting. My articling student actually owns the business.

TRAVIS HARTWICK: Who is he, Hugh?

HUGH COUTTS: It is a mouthful. Shajieeshane Rajakulendran. He is standing back there on the wall.

JASON WILBAND: Hello. My name is Jason Wilband with AGM here in London. We have an articling student, just signed actually in January. That is Rob Wood. Good morning.

ROY MAYO: I am Roy Mayo. I am with MacKay Mackay & Peters in Burlington. My articling student is Aisar Bheri. He immigrated to Canada about five years ago. He is a licensed surveyor in Israel and a Professional Engineer and he graduated with a Masters in Geomatics.

JAMES FERGUSON: My name is James Ferguson with Tulloch Mapping Solutions in Ottawa. We have an articling student. Her name is Srishty Ramakrishnan. She is a York University graduate and an EIT as well. She is articling in the field of geodesy.

ROBERT HALLIDAY: Good morning. Bob Halliday from Espanola with Tulloch Geomatics. My articling student is Mark Mayne behind me here. Mark has been with me in Espanola for about a year now. He graduated from UNB. Welcome to the meeting.

DAVID DORLAND: My name is Dave Dorland. I am from Sudbury, Ontario. My son, James, is articling. He is a graduate of the University of New Brunswick. He has been with me as a surveyor and helper and now articling student since about age nine. His brother, Brian, and he are partners in the company. Brian is yet to get to the stage of articling, but they are both wonderful, competent, helpful young people.

TED VAN LANKVELD: My name is Ted Van Lankveld from Brampton and my son, Michael, is my articling student. He actually has his Masters in Economics and decided to go into surveying after. Thank you.

SPIRO SINNIS: Good morning. Spiro Sinnis, Stantec Geomatics in Markham. I wish to introduce Rob Leiper. Rob is articling with us the last two years. Rob is a graduate, University of New Brunswick, where he got a Bachelor of Engineering degree. Rob is a key member of our team in Markham.

BARRY CLARKE: Barry Clarke from A. J. Clarke and Associates in Hamilton. We are fortunate to have two articling students: Adrian Popescu has been with us about three years and is getting close to completing his articles. We have another articling student, Nick Muth who is standing over by the door there, who came through the Ryerson program. He has his PhD in geomatics.

NEIL MILNE: Neil Milne, Hewett and Milne from Owen Sound. I have an articling student. Her name is Trisha Snow, a graduate of UNB. A very bright young lady. Currently, she is on maternity leave or she would like to be here. I hope she gets back soon.

THARMARAJAH SHANMUGARAJAH: My name is Tham Shanmugarajah from Vaughan. I have two articling students under me. One is Annie Fernandes and Sammy Hanna. Articling.

JEFF BUISMAN: Jeff Buisman from Van Harten Surveying in Guelph. We have one articling student, Luke Wilcox. There he is. He is also my son-in-law.

ROSS DENBROEDER: Ross DenBroeder from Rady-Pentek and Edward Surveying, representing Paul Edward. We have a student, newly graduated from York University, Shan Goonewardena.

ALISTER SANKEY: Good morning. My name is Alister Sankey from Searles Surveying in Mississauga. I would like to introduce Kirandeep Randhawa. Kiran? She is behind me. Kiran is a graduate from York Geomatics, and she started her articles last July. She is doing a fabulous job so far. And I do have another student that is coming on, and I would like to introduce him because I think his grandfather here is Mike Maughan. Is Mike here too? So Ben Kihara is going to start his articles in the next few months. Is Ben here? There is Ben back there too, standing next to Kiran. Thank you.

MARVIN MCNABB: Good morning. I am Marvin McNabb from MTO up in Thunder Bay. Our articling student is Natalie Vibert. Like the gentleman on this side of the room, she is off on maternity leave. But she will be back in the middle of March, and we can't wait for her to come back. Thanks.

TRAVIS HARTWICK: That went a little bit better than I thought it was going to go. So that is great. Are there any other articling students here that maybe their articling surveyor didn't bother to show up today?

Anna? You are not articling?

ANNA AKSAN: Anna Aksan, Toronto. I have two students. There is Devis Biku. He is an immigrant, and he graduated from geomatics in Albania and then took the courses at Ryerson and is articling for about a year and a half. I am hoping he will be going to his exam in November. The other one, Kevin Major, a structural engineer from U of T and changed his mind and wanted to become a surveyor so took also Ryerson courses and is articling for about two years now. He is here but didn't show up yet. And he is my son.

TRAVIS HARTWICK: You have to get a little bit of a bigger stick for him Anna or something. You know?

ANNA AKSAN: (inaudible)

TRAVIS HARTWICK: The bar. Yeah. I know all about that. I wish to thank the surveyors for affording their students the opportunity to attend. I ask the students to certainly participate in the discussions. Don't be shy. Come up to the mic. We certainly want to hear what you have to say.

INTRODUCTION OF GUESTS:

Also joining us over the course of our meeting are a number of guests representing our other provincial associations. I would like to now introduce our guests and their accompanying -- I will just introduce the guests. We will do the accompanying persons at the President's Dinner and Dance. I have asked one representative of the guests to speak at our closing ceremonies, which I am a little bit nervous about, but that will happen on Friday morning.

I do extend an invitation to all of them to take part in our deliberations over the course of the meeting and provide input as they wish. I am certain they will provide valuable assets during our meeting.

We seem to have gone west to east during most of the tour, so I will keep to that itinerary. Our guests are: From the Association of British Columbia Land Surveyors, President Bronwyn Denton; Alberta Land Surveyors Association is President Greg Boggs; Association of Saskatchewan Land Surveyors is President Chris Kuntz; Association of Manitoba Land Surveyors, President Michael Pare; Ordre des Arpenteurs-Géomètres du Québec is President Pierre Tessier -- I haven't seen Pierre yet, but he will be here -- Association of New Brunswick Land Surveyors' president is Dave Parkhill; Association of Nova Scotia Land Surveyors, President Jim McIntosh; Association of Newfoundland Land Surveyors, President Cliff Hawco; Association of Canada Lands Surveyors, President Anne Cole -- I

haven't seen Anne yet. She is one of ours too, and she is not here. I will have to talk to Anne about that -- Professional Surveyors Canada, Chair Wilson Phillips; New York State Association for Professional Land Surveyors, Patty Brooks and Rick Brooks; Minnesota Society of Professional Land Surveyors, President Dan Skinner; Association of Canada Lands Surveyors, Executive Director J.C. Tetrault; and Ordre des Arpenteurs-Géomètres du Québec, Executive Director Luc St. Pierre.

Did I miss any of our guests? Sort of like I did with the Surveyor General. No? Fellow surveyors, our guests for this AGM.

At this point, it has also been customary for us to introduce AOLS' good friends from New York State, Malcolm and Janice Shaw. Unfortunately, Mr. Shaw passed away in October of 2015. We just want to let Ricky and Patty know that we enjoyed Malcolm's company over the last 30 years at our AGMs, and he will be dearly missed.

TRIBUTE TO DECEASED MEMBERS:

There are also, unfortunately, Ontario Land Surveyors who can no longer attend our meetings. I will now read names of those members who have passed away since our last annual meeting. Please rise and remain standing for a silent tribute today as we remember:

Lawrence U. Maughan, No. 981;
Andrew Gibson, No. 918;
Albinas Tarvydas, No. 937;
Alexander McEwen, No. 784;
Michael John Terry, 1514;
Robert Hanson, 1241;
Herbert Todgham, 682;
John Stewart, CR53;
George Douglas Coggan, 1414;
James D. Nisbet, 926;
Douglas Hugh Black, 729;
Jim Kenneth White, 1180; and
George Bracken, 1054.

Does anyone know of any other members that have passed away since our last Annual General Meeting?

UNIDENTIFIED SPEAKER: Alex Wilson, Mount Forest, who passed away yesterday morning.

TRAVIS HARTWICK: Alex Wilson, Mount Forest, who passed away yesterday morning. Thank you. Let's observe a moment of silence for our deceased members. Thank you. You may be seated.

Report of the scrutineers. Unfortunately, there was no election this year. I always like to see an election. I think in my platform, when I ran for Council, I think it is

great to have an election. But unfortunately, we did not have one this year. Therefore, there was no need for scrutineers.

INTRODUCTION OF NEW COUNCILLORS:

But I can report that we had great candidates nominated for both Junior Councillors, President, and Vice- President. I am pleased to announce that your 2016 President is Murray Purcell; Vice-President is Russ Hogan; and your 2016 Junior Councillors are Andy Mantha and Peter Lamb. Please join me in congratulating these new members to our leadership team.

I would now invite Vice-President Hogan and our new Councillors, Andy and Peter, to say a few words. Russ?

RUSS HOGAN: Thank you, President Travis. I just wanted to thank everybody for their support -- ongoing support -- and I look forward to continuing on Council for the next few years. Thanks.

TRAVIS HARTWICK: Thanks, Russ. Andy.

ANDREW MANTHA: Thank you, Travis. I am Andy Mantha from Windsor. First, I guess I was remiss. I have an articling student, I would just like to say. She didn't make it. I invited her here, but she couldn't make it -- her name is Ruth Mannina. She is a graduate from Ryerson. And also my son, here, Sloan, is an articling student with Michael Fisher, who seems to be missing in action as well. Anyways, I thank everyone for their support. It is going to be a busy year. I attended my first Council meeting yesterday. It was an eye-opener. Lots to do. It seems like we have a good team ready to roll up our sleeves and get working. Thank you.

TRAVIS HARTWICK: Peter.

PETER LAMB: Thanks, Travis. I want to say thanks to the Council. Yesterday, when I attended their first meeting, I was received very warmly. It looks like it is a smooth-functioning group. Meetings roll right along, and everybody seems interested in helping progress with the various initiatives on our way. Thanks.

TRAVIS HARTWICK: Thanks, Peter. We will hear from our President-elect, Murray Purcell. I don't want to give him the mic because he will steal the show on me. So I am going to tuck him away until the President's Dinner and Dance on Thursday evening. Murray assures me if you haven't bought your ticket yet, you need to buy a ticket because he has many, many words of wisdom and it is a speech that you don't want to miss.

I would also like to thank the Nominating Committee. I think the Nominating Committee did a great job this year. They put forward a very solid list of names for your 2016 Council.

As part of our business meeting, we need to address the minutes of the 123rd Annual General Meeting. Executive Director, Blain Martin, please present the motion regarding the minutes of the 2015 meeting.

MOTION TO ACCEPT THE MINUTES OF THE 2015 ANNUAL GENERAL MEETING:

BLAIN MARTIN: Blain Martin, Stouffville, Ontario. I am the Executive Director of the Association for those of you that don't know that. As the Executive Director, I would like to present this motion:

Be it resolved that the proceedings of the 2015 Annual Meeting as printed in the 2015 Annual Report be received. It is moved by myself and seconded by Registrar Bill Buck.

TRAVIS HARTWICK: Any discussion on the motion? All those in favour, please raise your hand. All those opposed, please raise your hand. Are there any abstentions? Motion is carried. Thank you, Blain.

Last year, our then-president, Dasha Page, threw out a challenge concerning membership. Her challenge was for us to register 36 surveyors between the 2015 meeting and the 2017 meeting. As of tomorrow, we will have seen 14 new surveyors in 2015. This leaves us with 22 surveyors to commission in 2016. We currently have over 70 articling students in our system. I wonder if the challenge will be successful. I wonder who will be the lucky surveyor who will get the licence No. 2017 in 2017 in our national, capital city of Ottawa and in our 125th year and Canada's 150th.

I believe the key for the articling surveyors and firms is for the firms to support their articling students. We have seen a great example of support earlier in those in attendance. I really appreciate those articling surveyors allowing their students to come to this meeting. I think it is important that they are involved. I think it is important that they have a say.

We also have seen another great way and that is to support financially. Our Educational Foundation is always looking for support. Since 1975, 78 award winners have become OLSs. Currently, 17 of our articling students are Educational Foundation winners. I think it is important that we support the Educational Foundation. I think it is very important that we have articling students and support those articling students.

At this time, maybe, what I would like to do is run a little video here, and then we will have a small break.

--- (Video is played.)

TRAVIS HARTWICK: In true lawyer fashion, I have to say that, in no way, does the AOLS support any firm or no firm. And, in no way, do we support or not support any of the vendors or non-vendors that we see in these videos. These are purely fun videos. We just wanted to take an opportunity to show some of the neat things that are happening in social media, on YouTube. And hopefully, you enjoy that.

What I think we will do right now is we will break for half an hour. We will come back at 10:15. We will continue with the meeting and we will start with the presentations from our different committees. We will break for half an hour. Thank you.

--- Recess taken at 9:48 a.m.

--- Upon resuming at 10:21 a.m.

TRAVIS HARTWICK: Okay, folks. It is 10:20. I would like to get going. Just a couple of things before we get started. Number one, anybody that is following along on the agenda, just throw that agenda out. It is no good anymore. Also, I think there are some questions about washrooms and that sort of thing. The washrooms are at the far end, on the east end of the building. On this floor and the floor below, there are washrooms there, if anybody needs to have them. Just in the interest of fire safety and that, exit at the front. There are also exits at the rear, if you need to do that. And we will do so in an orderly fashion. Yeah. Both ways.

Before our commission reports, I want to introduce Charlie Wilkins, and let him give a brief update on the commemorative history of the Association that he is writing for our 2017 Annual General Meeting. Charlie.

CHARLIE WILKINS' PRESENTATION:

CHARLIE WILKINS: Thank you, Travis. Let me get some glasses on here that will allow me to see what I am doing. It is very, very nice to be back among you. I enjoyed my time last year at Huntsville, and so far I am enjoying my time already. I feel as if I am back amongst old friends, and that is a nice feeling.

Our book is going along well. I have been asked to deliver a very, very brief sample of it. We keep delivering brief samples to you. The small sample that I am going to read you, which will take about two or three minutes, will give you -- it comes at the end of a rather lengthy preface to the book and sort of evolves over into the book proper. It will give you a tiny glimpse of how this book has gotten written and a one-minute history of surveying in Ontario. There used to be these Shakespeare -- it was almost comedy Shakespeare -- it would be Shakespeare plays in two minutes. That is what we are doing for the history of surveying. And it ends with all of us snuggling up to a book, which will be our book. It will be ready for you to snuggle up to by next February.

I had been talking at this point a little bit about the old firm of Marshall Macklin Monaghan. I think I have those names in the correct order. Three M, and how it has evolved into the great WSP Global, with all of its employees and offices and so on. And come to this paragraph:

Such stories of success on a grand scale -- I mentioned how it had come a long way from the firm's first small office on Merton Street in Toronto. Such stories of success on a grand scale are an equally long way from the toasty little archive in the AOLS offices where, over the course of months, I often worked late into the night on the book you hold in your hands -- well, you will hold in your hands by next year -- sometimes, in the wee hours under the glow of the fluorescent lights lulled by the hum of the heating or ventilation systems -- I was often there alone in the middle of the night -- I would get tired of browsing books and transcripts and the Internet thinking about boundary-making and technology, and for a break, would get up and walk around the office examining the tiny little photos on the walls, the maps, the art, the posters, the certificates, the honour rolls, and the heraldry where I would descend the stairs into the basement, make a cup of tea in the lunchroom, have a snack, read a magazine.

Occasionally, as a diversion, I would go back out into the hall, and feeling a small version of the excitement one feels during forbidden activity, would open a secret steel door with my passkey, which led to where the Association's collection of antique surveying equipment is stored. There I would open one or more of the heavy wooden cases, examine the treasures, and sometimes lift an item from its felt-lined resting place.

On a night in May, 2015, on an impulse, I took an old, wooden tripod from the room, set it up in the hallway, and bolted a transit to its head, and took a look to see what I could see down the hall -- which was maybe, like, my lunch or something. Right? -- and for half an hour thereafter fussed happily with the old theodolites and compasses and circumferentors.

It does not take much under such circumstances to get the mind spinning. And that night, back at my desk in the depths of my imagination, I invented a surveyor, a time-traveller, who I envisioned ghosting through the pages of our book, along the trails and waterways of Upper Canada. A mapmaker. A treaty maker. A student of the transit and chain. Confederate of Holland, Wilmot, Unwin, Rankin, Jones. In attendance at the founding of the AOLS. Player in the great survey of 1900. Reveler in the glories of the forest. Seasoned by hardship. Builder of the province, of townships and farms, of roads and railways, and now into the 20th century, of highways, power dams, cities. A survivor of wars, depression. Now riding the boom years, the mining claims, the seaway and freeway, the pipelines and airports and suburbs. By 1970, our traveller, like all young surveyors, has acquired a degree, then a desktop, a laptop, a total station. By the turn of the millennium, he is no longer a he, but a she. An Erindale or Ryerson or York grad, perhaps from a small

country. Rookie at articles, master of technology, wiser than we might have imagined, more knowledgeable about the past, more prescient about the future.

As the reverie deepens and then resolves, we see our young traveller moving as in a dream across a landscape, a province, past forest, fields, flood plains, cities, arriving finally at a height of land, a precipice. Behind her, the familiar. Before her, the unknown. She walks to the edge confident in her knowledge and in herself.

She is carrying neither a transit, nor a total station, nor a GPS, nor electronic device, nor a screen of any kind. She is carrying, rather, a book. An old-fashioned thing. A throwback to the time in which her travels began. She opens it, absorbing at a glance, its photos and illustrations and maps. She exams, ponders, laughs. It is not a textbook, not an instruction manual, nor an analysis. Not a history book either. But a storybook whose lives are her lives. Whose stories are her stories. Our stories. These stories. Whose celebration is her celebration. She stands at the edge of the world. We stand beside her, and with the turning of the page, begin to read.

That will be what you will be reading next year at this point. Thank you very much.

TRAVIS HARTWICK: Thank you, Charlie. Really appreciate that. And I just want to give you a small token of our appreciation. This year we are making a donation to Fanshawe College on your behalf.

CHARLIE WILKINS: Fantastic. Thank you.

TRAVIS HARTWICK: Right on schedule here. I guess we will start with Jeff and his commission report. Jeff is going to speak to us this morning about the Outreach and Professional Education Commission.

OUTREACH AND PROFESSIONAL EDUCATION OVERVIEW:

JEFF BUISMAN: Thank you, Travis. I am Jeff Buisman, one of the Councillors. And I am the Chair of the Outreach Commission.

We have three commissions. We have three commissions because we have eight committees in one, eight committees in another, and six in another. That is 22 committees or task forces. That is an awful lot.

So how do we keep track of this at Council and how do we stay connected with them? We established these three commissions. Each commission meets three times a year in a conference call with all the committee Chairs, along with the AOLS rep, who I am for the Outreach. We found especially that there is great collaboration and we avoid duplication. We work together. I am finding there is positive interaction. We are learning from each other, and as a result, we have better committees. Most importantly, it strengthens Council's interactions with the committees and understands what is going on and, especially, what is not going on.

If committees are not meeting, that kind of thing, we are much more in tune. We started this a little while ago, and it has been great.

I am just going to talk about the Outreach Commission. And Murray will talk about one commission and Jeff Fee will talk about the other.

Outreach Commission. There is a long list. I am not going to read them all, except that I am going to talk about them all. The top six are committees and the bottom two are task forces. There are lots of acronyms. Let's see if I get the acronyms right. I will at least go through them once so that you understand the particular committee.

First of all. Thanks. Not thanks for this presentation, but thanks for all you who participate. I know you are supposed to have brought up slides that you can read, and you may not be able to read this, but it gives you a flavour of all the people in all the eight committees who are involved. There is a long list of names, and I say thank you to every person -- and many of you are in this room -- and your involvement in these committees.

If there is anything that is common in our commission -- this is called the Outreach Commission -- a couple of things we are working on is recruiting candidates to become surveyors. Another strong theme of course is informing the public about what surveying is about. Becoming better surveyors, the ones that we have. And what I am seeing too is really coordinated efforts amongst our committees.

This year, I am going to say, has been a year of success. And I think that the efforts over the last several years are paying off. You will hear probably several times over the next several days, we have right now 71 articling students. That is the highest for at least a decade and, I was talking to somebody this morning that is probably double what we had maybe five years ago.

I talked to Izaak de Rijcke the other day and he said that his classes in Survey Law 1 and 2 are classes of 30 students. In 2015, there were 57 evaluations. That is when somebody wants to become a surveyor and gets their courses evaluated. That is double that of 2010. We had 12 new OLSs in 2015. And I put down there that in 2017 -- it has been mentioned already -- that we need 22 more members to achieve number 2017 in 2017. I would say we have had great success.

What are the factors? We kind of like to think maybe our committee is doing it, but we are not going to take all the credit. There has been a salary study. We think the positiveness of that has gone out there. We thank you who are doing a better job marketing the industry. Maybe the youth are becoming enlightened to say, "Hey, there is a great place to be." I also think there is a strong Ontario economy. I think firms in Ontario are doing well, and I am assuming, by the results of the salary study, paying their staff well. It is probably just a combination of all of these factors

and maybe more. But we like to say that maybe our committees have done something and those efforts are paying off.

One of the committees is the Public Awareness Committee. PAC. They are working constantly on having a good brand of the AOLS. Working on the public awareness of the geomatics. They will help on the marketing, the public side of our website, and the marketing advantages of our GIM managers. They also support the committees and the other committees that are in, sort of, related, public awareness, kind of, thing.

What is nice is that they have a solid action plan. And that plan is I forget how many pages. Nice cover, and it says what we are going to do this year and every year they fine-tune it and improve upon it. These are some of the conferences they attend. I am not going to go through the list, but you can see that list here.

Some of their achievements. They have a PAC booth. They have been working on the survey monument protection -- helping them in the promotion of the Survey Monument Protection Task Force. They have been involved in career fairs. They have published in a number of magazines. Including the In Sight Newsletter. And involved the GIS days at a number of places, including high school and the two universities lists.

There have been some excellent articles. And there are references to the articles. Some of them are on UAVs and GIS articles. The land detective article was in a cottage magazine of some sort, a great two- or three-page article highlighting Paul Miller Surveying but making the job of surveying just really interesting. So I bought 25 copies of that magazine, so I could hand it to potential surveyors to say, "Hey. Read this. This gives you a good glimpse of what surveying is about."

The dedication of these committees is great. Our chair, he would love to be here, Michael Matthews. But he is actually attending the Ontario Good Roads Association and manning the booth there, so he is at that conference right now.

These are some of the things they are planning for this incoming year. A questionnaire to us. They hope to have an updated brochure on SRPRs. The careers email graphic is created, and they are going to make that available to us members. They continue to support the different committees, and we will talk about those other committees in a minute.

Next committee. UCSLC. You can't say that one too fast, but it is really the liaison with the universities and colleges who have surveying programs. This committee we, kind of, resurrected about a year ago. So this was the year of really laying down the foundation for this committee. It is their first full year in operation, and they established a terms of reference to get going.

WIKAR BHATTI, the chair of this committee, really wanted me to highlight the success that they have had at Loyalist College. It is a college in Belleville. They have spent a lot of effort on establishing a good relationship with this college. They have a two-year program for field staff. The success has paid off. That survey program enrolment doubled this past year. A bunch of surveyors have donated equipment. They had a job fair, and quite a few firms from Ontario attended that job fair at that school. So, really, the Loyalist program for surveying has been rejuvenated. I am giving the credit to the committee. Maybe it is other factors again, but we are happy to hear that success.

This committee is looking at the idea -- or I should say Loyalist is looking at the idea of a co-op program in surveying. The committee, they are hoping to, maybe -- the success with Loyalist bring to other colleges. They also did do a Survey Monkey, I think, last fall the membership regarding your preferences for what you would like to see from the college programs, and they are reviewing those results. Next committee. Geomatics Recruitment and Liaison. This committee did some re-evaluation this year. They approved their terms of reference and set up a tactical plan similar to what the PAC committee is doing. They have just organized their materials. They have a questionnaire for articling students as they come in. What brought them there? Why are they there? So we can learn better what attracts them. They have had some publications in the In Sight Newsletter. And they are attending career fairs at the high school level.

Their biggest success story is the Richmond Green project. We talked about this a little bit last year in that some equipment was donated to this high school in the Toronto York area and that they had developed a course for geomatics. What is exciting is that those teachers who developed that course are now writing a curriculum that can be used in other school in Ontario. This is a good potential for this to be part of the high school curriculum, not in every high school, but hopefully one in every city.

What we see now is the challenge to get that curriculum to be used in the local areas. And the local areas might need surveyors to help. Whether they help to visit a class and to help teach or to loan or donate equipment as well to those high schools. We are thankful for Maureen Mountjoy at the Association who continues to move this project along. This is a picture of Maureen with the Richmond Green school program.

This committee is also working with the ACLS on a new brochure for high schools. And they are looking at the idea of a co-op program for high schools. I want to thank all of you who have spoken at high schools about surveying. This committee tells me they are always looking for volunteers to speak at high schools, so please volunteer if you have that chance or that desire.

Next committee. CEC. Continuing Education committee. Their main job is to establish courses and provide educational opportunities to us members. It has been

a tough year with the CPD ending its three-year first round and dealing with lots of people who did not get their credits in time. It has been a challenge this year. They have spent a lot of time on that at the end of the year. They are also in the steps now of evaluating the CPD program, the administration, and how can we do it better the next time around.

But they also want to get back to their main focus of setting courses that we can take. You are familiar with the measurements analysis course -- or adjustments course that Paul Wyman has been doing. Izaak de Rijcke has a rigorous course on common law. And he is working on an easements course right now. They will continue to look at other sources for courses. Tom Packowski, the Chair of this committee will be speaking more about the CEC on Wednesday afternoon.

The AERC. They are the ones who review and issue a test for licences and so on. I am going to say we are seeing the fruits of their changes over the last couple of years. You remember -- first of all, I am talking about the good numbers I talked about earlier and the changes in the articling process, they are saying, are working great -- they are very happy -- as well as the online statutes exam. It is working well. They are actually making a push to look at the students who have been "articling" for many years but not getting it done. They are pushing them a little bit.

If anything, when we meet, this committee just gives us great news, and I am very happy to hear that. And I am thankful for Nancy who has been the Chair. She is moving on, but she has been a great Chair on this committee and a driving force to make it happen.

Next committee. Marketing and recruitment. This is really not a committee. This is a task force. We started this out -- we had a strategic planning session last April. And we talked about marketing surveying, and Andy Shelp put up his hand and offered to head this task force up. They were considering a marketing program. But we have seen some recent changes at PSC, that is Professional Surveyors Canada, and this has led to a re-evaluation of what kind of marketing program.

We see PSC doing an aggressive marketing campaign on surveyors. And I make this reference here, like, you may have seen the TV commercial with the professional accountant in the helicopter one time and then next to the farmers' combine later on in the same day. My accountant doesn't have that exciting life, but they are promoting the excitement of an accounting world. This committee has decided to work and collaborate more with PSC than doing their own thing.

The C of R. Certificate of Registrations task force. What we are finding is that the number of -- I believe this is the number of GIMs right now is 48. They were down from 65. This task force is looking at how to evaluate and how to strengthen the C of R program that we are offering. We are seeing a need for changes in the articling system and the services we provide -- really, the whole value proposition. We are looking at that again.

So the idea came, "Let's do a SurveyMonkey on the C of R members and see what their feedback is." We looked at that. A SurveyMonkey was developed but not issued. A CPD issue came in the way. A fees increase came up. This committee also looked at the idea of exit interviews. Now, we are, sort of, thinking maybe a Survey Monkey is not the best way, but let's have a roundtable discussion with some C of R members and get their direct feedback, rather than just a questionnaire -- but let's have more of a discussion. So we are hoping to see that kind of discussion happen in March.

This task force, maybe things have not moved as quickly as we had hoped, but we feel it is moving in the right direction. And we see a lot of work coming in this task force in the coming year.

The Website Committee. We are generally satisfied with the website. Even as Council, we sometimes say it is not completely intuitive on how to go to the next page, but it is working quite well. The Website Committee is quite satisfied, and they continue to deal on what we call tickets or requests on things to be done. Already, another rebuild is being considered. There were a couple of outages on the website in the past month just that you may have come across that, but that has been dealt with. If we do go for this major build, again, that will require some money and patience on our part as that moves along.

In summary, started out -- I think there has been great success in this commission. We have seen the great numbers. As I said, we have six committees, two task forces, with the goal of really strengthening the public understanding, getting more surveyors, strengthening our surveyors through continuing education. And we could always continue to have your help in the public relations part of surveying. I am going to say we are quite pleased of the collaboration that this commission has achieved with these committees working together.

So thanks and I will pass the next one on to Murray.

TRAVIS HARTWICK: Thanks, Jeff. Certainly appreciate that. And just a small token of our appreciation for putting that together for us and presenting to the members. A donation to Fanshawe College.

Next is Murray Purcell, our Vice-President.

PROFESSIONAL STANDARDS AND PRACTICE OVERVIEW:

MURRAY PURCELL: Good morning. The Professional Standards and Practice Commission teams, AOLS committees and task forces together which essentially deal with the day-to-day operations and future operations of creating geomatics-based products. These are the eight committees and task forces within this commission. This report is basically a brief synopsis of the year's activities.

Some of the groups within this commission have also reserved time later in the day, so I will be brief in those summaries and encourage you to attend the seminars as they come up.

Within each of these groups, I wish to recognize the member volunteers and to thank them. So I have done that, and you will see that as we, sort of, play through here.

The first committee or task force is the Monument Protection Task Force. This is our committee, headed by David Lamont. This task force manned a booth at the Ontario Good Roads Association. They showcased the special provision for Municipal General Conditions of Contract, which is on our website at this point and it was well received. They have also prepared an informative PowerPoint presentation of monuments for utility and municipal user groups. The name of the presentation is called Locate Archive Process Protect. It is essentially the protection of survey monumentation. This was presented to Council this week and was given Council's approval and encouragement for use.

Within this PowerPoint, this is basically the agenda of the items which they go through. The presentation actually breaks down the topic of monument protection into its simplest form for those who are less educated in terms of what it is we are dealing with. So it is essentially educating the public of the importance of maintaining the public protection.

One of the slides within this PowerPoint speaks to what is happening with Ontario's survey infrastructure. There is a staggering estimate of the damage that is taking place: \$600 million in damages, 50 of that is the primary survey monuments and 75 percent is the secondary survey monuments. It is quite evident that monument damage is having a financial effect on public protection of property.

The Underground Utilities Committee. This committee struggled this year with a chairperson. We now have Dave Urso on as Chair and look forward to his leadership in putting this committee back on the rails. So there is very little to report in terms of this. There were some new members that were added. That was through the In Sight advertisement, and I thank each and every person who responded to that ad. There is definitely some synthesis between monument protection and the task force -- sorry. Between the Monument Protection Task Force and this.

Discipline Committee. The Discipline Committee has updated the procedural manual. It is at Council for review. It is also within the Discipline Committees, as a whole, for further review. Special thanks to Wayne Brubacher for his efforts in moving this along.

There have been two discipline panels struck. One hearing is underway, and the costs as you will find out later are extreme. We have more members added, LGAs

and members added to the committee to ensure that we have sufficient panel members to exist and that conflicts of interest are prevented.

Survey Review Department. This committee essentially holds meetings as required. Some of the information provided to the review department is through Tim Hartley as the review department as opposed to the committee. There are 45 comprehensive reviews taking place this year, 81 surveyors, and 83 field exams.

The committee itself is having further discussions and actions with respect to peer review for C of R members and how to fund it. Reference plans and field notes. Are field notes necessary when researching reference plans? And an update of the comprehensive exam questionnaire -- the exit questionnaire.

Complaints Committee. Special thanks to Andrew Mantha for his efforts on the committee. Andrew has now stepped on to Council which is nice to see. He has spent a lot of time on this committee as you can see starting in 1999 and chairing since 2006. He has done a wonderful job. I know Dave Kovacs is going to do a wonderful job taking over for him.

Patricia Meehan is the Complaints Review Councillor, and she has met with the committee and reviewed the guidelines. The committee outlook seems to be, sort of, as an educational tool as opposed to being anything threatening so to speak. It is, hopefully, educational for both the public and for the OLSs. They meet almost monthly, and they are a very active committee.

This year was better than most. Complaints for the year, there were nine from the public, three from OLSs, and two referrals from the Registrar. The common complaint topics still seem to be field note exchange and right of entry. The latest version of the Complaints Committee Procedural Manual has been created or prepared and is now available for download off the website. The committee is looking forward, actually, to using the new procedural manual that was prepared from the Standards Committee to help in itemizing their decisions and educating the members pre-complaint.

Just as a statistical graph, this shows where our complaints are over the last 15 years. As you can see, 2015 is a better year than most. We are below the average, and we are much below where we were last year, so that is good news.

This is a statistical page that was provided by Bret Magee last year. Nothing has changed really. Statistics are pretty much the same, I guess. There are some interesting items. One hundred and twenty-four members have had one or two complaints against them. I think most of us would admit that we have a skeleton or two in our closet. Sometimes they raise their ugly head, and it is all about being educated and moving forward from there.

Professional Standards Committee. This is a big committee. This is an active committee. The new procedural manual is out, up and running. The webinar was provided to the membership to assist with its use. Jack Keat did a wonderful job on that, I thought. And it is now on GeoEd if anybody wants to refer back to it. Just a reminder that if you are using a downloaded copy of the manual that you should continually check for updates because it is sort of a manual that is morphing as it moves forward. Sketches still remain a hot topic. We all agree that there is a place for a sketch and surveyors are reminded, until we come up with the bulletin that we should be ethically abiding by the Acts and the Regs. Bob Halliday is providing a presentation later today, so I won't go any further on that.

Province-Wide Survey Records Index Task Force. The task force has been working really hard this year. Brian is really moving this thing along as best he can. It is not moving quite as quickly as he had hoped, I suppose. But in our minds the efforts are clearly there. At this point, they have posted a request for information to the service providers through MERX with hopes of getting a better understanding of where the costs are coming from and what we are dealing with in terms of providing something to the province as a whole. That response is due in March. And the hope is that the task force can then provide a data summary of all the information and present it to council so that we can figure out financially and otherwise whether we want to move forward. Brian is also providing a presentation later today after the break.

Digital Plan Submission Task Force. This task force has been working with Service Ontario to ensure that our interests and those of the public are served. Service Ontario is moving to digital plan submissions. The task force is essentially broken into two tasks or categories to investigate the possibility of digital submissions based on PDFs or digital submissions based on AutoCAD. Obviously, the AutoCAD is more complex and involves intellectual property. PDFs are a little less invasive. The task force is also assisting with the preparation of an electronic checklist and Professional Standards Committee and the

Survey Review Department will likely be involved in assisting with that as well. So there are all kinds of different potentials for the Province-Wide Survey Index and ways we can move forward with various other committees. This is just, sort of, out there as a question, and we will have to see where it takes us. Jeff Buisman and Ken Wilkinson there will be providing a presentation on this later in the day as well. I think that is a wrap. Thank you.

TRAVIS HARTWICK: Thanks a lot, Murray. We certainly appreciate that synopsis of what is happening with your commission. A small token of our appreciation.

What I think we will do now is we will call on Joe Young and Mark Sampson to come up and talk about whatever they are talking about. Insurance Advisory

Committee. Sorry. Somebody is talking to me here. I can't do two things at once -- chew bubble gum and walk, I guess.

I think there are going to be a special guest or two in this, Dasha Page, from what I understand. That's it. That's it. I will turn over the floor to Joe.

INSURANCE ADVISORY COMMITTEE PRESENTATION:

MARK SAMPSON: Finally. Finally I get to talk insurance. It has been a while since I was up here talking insurance. Are you guys ready for this, or what? Hi, everyone. Mark Sampson. I think most of you know me. We have Joe and Alister here as OLSs. Does anyone know John Breese? Put your hand up. You have had a claim. Come on. You have had a claim.

What we are going to do today is -- in the past, we have talked about insurance claims and I have always been, "Hey. Here is what could go wrong. Here is what might happen. Here are ways to prevent it." And inevitably, after every session, people come up to me and say, "You know, Mark that would never happen to our firm." And I want to call a little bit of bull something on that. Because guess what? It does happen. What we decided to do today is get real live claims. These are claims that surveyors have had in the last year or two. There might be a few of you who might recognize these claims, but we have hidden the names and hidden the scenarios to protect the innocent. These claims are actual claims that have happened over the last year or two.

What we are going to do is walk through the claims and tell you the story. We are going to actually tell you the outcome. What were the expenses? What was the amount paid? What was the impact financially to the surveyor? Then we are going to turn it over to you. We are going to be a little bit more interactive and actually ask you for some advice on how you think you could avoid these errors. We are going to have some fun with it.

Some of the topics you can see are about the "client favour", condos, retracement, research, checking into existing features, revision of documentation, as well as an infill house. We have seven examples. Hopefully, we can get through those today. We are going to have some fun. And then if we have time, I want to talk to you a little bit about UAV insurance.

The first one is the "client favour." Joe.

JOSEPH YOUNG: Okay, I will --

MARK SAMPSON: Sorry. Hold on. I will pass on -- the Executive Director -- we have an Insurance Committee. Apparently, you guys have a lot of committees in your association. There is an Insurance Advisory Committee as well. The members

are up there as well. I won't go through in detail about them, but just to let you know that. The first real-life example. The favour.

JOSEPH YOUNG: I will try to be as quick as possible. We shouldn't be more than an hour on each of these seven. A surveyor was retained to provide services including benchmarks for a large construction project. Near the end of the day, as the crew was leaving, the site super corralled them and asked them if they would mind just setting a temporary elevation on the side of the building for him to help out. They said, "Sure. No problem." They did it. They packed up their equipment. They left. Went back to the office. Next slide. They failed to mention to the surveyor that they had done a favour for the site super. A little bit later the insured became aware from the client there was an issue, that the elevation that mysteriously was provided was 15 centimetres too high. The end result was that an elevator shaft and ramps were 15 centimetres higher than the abutting floors that they were supposed to tie into.

MARK SAMPSON: The outcome. This is what actually happened with that error.

JOHN BREESE: A 15 centimetre difference doesn't mean -- doesn't necessarily create a major problem, but in this case, there was insufficient room to provide the proper slope on the wheelchair ramp and some significant changes had to be made. The floor had to be ground down and other issues that were at play here -- this was an Infrastructure Ontario project for the Pan Am Games. And there were significant penalties, which were applicable if the contractor didn't make the completion on time. It ended up the total costs were \$44,000, and we incurred expenses of \$3,500.

MARK SAMPSON: The cost to the surveyor. As you know, everyone in Ontario gets a claim-free discount, except if you have a claim. If you do have a claim, what happens is that the premium gets surcharged based on the value of the claim. In this situation, the surveyor -- the total claim was \$44,000 indemnity payment. So the surveyor would pay a \$5,000 deductible. And then the claim surcharge. Here is the calculation. It was \$44,000 less the deductible is five grand. That leaves \$39,000 paid. Twelve percent of the \$39,000 paid is \$4,680, which is the total amount of the premium surcharge. You divide that over three. So, basically, the surveyor pays an additional \$1,560 on their premium for three years. As you can see, the financial impact of making -- you are trying to do something great for a client - you make a quick favour, and there is a surcharge that surveyor puts more in the pot towards the insurance pool.

Now, the interactive part. We are going to have a little bit of game today. Who wants to play Family Feud today with me? Anyone? Anyone? Come on. Family Feud. Here we go. What is this guy's name? Richard Dawson. The old-school Family Feud guy. He is not here today, so there is going to be someone much more highly paid. It is going to be me. I am going to be Richard Dawson today. I am going to be assisted here by Dasha.

So what we want to do is, actually, ask you: How do you prevent the client favour? How do you prevent that? What are some suggestions on how you can avoid having the client favour here? Just put up your hand or come to a microphone. There might be a reward for any correct answers, for answering correctly. Yes. Over here.

ANNA AKSAN: I don't think you can prevent those things. There is really no difference whether it is a favour, or it was part of the job. If you make a mistake. Don't make a mistake. Yeah. Double-check your work. That is what it is.

MARK SAMPSON: Double-check your work is definitely one of them. I surveyed a whole bunch of surveyors, and unfortunately that wasn't one of the answers that came up on the survey that I did. Unfortunately -- I am not saying you are wrong. But, I am sorry, you get a zero for that. I am a tough guy.

Anyone over here? Yes, over here. Dasha. Put up your hand so they can see you. I will come down too and see if -- can get going here. We have all day for this by the way.

PAUL WYMAN: Thank you. Paul Wyman from Kitchener. I am retired now, so I guess it doesn't affect me as much as it used to, but one of the things we always tried to do, particularly on a larger project like this, was establish a protocol with the client so that any extra -- even if it is just five minutes work -- there was some paperwork filled out, signed off, by the client.

We did that primarily to make sure we charged for those extras, but it also -- when that comes back to the office, it triggers the supervising surveyor to review with the field crew what was done for those extras. Typically, when the crew goes out to do some work, you have given them some instructions and you know what they are doing, but if they have done extra things you may not think to look for that when you are reviewing the work, so it goes unchecked. But if that paperwork is in place, it kind of triggers the supervising surveyor to review it.

MARK SAMPSON: I would say that that is a correct answer. Everyone, give him a round of applause. Surveyor says: The top one was quality control protocol. Always lay-out work that requires proper methods, notes and field checks. All lay-out work must be reviewed in office soon after completion. Train your staff that when they are on site, do not do any favours or additional work that is not part of your scope of work without first checking with the office. Those are the two things. We are out of time, so we are going to keep going. What is the moral of this, Joe? What is the moral of the client favour?

JOSEPH YOUNG: The moral is that you always get burnt when you do a favour.

MARK SAMPSON: That is pretty much it.

JOSEPH YOUNG: In serious note, it is like Paul said. I think he answered the next three examples too with his detailed answer -- to have a protocol in place. Make sure your staff are disciplined enough to not do any favours without reporting to you first and making sure they are checked.

MARK SAMPSON: Let's go on to the next one. The Condo. The story. Alister, take it away.

ALISTER SANKEY: This is an example of a condominium conversion from an apartment building to -- like, a rental high-rise to a condominium. The surveyor prepared descriptions for the units by creating plans for each level and registering them as shown. All units from level two and up were shown on a detail on the description at the bottom of the plans, typical of what we do.

However, on level five, unit two, it was discovered that their unit was 4 inches smaller than shown on the plan because the surveyor had assumed that all units were the same size in the upper levels and put that in the details and there was no difference. Here, we can see that is the condominium plan. That is how it got registered. And then on the next slide, we can see that the dimension is slightly smaller. Four inches.

MARK SAMPSON: So the outcome. John.

JOHN BREESE: This claim came to us by way of a Statement of Claim. There was a claim for \$250,000. They were seeking costs due to condo plan registration and re-registration, other expenses, such as increased condo fees for certain units, lawyer's fees, etc., etc. Although liability was clear, the damages were clearly disputable. We never did reach a settlement with the lawyers representing the condo corp, and that matter is currently with Council.

The total potential claim? Obviously, \$250,000, plus lawyer's fees, etc. Total expenses probably between \$50,000 and \$75,000.

MARK SAMPSON: So the impact to the surveyor once again is the \$5,000 deductible. And in this situation it is not settled yet, but let's just say worst case scenario that the indemnity payment is \$250,000. Once again, the claim surcharge doesn't apply to the expenses or the legal cost to defend you, even though if you were potentially negligent -- it doesn't apply to that. It is only what is paid.

Let's just take this an example, that \$250,000, if that gets paid out, you pay your \$5,000 deductible. And once again, there is the formula. Two hundred forty-five times 12 percent of the claim. \$29,400 is the premium surcharge. We take that amount, divide it over -- so it is not payable in one year -- divide it over three years. So your premium would go up \$9,800 a year for three years. It is a huge impact of making a simple mistake as assuming that all of the dimensions are the same for each unit.

Once again, let's play Family Feud. We have some drink tickets to give away. How do you prevent this type of error? It is very simple. Yes, over there. Dasha. Or Vanna. I am going to call you Vanna. Vanna White, ladies and gentlemen.

UNIDENTIFIED SPEAKER: My suggestion would be to actually measure the unit.

MARK SAMPSON: I would say, "Give him a drink ticket." Ladies and gentlemen. Wow. What a great thing.

The surveyor must measure every unit and not assume typical dimensions throughout the building. That was a tough one. I can't believe you got that one. That was good. The moral of the story: I hate to say it -- do your job. That basically is --

JOHN BREESE: Never, never, never assume. Because we all know what happens when we assume.

MARK SAMPSON: Not just that, it costs you lots of money. Right? Let's go to the next one. Retracement. The story.

JOSEPH YOUNG: Just as an aside, it is amazing how simple a lot of these errors are and how costly they are. To the point you made on the previous slide about notifying John immediately, that is a common theme throughout. John is an excellent advocate for you. He can save you a lot of money. He can smooth over issues if you talk to him quickly. It is amazing how quickly he can de-escalate some of these situations.

On to the next one, which is another simple but expensive mistake. The surveyor was retained to stake an estate lot and then the fences after the house was built. The field crew returned to stake the sideline for the fences towards the end when they were doing the landscaping.

Go to the next slide. I haven't drawn a field note in about 15 years, so excuse me. This is exactly what was done. The crew showed up on site. They thought they were lucky. They found a bar at the front. They found a bar at the back. Set up in the front, side, at the back. Put a row of stakes in. And what do you think went wrong? Here is what went wrong.

MARK SAMPSON: Sorry. I went back. Can you go back one slide for me, please?

JOSEPH YOUNG: If you notice there is a small jog at the back between the sidelines. They found the bar for the other rear corner which was about a metre-and-a-half off and over 70 metres, the distance worked out pretty good. I am

sure they shot it and thought they had a nice distance. So they lay out stakes. Next slide? Now, it is John's turn.

MARK SAMPSON: The outcome.

JOHN BREESE: The outcome. Liability wasn't an issue. It was pretty clear. The problem was this house was back -- this was about three or four years old. Even then, it was a 5 to 10 million dollar infill home. This guy was building, in his basement, a garage to house his fleet of cars that he had in his collection.

MARK SAMPSON: I didn't know Blain had that many cars, John.

JOHN BREESE: Sorry?

MARK SAMPSON: I didn't know Blain had that many cars, John.

JOHN BREESE: Yeah. There were at least 30, I believe. So as part of this, there had to be a very large retaining wall built along the sideline and extending into the -- towards the back of the property, which was obviously impacted by the fact that the sideline was misplaced. So we looked at this. The estimate for correcting the problem was \$50,000 for the retaining wall and another \$30,000 for replacing the neighbour's landscaping, which unfortunately got removed because the sideline was improperly located.

We hired an expert to review the claim and to suggest mitigation of the claim. We were able to reduce the claim down to \$40,000 and incurred expenses including adjustor's fees and expert's costs of \$4,700.

MARK SAMPSON: That is a good example where, even though the original estimate was 80K, after investigations suggesting different ways to do it, we were able to get the claim down to \$40,000. The cost to the surveyor, as you can see, was an annual cost of 4,200 bucks -- sorry. Not annual. A total cost of \$4,200 with a \$1,400 surcharge for that mistake.

Back to Family Feud. How can you avoid that error? How can you prevent it? Over there in the back there. Now, you guys are getting it. More thirsty people coming up.

UNIDENTIFIED SPEAKER: One thing we always do with hanging lines is there is always an independent check whenever we site anything. Always.

MARK SAMPSON: Give that guy a drink ticket. Anything else? Anything else? Any other suggestions? That is one. Is there anything else? Way at the back, Dasha. You are going to get lots of exercise today. I know you were already at the gym for three hours this morning, but this is extra work. I know that because Joe was there too, and he told me that.

UNIDENTIFIED SPEAKER: Like you said, it was a newly-built house, so there should be a current SRPR on it. The field crew should have the SRPR of it, and if they have tied in that building and quickly just did an inverse to the line they found, they would have seen that line was out say at least by a metre or half a metre. Rings bells. Call the office to find out what is going on. They will say, "Okay. There is a bend at the back. Go and..."

MARK SAMPSON: I think that qualifies. What do you think, ladies and gentlemen? Surveyor says: Well done.

What the surveyor also said is research redundancy, research neighbouring surveys if existing, which was the point. Fieldwork redundancy, house ties, redundant survey monuments, and/or measurements.

The moral: Basically, the moral you can see, allow sufficient time for a budget for acquiring title and survey research. Sufficient retracement to ensure the correct decisions. Anything else, Joe?

JOSEPH YOUNG: Sounds good to me.

ALISTER SANKEY: I have a question for John. That is not a large -- or it is a rather large claim, but sometimes you might have a situation where you just don't want to you -- just want to brush it over and take care of it. John, is there a line where you think we could just say, "It is only going to be \$5,000. Why don't I just take care of it and keep everybody -- save face, save my own face"?

JOSEPH YOUNG: Give that man a drink ticket.

MARK SAMPSON: I am taking that away if anyone does that by the way. You owe me drink.

JOHN BREESE: The way this program works -- the way it is set up with the split deductible and the way it is underwritten with claims -- you don't need to do that. You don't need to pay any claim on that basis. There is absolutely no -- on a small claim, say \$5,000, you would be paying \$2,500, the insurer would pay \$2,500. But there is no claim surcharge for that type of claim.

MARK SAMPSON: What we will see, and we have another question coming up -- and that is a good question, Alister. We are talking about the claim surcharge. The claim surcharge for the premium only starts at \$15,000. We are basically giving you a little bit of a buffer. If you do have a small claim, there is no disadvantage of you reporting it. And quite frankly, the policy conditions, if you want the insurer to step in -- if that small \$5,000 claim turns out to remedial costs and delay costs down the road, if you want your insurance policy to actually step in and protect you, they

need to have a right to be there right at the start. That is actually a requirement in the insurance policy.

Dasha, do we have another question? Or is someone thirsty?

UNIDENTIFIED SPEAKER: I have another answer. Nobody checked that field work.

MARK SAMPSON: Correct. Nobody checked the field work. Give him a drink ticket. There we go. We love this. This game, you guys are catching on. I didn't think you would be this swift with it. Poor research.

JOSEPH YOUNG: Can I add one thing, Mark? To take it a little further, what John said, you should always report. Each quarter, at our meeting we get about, on round numbers, about 30 potential claims. Maybe half -- probably less than half actually turn into claims. It is very important to notify John right away. A lot of times, he will just give you advice. Sometimes he will just give you advice on how to respond to the client, and you will technically take care of it yourself. But they have been noticed. And we have also seen -- I can't speak from personal experience -- but we have seen where \$5,000 claims turn into \$50,000 claims all of a sudden. It is good to be on notice with the insurance.

The other new thing that is starting to add to the costs are construction delays. Everyone is going after compensation for delays these days -- it seems to be the new trend -- on top of the damages. It can snowball quickly.

MARK SAMPSON: One thing I will clarify, Joe mentioned about 30 new claims a quarter. He is not referencing just J.D. Barnes claims. Just so you know. He meant everyone. His is more like 25. I am joking. Come on. Have a sense of humour. Here we go. Research. Next.

ALISTER SANKEY: This is a situation, the surveyor, in the mid 90s, prepared a large reference plan of a piece of property. And there are multiple parts. There should have been a lot of research at the registry office involved. The plan was deposited, and many years later the owner entered into a purchase and sale agreement to sell parts on this reference plan using the description of the reference plan.

But then the lawyer for the purchaser discovered that some of the parts on the reference plan were not owned by the owner. They were owned by Ontario Hydro. Bit of a problem.

MARK SAMPSON: Is there something wrong with that? Go ahead. I will go to the plan. That is a quick -- you guys can see that. Right?

ALISTER SANKEY: That is the reference plan.

MARK SAMPSON: That is the reference plan. The outcome?

JOHN BREESE: The purchaser made a claim against the surveyor for \$27,000, which was the price that -- the cost that he incurred, or allegedly incurred, as a result of the lost sale. It was my view that the lawyer who acted in the purchase of this property should also be at least partially responsible. In fact, I thought he should be more responsible than the surveyor. So we brought in the lawyer. We had a bit of a negotiation with the Law Society's compensation fund. Eventually agreed on a 50-50 split between the surveyor and the lawyer. I wasn't exactly happy with that turnout. But the eventual total claim paid was \$11,500. And the expenses incurred were \$2,600.

MARK SAMPSON: As you can see here, that because the claim was only \$11,500, I told you before that the cost of the claim, that yes, the surveyor pays \$5,000 deductible because the indemnity was eleven five, but the claim surcharge was zero. Any indemnity payment under 15 grand, there is no claim surcharge. All right? We got to keep going here.

Are you guys getting sick of that picture, or no? It is a good picture. Yeah, yeah.

JOSEPH YOUNG: Emcee.

MARK SAMPSON: Emcee Mark.

JOSEPH YOUNG: Emcee Sampson.

MARK SAMPSON: Emcee Sampson. Here we go. How do you prevent that error? We have one way back there, Dasha.

UNIDENTIFIED SPEAKER: Do your job. Do your research.

MARK SAMPSON: Do your job. Do your research. How about we do that? Yes. Give her a drink ticket, everyone. Wow. That was easy.

Independent check of title or research or work. Sketch ownership instruments. Redundancy is one of the things that -- to prevent that error.

The moral: Don't cut corners on research. Do your job. Shocking. I know. Next. Number five. Checking into existing features. The story.

ALISTER SANKEY: This is a situation where the surveyor was contracted to lay out an addition on an existing manufacturing building. A topographic survey was prepared, boundary survey with a topographic survey. The site plan was developed from the topo, and the ties were shown to the addition from the boundary -- proposed ties on the site plan.

The crew was sent out to site to lay out the foundation and grid lines. And when they arrived on site, they found the two bars along the street line, held the two bars and laid out the addition. Unfortunately, the design ties were not accurate. The addition did not align with the existing buildings, so a lot of work had to go into making the new building match to the existing building.

MARK SAMPSON: That is the plan. And the outcome, John.

JOHN BREESE: The claim that was advanced here by the general contractor was \$250,000 for design modification and delay. We retained an expert quantity surveyor to look at this and evaluate the loss. Ultimately, the claim was settled for \$170,000 design modification rework, and we actually paid \$30,000 for delay. So the total claim paid was \$200,000. Total expenses incurred were in excess of \$25,000.

MARK SAMPSON: Here is an example where, once again, they claim for 250. It ended up 170, and the delay cost of 30 grand, as Joe mentioned, that is a big impact of -- you can't forget about the delay costs. This is a real live example. It is settled now. You can see by the impact to the surveyor, the surveyor's total liability there is \$23,400. Over three years, the surcharge is \$7,800. Considering that the average surveyor's premium is about five grand, obviously that premium is going up significantly in the next three years. There is a huge impact on that.

Sorry. I will get off that. Checking into existing features. How do you prevent it? What are some suggestions you have? Anyone? Yes. Down there.

UNIDENTIFIED SPEAKER: They should first find out what the connectivity to the building is supposed to be. Make that very clear.

MARK SAMPSON: Yeah. I think that is a good one. Drink ticket. I will owe you one over there. Dasha has someone way back there.

UNIDENTIFIED SPEAKER: Always check the architects' math because everybody knows that is not their strong point.

MARK SAMPSON: Come on. I will give you a drink ticket for that. That is awesome. Are architects ever wrong, guys? No. Never.

Location of existing or critical dependent structures must be confirmed during calculations and/or lay out. Program field redundancy into methodology. Once again, office verification. This is a huge claim. A lot of this could have been prevented with these three simple steps. And check the architect. Don't trust the architect.

The moral: Proper layout method. Do your checks. In the office. In the field. Back in the office again. These errors can be avoided. They really can.

We have two more to go. We will keep going. Revision documentation. Go.

ALISTER SANKEY: This is a situation where the surveyor was contracted to lay out a tower structure. Crew attended at site and laid it out from ties shown on a preliminary site plan. Construction began. Two weeks later, the surveyor received an approved set of drawings showing different ties. Can I have the next slide? That is the original set of drawings, and then the next slide, the revised ties for this tower.

MARK SAMPSON: The outcome. John, I have been told that our game show -- we are going into syndication, so they want us to hurry up. Go ahead.

JOHN BREESE: In this case, the contractor presented a claim for just under \$200,000. It was our view that this was not a full liability situation. We tried to negotiate liability with the general contractor. Again, we hired an expert to quantify the damages. Unfortunately, weren't able to reach a settlement with the general contractor, who I think lost his patience with us and hired a lawyer and issued a Statement of Claim. That is where the matter currently rests with defence counsel. Potentially, we have a claim of damages for 198K, plus expenses in the 50 to \$75,000 range if taken to fruition.

MARK SAMPSON: Once again, not to beat you over the head with it, if that comes to fruition, \$23,000 over three years is the claim surcharge.

How to prevent it? How do you prevent that type of claim? Yes. Just yell it out. That is fine.

UNIDENTIFIED SPEAKER: Always have to use your approved preconstruction drawings. (inaudible)

MARK SAMPSON: There you go. Give him a drink ticket, ladies and gentlemen. Don't lay out without the client providing you with a copy of the for-construction drawings or written instructions from the client to use other drawings provided. Archive correspondence, documents, plans, etc., for all work. Send a follow-up copy to the client -- this is just closing the loop -- confirming you have laid out per the plan that they supplied with the version, etc. These are little things that you can do. But make sure you are using from the same one. Make sure that you have it in writing, written directions from the client on what plans to use.

This is the last one. The infill house. What do you think went wrong here? Take a look at this picture. This is an actual picture of one.

UNIDENTIFIED SPEAKER: (inaudible)

MARK SAMPSON: Give that guy a drink ticket. He is smart. The door of the porta potty, there is something wrong there. Give him two tickets, Dasha. Great.

You guys didn't see that. Look at this house. This is an infill house. What looks wrong with this picture?

UNIDENTIFIED SPEAKER: Too close to the street.

MARK SAMPSON: Too close to the street. How do you think a surveyor -- this is ongoing right now, in Toronto. How could that happen?

UNIDENTIFIED SPEAKER: I think it is pretty easy that the field crew, when they laid it out for excavation or whatever, didn't look at the rest of the houses.

MARK SAMPSON: Give that guy a drink ticket. That is not hard. Yes. A gross check is one of the first things. Joe.

JOSEPH YOUNG: Basically, the house was laid out 3 metres too close to the street. The crew and the surveyor missed the widening. And obviously, when the crew was on site, they didn't look left or right, and the contractor didn't look left or right either when he was building it. But the thing to take away from this particular case is the surveyor will always be liable. We can go to the outcome.

JOHN BREESE: As Joe said, liability was pretty clear, though I would have liked to have argued differently. The original claim was \$150,000 for demolition of the basement, plus reconstruction, delay, etc. These expenses were clearly too high in my mind, so again, we hired an expert to work with the contractor to do an assessment of damages. Settlement discussions are still ongoing, but potentially we could see a claim of 150K and we could also incur expenses of around \$10,000 ultimately when this is done. Like I said, at this point, it is not resolved.

MARK SAMPSON: This is still not resolved, and you can see once again, the impact.

Was that valuable at all? Those real-life scenarios? Was that useful for you guys to actually see what happened? We, kind of, hope that every year we are going to come up and maybe not go as in-depth but maybe pick four or five claims from the past year that actually happened, so you can really get a sense for what can go wrong.

I am just going to finish. How to prevent it: Do your proper research. Proper field retracement, checks, depth of lot, abutting house ties, etc. This is the big one: Gross check. Look around. Note the location of the new structure to existing structures. Office checks once again. Make sure they calculate the calculations and the layout. I just jumped ahead on that.

The last thing -- I know we have to get off the stage here -- but the proper layout method. Once again: Do checks. It is the same thing. That is the moral. Okay?

The cost of making an error. We talked a lot about the actual hard costs of having a claim. But don't forget the costs to you as a surveyor, there are hidden costs. Your

reputation. You are probably not going to have that client anymore as an individual or a firm if you do make a mistake. Productivity. Because you don't get paid if you are defending the allegation or the claim. The time when you are actually in the office doing work to defend yourself, you could be actually doing surveyor work. You are probably not going to get paid if you make a mistake. And if you do remedial work that is not covered either. Those are all hidden costs of claims that we want you to have overall reduction of the claims.

Last thing. UAVs. Who is using UAVs or starting to use UAVs in their operation? Is it a growing trend? Just a few? What could go wrong with UAV? Honestly, what could go wrong? Not much could go wrong. This is a surveyor doing survey work of a ski hill in Switzerland -- no it wasn't. This example was during a World Cup race. And some of you guys might even use that exact vehicle. They can just fail and cause damage.

Obviously, nothing happened there, but you could cause bodily injury or property damage to the unit. There is the physical damage as well. There could be personal injury for surveying. Not in that specific example, but when they are up in the sky, it is under privacy laws. So some of the things that you should do to protect yourself: Risk management. I am going to be writing an article for the upcoming Ontario Professional Surveyor Magazine, so I will post some information there for you.

Also, get the right insurance. The insurance typically covered by a surveyor right now doesn't cover any operations of a UAV. So any of your professional liability policy or general liability policy does not cover operations of a UAV or a liability associated of that. You need to get the right insurance. I am outside there. Come up and say hi. If you want more information about that, my head is available. Thanks, guys.

TRAVIS HARTWICK: Mark, I want to thank you and Alister and John and Joe, and sometimes Dasha, for giving us this presentation. And we have a small token of our appreciation for you.

What we will do now is maybe introduce our exhibitors. We will get our exhibitors to come in. Once again, we have a very impressive list of exhibitors. The exhibitors are a very important part of our meeting. We thank them all for taking a few days out of their busy schedules to join us. They are a vital component of the AGM in demonstrating the latest technologies and support services to our members. We will give each of them a couple of moments to introduce themselves and tell us what they are all about.

INTRODUCTION OF EXHIBITORS:

PAT HILLS: Hello everyone. I am Pat Hills from Cansel. It is nice to meet all of you. You know the measurement community, in general, has grown exponentially

over the last ten years especially. And surveyors, by number, as part of that is relatively small. However, you represent, probably for a lot of us here, suppliers, the closest personal relationships we have in this industry.

This is the 50th anniversary of Cansel this year, and we look forward to renewing and reacquainting and furthering those relationships with you. So thanks for having us, and we look forward to talking with you later this week or throughout the week.

We have a hockey game tomorrow at noon. Whoever is interested. And this afternoon at two o'clock in a breakout session in the exhibit area, Sasha, from Cansel, will be talking about Civil 3D for surveyors. Thank you.

GEORGE CATCHPOLE: I am George from The Drafting Clinic. I think a lot of you guys sort of know me. I start every day with a glass of vodka. Anyways, we are displaying some wide-format equipment. This year it is all top-secret stuff. You are very welcome to come by. I will try to behave myself. And I might be able to tell you a couple of funny stories. Anyways, have a good time.

JEAN-FRANCOIS DIONNE: Bonjour. Hello, everyone. My name is Jean-Francois Dionne. I am representing UKKO, a senseFly representative in Canada, so our business are UAVs now. You have seen one crashing on a ski hill. That is a great opener for me.

What we do with all our equipment is ensure that we have safe operators. And that comes with years of support. We sell our equipment with very tight training, including ground school and even licensing for radio operators.

You have probably heard about the eBee, the eBee RTK. We had an article earlier in your magazine, going down to 3 centimetres absolute. This afternoon, at four, I will be talking about the eXom, our new inspection drone. It comes with seven sensors, including an integrated 38 megapixel thermal and HD live camera. It can even fly indoors because it has all these sensors. So please come see me, and I will be happy to show my equipment and my technology. Thanks a lot.

CLIFF SHEEHAN: Hello, everybody. My name is Cliff Sheehan with Phoenix Measurement Solutions. Good to see everybody again, and nice to see some of you that I haven't seen for a bit from a distance. Come by our booth and check us out. We have some new Altus receivers. We have a new robot, and all of our regular SitePro supplies and stuff like that and our trade-in program. Have a good time and we will probably have a few drinks later maybe. We will see you soon.

DON EDGAR: Hi, there. Don Edgar. Leica Geosystems. In 2013, we had a very exciting year. We launched the world's first multi-station. It was the world's first robotics, reflectorless, imaging, autofocus, scanning, total station, all-in-one system.

This has been another exciting year for us. We launched our second generation multi-station, which we have added a 3D software component called Captivate. We will be showing this, along with another unique offering. We will be showing the Pegasus: Backpack LiDar system, which I think, to date, is the first one of its kind in the world. So you can actually mount this onto your back and walk up through subway tunnels and various things and catch LiDar images. We will be having a seminar in the exhibitors' area tomorrow at three o'clock, so I hope you can all show up. We will also be highlighting our mobile LiDar system. Thanks very much.

SAŠA KRCMAR: Good morning, everyone. My name is Saša Krcmar from Protect your Boundaries from Krcmar Surveyors. I am here to just speak to you guys briefly. We are organizing a LandPRO Conference. It is a conference that is going to be in Toronto on Wednesday and I wanted to bring it to everyone's attention. Talk on the subjects we are going to be discussing there about the new Condominium Act changes, changes to Tarion, how you calculate saleable square footages, easements, absolute title, and land information in the digital age.

Blain has organized that we get four formal CPD hours. Many of you have already registered. Think of this as the first conference that is organized by surveyors for the industry. Many of you have registered. Hope to see more of you there. There is also the webcast option because you are all here this week. If you are not able to make it back to Toronto, you can do the webcast option. There is a brochure at the registration. Appreciate it if you would pick it up and take a look. Hope to see you all there. Thank you.

GEOFF CLARK: Good morning. I am Geoff Clark. I am with the Ministry of Natural Resources and Forestry. I am looking after the COSINE online application and the COSINE database. I am here with Morgan Goadsby at the back there.

We launched a new version of COSINE back in December, and we did the webinar back in January, hosted from my kitchen. Here, today, to answer any questions you may have about the new application. You may have noticed some performance issues with the new version. We have a patch for that that is scheduled to go in on Monday night. It should be all fixed by the time you get back to the office Monday or Tuesday.

We are launching a new initiative called the COSINE Partnership Program. If you want to save money, time, and effort in the field, we are looking for feedback on condition of monuments across the landscape. We have a new Monuments Task Report at the booth that you can come grab. You are our eyes and ears in the field, so to improve the database, we need your feedback of what has been destroyed and new coordinates on benchmarks. Things like that.

The first level of the partnership is to just join the COSINE mailing list. You can just drop a card or sign a form at our booth. The second level is to report some destroyed monuments when you find them. And the third level is to actually

actively submit coordinates and some status on benchmarks and control in your area. We already have two firms contributing at that level, and we appreciate that. Feel free to stop by the COSINE booth. We are the first one on the right. Thanks.

SCOTT PATERSON: Good morning, everyone. My name is Scott Paterson. I work for Tulloch. I work out of the Ottawa office of Tulloch, one of our eastern offices. Our office has been open for the last four years. We are concentrated on mobile lot surveying for highways and rails.

Recently, we have done a large project for Metrolinx for surveying the electrification of the Metrolinx lines out of Union Station, so about a 200-mile survey, where we used lot mobile LiDar technology cutting down the survey length dramatically. I am going to give a talk on that tomorrow morning. I believe it is at ten o'clock in the exhibit hall. If you would like to join me for that, I appreciate it.

Generally, our office in Ottawa, we have done over 30 surveys now for MTO where we used, again, the mobile LiDar technology for the hard surfaces and many, many surveys for municipalities for highways and roads. Keeping our surveyors off the road is our goal. I appreciate everybody dropping in to see our exhibit booth today and tomorrow. And I hope you have a good show. Thank you.

CHRIS FUSCO: Hello. Chris Fusco from MPAC. Anyone here thinks their taxes are too low, drop by the booth. We will see what we can do to get them raised a little bit.

In all seriousness, we are here. We have a fantastic relationship with the ODCC. On behalf of MPAC, I would like to thank you guys. We have reduced our time from 80 days of getting a new plan on down to 30. Our new homes are a lot quicker now. We get them on in three -- six months max. So it is better for the taxpayers, better for the municipalities.

The relationship has been so good, we want to expand it. We are here to talk about reselling your SRPRs to our existing commercial clients who are accessing our online applications. No cost to you. We are working with the ODCC. Come by the booth. Talk to Bruce Baker. I have two seminars. One today, one tomorrow. We can talk a little bit about it. Essentially, we want to geocode your SRPRs, put them in our property line application, and make them available for sale, and pay you back a royalty. Thank you.

SUSAN MULEME KASUMBA: Good morning, everyone. I am Susan with Airborne Imaging, a Lidar company. I was excited that the AGM is in London because I grew up here. I had a home-cooked dinner last night and was hoping I would sleep in my old bed, but my parents turned my room into an office a few years ago. So I am in the guest room.

Airborne Imaging. This is our fifth year doing the AGM. This is my sixth year with Airborne. I am excited to announce that this year we are planning to do some R and D on bathymetric LiDar. So if you are working on a project that is a bit larger than the system that you are currently using -- I know most of you will have a boat, and you will go out with your systems. If you have a larger project, and you want to do a pilot with us using the bathymetric airborne system, come by and have a chat with me. We also have about 3,000 square kilometres of licensed LiDar library data in the GTA area. I have some information at the booth about that.

Also many of you are on the bulletins that I send out periodically throughout the year, just letting you know where we are flying. If you would like your name added to that bulletin, come by the booth and leave your business card. Just lets you know where we are, so that if you do have a project in the area, you are able to cut down a bit on the mobilization costs. Thanks very much.

SADIR KUMAR: Good morning, everyone. My name is Sadir. I am with Multiview. We are a subsurface utility and mapping company. We are also involved in the utility damage prevention. We are excited to announce, we just opened a London-area office again. We are probably going to be up and running in about two weeks time with all our technicians. Now that we are in Ottawa, Mississauga, and London we have pretty much covered most of southern Ontario. We have a booth. Please stop by for more information. I would be happy to chat with you. Hope you all enjoy your show. Thank you.

DAVID PRANGNELL: Hi, everyone. I am Dave Prangnell. I am with MicroSurvey Software. Most of you know me either through e-mail or as a voice on the phone. Thanks for having me out at your AGM again this year. If you have any MicroSurvey-related questions, flag me down. MicroSurvey, CAD, FieldGenuis, STAR*NET software, for least squares adjustments, anything like that. Thank you very much.

DOUGLAS HUNT: Hi. Doug Hunt, Hunt Surveys. I am here representing our division we call Underwater Topographic Mapping. We are a provider of bathymetric survey solutions. You all know me from Hunt Surveys, I guess, and like Sasa, I am probably the only other exhibitor that has a member's badge and an exhibitor's badge as well. We understand what surveyors need.

This year we had a great year. Our year up in Ontario goes from May until around December, and we did approximately 30 some-odd kilometres of river bathymetric surveys. We did about 100 hectares of large mini-lakes, I guess you could call them, and about 20 storm-water management ponds. The nice thing this year was that we actually did a number of projects from you folks. Last year, we didn't do any jobs from Ontario Land Surveyors, whereas this year we did a number.

We have proven experience. We can take the job out of your hands and make it easy. Good deliverables. Good timing. We can give you names, if you like, to call

someone to tell you how easy it is. Give us a call. We have our Kingfisher remote technology there. We left it deliberately beat up a little bit with some video to show you that we take it in pretty crazy places, and it does a good job. Come by and say hello.

MIKE MCMILLAN: Hello. I am Mike McMillan. First, I would like to take this opportunity to thank you guys. It is because of you guys we are able to put food on our table for our families. So thank you for your continued support. Myself, Peter Hettstedt, and Greg Kettle have come together to expand NSS Canada, Northern Survey Supply across Ontario. Northern Survey Supply has existed for over 20 years with an office in Sudbury and Mattawa. We have just opened our brand-new Oakville, Ontario office. Come by our booth. We are a full, equipment supply shop. We are heavy into the drone business. We have pilots on staff, proper permits, so we can help you out if you need. Come on by. Take a look. Thank you very much, guys.

JULIE BROUGH: Good morning. I am Julie Brough with Morgan Meighen and Associates. We are investment managers, and this is the first year we have been here. We are very happy to be here. Our goal is really to make sure that all of you retire in comfort and live your lives out without any financial risks. For anyone that is interested, we do a conference call twice a year for clients and other contacts we have. The last one was done earlier this month. So for any of you that are concerned about what is happening in financial markets right now, please come by, sign up on our signup sheet for the newsletter and conference call, and next week I will be able to send out to you a link to that conference call giving you some perspective on financial markets as they are today. Thank you.

PATRICK LEVAC: Hello, everyone. My name is Pat Levac. I own PRL Info Systems and Holstead and Redmond Land Surveyors. We created an application called Pimarc, which is a web-based project management solution with a built-in survey record index. A number of you are using it. I encourage you to come over to our booth. We are unveiling the new version this week. It has new navigation, built-in Google map connectivity. We are looking at geocoding -- helping you geocode your data. Thank you.

JOHN SCAIFE: Hello, everyone. It looks like we picked a good day to be inside. My name is John Scaife. I am with Cole Engineering. For those of you that are in the cadastral or engineering topographic survey service supply, you may know Cole as a client. They are a multip -- let me try that again -- a multiple-discipline -- I am really struggling with this. Anyways, they provide engineering services mostly in the land development and municipal engineering side.

We are here today to talk to you guys about using Cole as a supplier. Eric Timoshenko and myself are here representing Cole. And we provide utility locating and mapping services. Thanks very much.

STEVE DIXON: Hello, everybody. My name is Steve Dixon. I am here with Northway Photomap Remote Sensing. We do aerial photography, topographic mapping, LiDAR scanning. We have a large historic film library. So come on by the booth, and we will talk. Thank you.

ADAM TYLER: Good morning, everybody. My name is Adam Tyler, and this is my first AGM. I work with GeoShack Canada. I am a survey sales specialist. In my background, I, more or less, became a systems configuration-type person. Whatever brand of hardware you might be using, I can probably help you to configure these systems to work with other systems. Things of that nature. GeoShack has 25 locations today and growing strong. That means I have a pretty significant amount of resources at my fingertips, which I can extend to you. So feel to stop by the booth and see what we have going. Thank you.

LAWRENCE ARCAND: Hi, everybody. I am Lawrence Arcand. I am the president of T2 Utility Engineers. I am happy to be here again this year. I am joined by Ophir Wainer and Josh Cowan, who will be hanging around our booth. We should be easy to find with the hockey jerseys on. I can promise you all that we washed them all before we got here, so you don't have to be afraid to come talk to us. We provide utility engineering service, including subsurface utility engineering mapping for clients across Canada and a lot obviously here in Ontario. We have partnered up with a lot of the firms here to provide that professional utility mapping for clients. I am actually giving a talk tomorrow in one of the sessions in Salon C, so at 11:15 -- I am going to focus in on that relationship between the professional surveyor and the professional engineer and how we work together to provide our services related to utility engineering and utility mapping on projects.

I will introduce the new UC institute at the ASCE. So the American Society of Civil Engineers recently started an institute called the Utility Engineering and Surveying Institute. It is really how the two dynamics between the two disciplines come together. So hopefully, you can join me tomorrow for that talk, and we can get into some of the discussions about how we work together on these types of projects. Look forward to talking to you for the rest of the week. Thanks.

CAMERON GALBRAITH: We decided to carve the balance of the line down by 20 percent if we come up together. I am Cameron Galbraith with Sokkia Canada.

DILIP LAL: Hi. And I am Dilip Lal. Thanks so much for having us. Maybe more details at the booth. We have lots of convention equipment. After lunch. We are moving -- we are seeing technology changing in a different direction. We have quite a few experts that can help you with that technology and use it to grow your business. Come see us. Thanks very much.

ANDREW HALL: Hi, everyone. My name is Andrew Hall. I am the general manager of Tekmet. We have been supplying you guys bars since 1970. Just

wanted to say hello and thank you very much for all the business, and have a great show. See you.

RAY MORIC: Hello, everybody. My name is Ray. I am with Canon. My colleague Rakesh and I have been doing these shows for about ten years. We are very happy to come to these organizations and meet with all our customers and friends and see you every year.

One thing I would like to say is, if you have any needs for wide-format systems, either inkjet- or toner-based, please come by and see us. We have systems in all kinds of price ranges and capability levels.

This year we are also joined by one of our colleagues. His name is Dan. He is here from the security organization, so if you have any needs in that area or with Canon cameras, anything like that, please come by and talk to us. By the way, if anybody has needs for copiers or any kind of office equipment, we can help put you in touch with the right people. Please drop by booth No. 7.

GORD GOOD: Good morning out there. I represent your committee. That is the Archival and Historical Committee. When I chair the meetings, we don't seem to accomplish very much. And then I write it down, and all of a sudden, we do a lot for you. And you do a lot for us. I want to thank all of you for contributing to what we do.

But just to clue you in on a few of the small things that we do: We accept and record, catalogue and store historically-important equipment and documents. And they are coming in more and more frequently. That includes pictures of surveying. If you have a few lying around your office, gathering dust, send them over to the head office, and we will let them collect dust at head office. Blain may not like to hear that, but we will find a spot.

We recently had an addition given to us by the late Larry Maughan and it is the David Thompson research notes. I haven't had a chance to look at them, but Blain did. It takes a lot to impress Blain, but he said he was impressed, so they must be in pretty good shape.

Our group also lends out equipment to museums or any other facility, and they enter into an agreement with the association to make sure we get them back. We also have one chap who was the president of the CST and CET, and he is in the process of writing up the history of that organization. During the 70s and 80s, they were very popular in staffing the surveyors' offices.

We are also working on a historical map of Ontario. That is going to include a list of famous surveyors. Not infamous surveyors, but people who have left their mark. It is surprising when you read up some of our history that surveyors have left their profession and became ministers, became doctors, dentists, pharmacists, immigrated

to the states and became leading citizens in the United States. We have a really remarkable legacy that we have to live up to.

We also have a monument garden. Anybody who digs up an old monument, please let us know, and we will arrange to get it picked up, and we will plant it in our monument garden and watch it flourish and grow.

We are just around the corner here. We have an instrument set up right now. We are still trying to find out how to make it work. So I wish you would drop around and help us out because we are stuck. Please drop around and say hello to everybody. Doug will be there. Vicky will be there. I think Jim Hill is hanging around some place. I will be there as well.

I am pleased to report that the association accepted one of the projects we have been working on for about nine years. It is now in the ownership of the association, and that is going to benefit everybody out in this room. Thank you very much. I know we are all going to have a great meeting here. See you in Ottawa.

TRAVIS HARTWICK: I would like to thank the exhibitors for joining our AGM. Special thank you to returning exhibitors and a very warm welcome to exhibitors that are new this year. I encourage all of you to visit and meet with the exhibitors and greet them as you wish.

Lunch is available in the exhibit hall. That will happen in a couple of minutes here. Certainly, take that opportunity to visit with the exhibitors and mingle. I hope everybody enjoys the lunch.

Our keynote session will be at one o'clock sharp. I will keep to that schedule in the afternoon. Please be back to the room prior to one. Vendor sessions will be held in a draped area in the exhibit hall. So drop off for the 45-minute presentations from the exhibitors and learn about the new technologies and talk to the experts about implementing efficiencies should you wish. Before we go to lunch, I would just like to do another short video. And again, we are not promoting any companies. We are not promoting any instruments or anything like that. But we just wanted to show you what is out there on YouTube.

--- (Video is played.)

TRAVIS HARTWICK: All right, everybody, enjoy your lunch. We will see you back here before one.

--- Lunch recess taken at 12:09 p.m.

--- Upon resuming at 1:06 p.m.

TRAVIS HARTWICK: I guess we will get the show rolling again. I hope everybody enjoyed lunch and a little bit of social time. I just want to remind everybody, since they are back and they were probably checking in with the office and whatever, that please turn off your cell phones. Anything that beeps or bongs or whips -- if Bill is in the office or in the room here -- would like all those off if you could. That would be great.

Just one note before we get started, the Open Forum Part One is this afternoon. And if anybody wants to make a motion, it needs to be in writing, so we have these forms at the registration desk. Go see Penny. She will also be at the back corner by the AV people during the Open Forum in case anybody wants to do that. All motions have to be in writing, so please see Penny for that.

At this time, I am very happy to introduce the keynote speaker. Our keynote speaker is Mr. Peter Devlin. Fanshawe College's fifth President. He will give us our keynote address this afternoon.

Prior to joining Fanshawe, President Devlin served 35 years in the Canadian Armed Forces. He commanded from the platoon to the army level, most notably commanding the 1st Battalion of the Royal Canadian Regiment, 2nd Canadian Mechanized Brigade Group, and Commander of the Canadian Army. He served operational tours in U.N., NATO, and coalition missions in Cyprus, the former Yugoslavia, Afghanistan, and Iraq. He was awarded the Meritorious Service Cross in 2004 as well as the Orders of Military Merit from the United States, Brazil, and Columbia for international leadership and encouraging collaboration. President Devlin was appointed to Commander of the Canadian Order of Military Merit in 2010 and retired in August of 2013 at the rank of Lieutenant General.

President Devlin received an undergraduate degree in Honors Economics from Western University, a graduate degree in Strategic Studies at the U.S Army War College, and a certificate in Advanced Executive Management from Queen's University. He also studied at command and staff colleges of the Canadian Defence Academy.

Ladies and gentlemen, Mr. Peter Devlin.

KEYNOTE SPEAKER'S ADDRESS:

PETER DEVLIN: Good afternoon, everyone. Travis, thank you very much. I appreciate the welcome. He made most of that stuff up though, I think.

I am excited. I am very pleased and honoured to be here surrounded by all of you this afternoon. I think you have an absolutely marvelous theme of Connecting our Profession. I hope that I can have just a little bit of a role in helping reinforce what a wonderful theme Connecting our Profession is. With your support, I hope you would allow me to share a few thoughts about you, me, and I might sneak in a little

bit of advertising there for Fanshawe College and in fact the whole community college sector in our province.

Many years ago, I wore a green shirt, as Travis said -- early in the 1980s to be specific. I was a lieutenant here in London, and I was with Mortar Platoon. I carried survey tools, not quite like the total system here that Dana has. In fact, the tools that I carried were much similar to the history display over in the trade show. It was a tripod. Had some instruments on it. I levelled it and did all that bubble stuff and shot at an aiming stick that allowed the mortar sights to be able to drop bombs on the bad guys as well as to fire illumination, smoke, and all that kind of stuff.

Nothing on my system back then was electronic. And nothing looked at all like this thing here does. So the change from then to today has been absolutely tremendous. However, this total system is just one of the elements that we use at Fanshawe College to teach this generation of young folks like Dana Porto about being a wonderful surveyor and more.

I am thanking Dana for her wonderful help. She is a wonderful story. Dana has been in Canada for six years. She came to Canada from Columbia with her mother and her sister. She is a third-year student about to graduate from Fanshawe College in our civil engineering program. That program has two co-op elements. The first one, a four-month program at -- and for her, she went off to engineering for four months. Her second co-op, which is longer, an eight-month co-op, is with Terry Dietz and the gang at Callon Dietz.

Dana has a gift for helping other students. She has a gift for helping those that she works with -- just an example of the incredible power of community colleges to generate talent that you should be fighting over to get into your firms. And so, graduates this spring, and I am super proud of Dana.

This, ladies and gentlemen, this total system, is a symbol. It is a symbol of advancement, technology, and a changing profession. But what has been the constant through all that change has been someone like Dana, who has operated the advanced levels of technology and has watched the profession grow. So it is people that has been the constant that allows you to connect your profession.

I would like to, for about 20 minutes or so, talk about change, talk about people, and talk about the profession. I get, totally, the fact that it is after lunch, so let's begin.

Change. As I said, early in the 1980s, I wore a green shirt. Kind of different than the jacket I have on today. This is it here. In that particular timeframe, as I mentioned, it was in the early 1980s. I would point out that since then I have gained a little bit of experience, as I call it, mainly around the waist. It is a little bit snug now. But this is what I wore in the late 70s, early 80s, as I joined.

I carried a rifle with iron sights. I carried a big honking radio on my back that allowed me only voice, non-secure communications. I carried a paper map and a Silva compass. We, at that time, "advanced to contact." What we meant is that we advanced until the bad guys shot at us, and then we worked hard to figure out where they were and to kill them before they killed us. Kind of sucked for those that were out front doing the advancing and waiting for the contact. But that is what we did back in the 70s and the 80s while we wore this green shirt.

Thirty plus years later, the green shirt goes, I wear for a little bit of time an arid, digital pattern, but I end my career wearing a green, digital pattern shirt. Bigger flag, as you will see if I can get this on. It fits a bit better than the solid green one does too.

We had changed to digital camouflage. I had a rifle, different rifle that had -- not iron sights. It had a telescopic electronic sight, that, as I looked through the sight, the sight talked to other sights. So I knew where my buddies were because it gave me that information in the sight picture. I no longer carried a big honking radio. I had a little tiny communication device that allowed both secure and non-secure data and voice. Carried, of course, my GPS. And there was no more paper. There was no more compass. There was no more map. It all had advanced hugely.

So I have thought about what I have experienced. I wonder about what you have experienced in dealing with that enormous amount of technological change. Massive change. I left the military concerned about information assurance, about cyber-control, band-width, network access, space, access to surveillance, information, defence systems, and precise strike, to name just a few -- as well as succession planning, talent management, caring for our people, and caring for our team, not unlike all of you here this afternoon.

And so, I ask you: What have you experienced in your careers as part of a magnificent Association of Land Surveyors? What about the changes in technology? What about the changes in society? What about changes in the related industries that you work with? Because I think and suspect that you, too, have experienced a lot of changes. So the total system, for me, is just a magnificent, powerful symbol of advancement that has taken place. But as I say, the constant, always, has been people.

People. AOLS contracted an author. I think he is here. Charles Wilkins. Is he here? I had the opportunity to talk to Blain last week, and Blain said, "Hey. Charles is writing this book. It is really important to us. I will send you chapter one." And then he said, "I have sent it to everybody in the association." So I am hoping that everyone has studied chapter one. I studied chapter one over the weekend.

I can tell you all about George Kirkpatrick, Peter Gibson, Otto Klotz, Villiers Sankey, Willis Chipman, Elihu Stewart, and Alexander Niven. They were you a few years ago. They were the surveyors that had laid out towns, had laid out cities,

had laid out water and sewage systems. And they were also, at that time, 124 years ago, they were laying out the future.

They were also a neat gang because they were proud. Proud of their field, of their profession. They were proud that they had been involved in dealing with the elements. They had gotten cold and wet, and that was kind of a rite of passage, that they got cold and wet. Advances and things like tents and heaters and that, that was a sign of weakness. Only weak folks needed to stay warm because surveyors 124 years ago, they were the ones who could deal with the elements, and they were proud that they had the capabilities to deal with the elements.

They were also hugely concerned about the profession. They were concerned about standards. They were concerned about discipline. And they were concerned about education and a lot more. Like, I think, all of you are, they were also concerned about people. They were concerned about the workforce development, the workforce of tomorrow, and having the right mix of technical and people skills to be able to allow their organizations and their companies to excel.

They were alert to the demographics at the time. And I think you have a very interesting set of demographics that you are dealing with. 74 percent are over the age of 50 inside your profession. And I think it is 36 percent are over the age of 60 in your profession. So I am expecting and thinking that a lot of you folks are thinking about people. You are not one of those. You are one of the young guys. Yeah, exactly. (Inaudible comment by unidentified speaker.) Oh, okay, okay.

I have also learned that the compensation and where people work is another important element that you pay attention to. Twenty percent work in government, and 80 percent work in the private sector. Salaries for government folks, I am told, not too bad at about \$110,000 a year. And if you are in the private sector depending on how many are part of your firm it could go as high as \$150,000.

My only point is that you spend a lot of time -- these people, 124 years ago, spent a lot of time thinking about people. So the founders of the association incorporated 124 years ago, as you all know. It is going to be a cool year next year as you celebrate 125 years at the same time that the nation celebrates 150 years. But it is important, I think, that organizations as rich as yours pay attention to their roots, pay attention to history, and the tradition because it all helps define the profession.

The profession. I read that when I looked up what defines a profession is that it is a special type of occupation possessing a level of solidarity, specialized training in a body of knowledge, formal qualifications, codes of behaviour, and it generates esprit de corps. I define all of that as "They love what they do, and they take it seriously." Having met some of you over lunch time, I am very confident that that love of what you do and the seriousness with which you take it, it shines through. As does the concern about standards, discipline, and education that that group was 124 years ago.

There are similarities between the Surveyors Association and the Canadian Army in my view -- and also the folks in this room, the leaders with a vision, and their eye on tomorrow because I would submit that you are the stewards of the profession. It is important that you have a future look and a long-term vision.

Professions also demand a level of participation and professional development like this Annual General Meeting and all the great things that happen as part of this Annual General Meeting and, like our army, a special job, unique knowledge, and teamwork. My family for 35 years was the army and your family today is your surveyor's association.

I am hoping that you ponder change, people, the profession, and the future. And as you think about that, I think there is a particularly wonderful link to colleges across the province. At Fanshawe College I hope that I have a small role and help leading change, helping to educate the next generation of leading-edge professionals, and shaping programs and professions and credentials that are only being dreamed about right now. Helping to keep professions vibrant.

And so if you would allow me a few minutes to touch on Fanshawe College because we are but one of 24 colleges in the province, and I am sure that there is one that is right next to you. For nearly 50 years, Fanshawe College has been involved in training people to excel, to be successful. To date, almost 170 thousand have graduated from Fanshawe College to navigate their particular path toward a successful end state where it counts, which is on the job working in support of our society.

We pride ourselves on delivering education that opens up a world of possibilities to our students through over 200 degree, diploma, and certificate programs. That is in addition to apprenticeship training. Each year, over 42,000 students study at Fanshawe College, including students from over 60 different countries, just like Dana who joined us from Columbia three years ago. One of those magnificent international students that comes to colleges across our province.

I am proud to say that students are choosing Fanshawe more than ever before. Last year we saw our enrolment grow by 6.2 percent, which is higher than the provincial average this past year, which was 2.4 percent. I am proud to say that we unlock the potential of students. I suspect you unlock the potential of your staff. Ours is through a promise to educate, engage, empower, and excite in everything that we do. That is a promise that keeps me and the Fanshawe team energized on providing exceptional learning experiences for our students.

Focus. And that focus, that excitement, is what fuels an 88 percent rate of our students finding jobs within six months. That same percentage, 88 percent, is the level of satisfaction that employers, like Terry, have when they hire college graduates, and in Terry's case, Fanshawe student graduates. I think that is remarkable.

A key to our success is a level of cooperation and collaboration we have with industry and communities leaders across southwestern Ontario. That is the gang that helps keep our programs current, relevant, and industry leading, so that we produce those graduates that year after. Collaboration is such an important element for us, and I know it is a really important element of what you do. We have program advisory councils for every single one of our programs. And that allows the faculty to dial in to your experience, to dial in to your knowledge, and help us adjust and also to develop new programs.

This past year, part of our enrolment success was tied to 15 new programs. Next year, we are looking at 17 new programs. But it is industry leaders, community partners that help define those programs for us. We love being engaged with you. Community colleges across the province would love being even more engaged with you so that the programs, the students, the graduates that you are looking for could be tuned just the way you want them to be.

We have recently embarked, probably like many colleges, on a fundraising effort. Ours is called the Remarkable Campaign. It is a \$100 million effort. Great success. And what is important is that the fruits of that effort are now helping to shape the delivery of new space, new buildings with state-of-the-art learning support, as well as support for students, either students that need financial aid or students that have an exceptional future, and we want them to come study at Fanshawe College. That is what the generosity of supporters are doing across the college sector.

Fanshawe, like many, we are proud of the fact that we are a community college. It is community support that helps us grow in what we do. It is community support that helps drive our mission forward, that mission being providing pathways to success for our students, an exceptional learning experience, and a global outlook. And it is community support that really just helps us make a difference.

We have a bunch of programs that touch on surveying techniques. Just imagine our renewable energy technician students, who are using their surveying skills as they lay out wind farms across the province. And it goes on from there. We have an adventure expedition program out of a campus in Simcoe, and the students there learn basic GIS mapping as part of that particular program.

But for most of the folks in this room, I would like to suggest that the next difference makers for you are at a college near you getting ready to graduate. And they are civil engineering students, Dana -- study a whole broad range of learning, whether it be structures, steel frame, composite concrete stuff -- that is a technical term -- and there are a whole bunch of other things that they just soak up and learn and then want to share with you.

In the last five years, our civil engineering program has grown 35 percent, and that is focused on meeting student needs and industry needs. Proud of that. Fellows like

Gary Curtis, Solomon Asantey and a faculty helped deliver that. And it is through partnerships, through community support, that those programs grow, and they get better every single year.

I just really wanted to take the opportunity to use my friend Terry here as an example. I had the opportunity to, as I got ready to share a few thoughts, to talk to Terry. Back in the 90s, as Terry's company was growing, he couldn't find all the trained people that he needed to be able to grow his company and support the need that was out there. So he made the conscious decision to partner, to collaborate, with Fanshawe College. He initially took on eight co-op students. He did that each session. He was wise, and he supplemented what they were doing on their co-op terms with some modules that he developed.

Today, 27 of Terry's 49 employees are Fanshawe graduates. Many of them go through the co-op program. Two of them, now, are leaders in his company. If I get the terminology right here, they are doing the highway and engineering group, responsible for 60 percent of Terry's revenue. Terry, like every single guy and gal in this room, Terry leads change. Terry cares for his people, his people which include Dana, and Terry respects the profession.

I think, ladies and gentlemen, that is what you are all about. You are all about dealing with change, a significant amount of change. A quick walk through the trade show next door highlights just an incredible amount of change that is happening within the profession.

The constant has always been people. It will always continue to be people and how you care for them and how you grow them. How you care for the profession is vital in how you look towards the future. I am grateful for having had the opportunity to be here. Thank you for allowing me to share these thoughts because you are all about connecting your profession. Thank you very much.

TRAVIS HARTWICK: Thank you, Peter. Appreciate the talk. And a little token of our appreciation for you. A donation to Fanshawe College. It is near and dear to your heart.

PETER DEVLIN: Thank you very much. It is. You should know this is going to go towards supporting those students that need support. So I thank you and the association for the opportunity to be here.

TRAVIS HARTWICK: Fanshawe is going to start up a new award with the AOLS named as the donator. So that is great.

SIGNING OF THE MEMORANDUM OF UNDERSTANDING:

I think, while Blain gets our table ready over there, I might ask Mr. Pierre Tessier to come up and speak to us for a moment. We are going to do something here today that is very historical. Never been done before. It is Ontario and Quebec

collaborating, working together, to look after our interns and our articling students. Pierre, maybe, will have a little introduction, and then I will fill in.

Change of plans. What we are doing here today is we are going to sign a Memorandum of Understanding between Quebec and between Ontario that we will endeavour to share students. We will endeavour to share articling students. We will endeavour to share interns in a college or university program, try to get them some experience in Ontario and experience in Quebec.

This is an all-encompassing, very wide-reaching Memorandum of Understanding. I know a lot of you around the audience here to be saying, "Well, we have labour mobility. Why do we need to do this?" I think this is important just to show that we do need to work together as a bigger entity. And the first step in collaborating is to work with your sister associations. And with Quebec being right next door to us and being the largest organization, I think it is a great first step into unifying surveying across Canada. That is the crux of what we are trying to do here today and look forward to signing that with Pierre in a couple of minutes.

PIERRE TESSIER: Bonjour a tous. Hi, everybody. It is a real pleasure and also an honour to sign this Memorandum of Understanding with my friend, Travis, today. This is a significant example of the spirit of cooperation that exists between our two associations. And like Travis said, I am also convinced that it is a first step and that we will have a similar agreement with the other sister associations of the other provinces in the near future. I hope now that the many students and interns will use this nice opportunity.

To finish, because you understand that I speak better French than English, I would like to thank the Executive Directors Blain Martin and Luc St. Pierre, who were the initiators of this great idea. Blain and Luc, please, will you stand up? Thank you.

--- (The Memorandum of Understanding is signed.)

TRAVIS HARTWICK: That is great. Thanks, Pierre. I am really happy that we did that today and really happy how it all came together. Certainly, our two associations are very close geographically, over the last several years really not a lot of collaboration back and forth. So I am really, really happy that this is moving forward and moving forward at the speed that it is. Thank you to you and your executive also.

Right now, I think we will go to our next presenter. It is on the Digital Plan Submission Task Force. And again, collaboration seems to be our theme. We will have Jeff Buisman and Ken Wilkinson to come and up and talk to us about digital plans.

DIGITAL PLAN SUBMISSION TASK FORCE PRESENTATION:

JEFF BUISMAN: Thanks, Travis. I am back again. And the clicker is... Ken and I are here to talk about the Digital Plan Submission Task Force. I am going to give a bit of a history and things we have accomplished and things that have yet to be done.

We are in a digital world. Of course, our survey plans have been digital for decades. For the most part, surveyors have figured out how to handle the digital files, how to prepare them, manage them, and protect digital plans with their own -- protect their digital plans and handle spreading them out to consultants and so on.

The AOLS hasn't given any input on what might be good practices or what we should be doing with that. Some members, and in particular a couple, have asked for some input. What should we be doing? Maybe it is time for the AOLS to step up.

Simultaneous to that, Service Ontario would like to move towards digital plans being submitted to the registry office. So it is time for the AOLS to take some leadership role in setting direction, policy, and guidance. Therefore, we established a committee. Murray talked about it briefly this morning. So hence we have the Digital Plan Submission Task Force. It is a task force, not a committee.

We started it in the summer of 2014 under this motion here, 14-38. What has been neat is it has been an opportunity to think deeper about digital plans. We have thought about a number of things. Of course, a mandate and a direction, a vision for this committee. The standards of digital files. We are having struggles getting standards set in our office. I can't imagine standards for the whole AOLS industry.

Layers, colours, all that kind of things. We have thought about the hot topic of intellectual property. Also talked about consistency. The role of public protection. But we also thought a little bit deeper on ideas like is this a wave -- is this an opportunity for us to improve the quality of our surveys? Is there another opportunity here for surveyors? How far do we go as a committee?

Nothing nicer than getting a good group of people here to think the big picture. And I think we have a nice cross-section of people. You can see some of the names. Izaak de Rijcke, who often challenges us to think deeper on many things. Blain, our Executive Director. Al Buckle our representative from Teranet. Brian Maloney, who is representing ODCC. Ken, here, beside me, with Ministry of Government Services along with his colleague, Jeffrey Lem, who is the Director of Titles. I have been representing the AOLS. Recently, Scott Coons joined us. Tom Bunker has been part of this committee, and he contributed a lot, but he decided for him to leave the committee.

Where are we going? What have we done so far? We have established a terms of reference. We have also established a vision, and I will talk about that in a sec. Murray also mentioned that we looked at -- digital plans, we could talk about a lot of stuff, and we are not going to decide it that quickly, so let's break it down a little bit.

We decided let's talk about image files. I call it the dumb files -- maybe that is not right -- because the other ones are the intelligent ones, and that is the AutoCAD files. We talked about the idea of AutoCAD files, and we keep thinking about AutoCAD files, but we have really focused our efforts on the image files for now. Let's get a framework set up first.

We have also got a summary document that we are keeping, ourselves, to say what have we discussed and what have we decided upon.

This is the vision. We have had good input on this one: Creating a new framework for the standardized digital submission of land surveys in order to enhance service and create value for creators and users. I will read it one more time. It is a mouthful. Creating a new framework for the standardized digital submission of land surveys in order to enhance service and create value for creators and users. I like this because it, kind of, encapsulates some of the things we are thinking about. We are talking about planning and digital plans, but we are looking at the opportunity of doing that as well.

As I said, we have talked -- for the intelligent files, we can talk about, like I said earlier, the technical standard: The layers, colours, all that stuff. Those are things we are going to have to talk about. We can talk about the intellectual property and copyright and fair use of the plans; the value, especially we see the value in AutoCAD files; quality control and quality assurance; licensing and limitation of liability; file transfer processes and change. How do you handle change to drawings? We saw the insurance examples this morning of changing drawings. These things are all being considered, but they are for a later discussion. Hopefully, this year.

In the meantime, we are talking about PDFs for Service Ontario. Other jurisdictions are doing it. In fact, other jurisdictions, like B.C, Nova Scotia, Alberta, Quebec, they are way ahead of us. Not only are they submitting digital plans, a bunch of them are submitting digital AutoCAD files. Whereas, we are just talking about PDF files.

Another thing to think about is that, in 2017, there will be a new version of Teraview. It means a complete rebuild of the computer systems. Maybe Ken can talk about that more. We also think it is time for us to catch up, to get into the digital age. It is interesting. Jeffrey Lem does highlight -- who is the Director of Titles -- 99 percent of everything in the registry office is digital. What isn't? Survey plans. Let's make that happen. That is his goal. Let's make that happen.

Why we are involved, as a committee and part of your association, is we think it is an opportunity for us to set the direction and coach it along, rather than be told, "This is how you are going to do it."

Some considerations: Need for clarity and scope of use and the permissions and so on of digital plans within Service Ontario. We have to think about concerns of any value added that Teranet might get out of it. The AOLS wants to ensure that the public is protected. That is always a priority for us. But we also see this as an opportunity to improve the overall quality of the plans and consistency. And we are looking at the idea of electronic checklists and also the idea of maybe some greater plan conformance. Maybe the 200 firms in Ontario with the 200 varieties of plans is a good thing, but still the idea of a little bit more conformance.

In dealing with Service Ontario, we have taken out the tough questions in that our evaluation of this process right now is treating it like the paper plans are today. That means any discussion about copyright and all that that goes on, we are just going to treat this exercise of digital plans going in just like the paper plans and the regs associated with paper plans.

I thought when we started this, this was going to be easy. Most of the reference plans I do nowadays, I get them scanned and I e-mail them to the people who need them the day they come back from the registry office. I thought this would be easy. I can just e-mail the plan to the registry office. That isn't so easy because it is not going to be e-mailing it to them, it is going to be putting it in their system, namely Teraview. That is going to take a bit of work. And that is where Ken, the expert, is going to discuss that a little bit more.

It means that the AOLS members will have to be Teraview users. And there is a process in that, especially protection for fraud and so on. It is not just sign a form and go. It is a little bit of an authority thing, and you have to make sure that everything is done right so no one is abusing that Teraview account.

The type of pre-approval system that we have today will disappear. The idea that you put a package together and get it to the registry office, and it sits there for three days and you get it back, that is going to stop. At first I thought, this could be great. Those plans that we do in registry offices that are 100 kilometres away, we don't have to worry about courier and all that back and forth anymore.

We expect a slight change in the look of plans. Just a bit, because of this digital framework that we are doing. We also see the need for training and promotion among our membership as to how these changes take place. Of course, since items going into the registry office and the details of a plan are under regulation, regulation changes will be required. Ken and his department are looking after that too. It is complex. Since it is so complex, I am taking it over to the expert.

KEN WILKINSON: Thanks, Jeff. It doesn't look that complex to me. Are there any questions right away? It is a little complex. This is our internal working slide we use inside the task force to figure out issues, concerns, as we walk the plan through the entire process from surveyor's office back to surveyor's office.

There is actually -- it is one single slide. This was actually put together by our summer student a while ago for me, who was quite bright. I just said, "This is kind of what we are thinking. Could you draw me up something?" She did it very quickly. But it has worked out very well. I am going to focus on a couple of parts of it right now. I will just go to the plan checklist part, which Jeff mentioned there.

This would be, I would say, ideal, if we had a plan checklist. That way, we are not taking a plan for pre-approval to the registry office, getting it examined, and taking it back to your office and submitting electronically. That does not seem to make sense to me or probably anybody else I have talked to. The electronic checklist is ideal. But there still will be the potential pre-approval because checklists, being what they are, not every plan might work on a checklist. That is why I have got -- in that box below surveyor's office, it will say checklist or pre-approved plan. That is the first, sort of, focus in there.

Again, the other area I would like to look at it is the Teraview area. I can't read that box down below there. There is quite a bit of text there. But basically, what happens is this is where all the magic happens. You are uploading your plan into Teraview. As you are working there, you are creating a document as well. While that is all happening, you are being verified that you are a valid AOLS member. This Teraview is a key to the whole system.

As Jeff mentioned, we will need a Teraview licence, and you will need to be authorized to use Teraview. There will be rules that are already in place for solicitors, lawyers. In using Teraview, they will apply to land surveyors as well. There will be things like land surveyor statements. Right now, we have lawyer statements. Teraview is being built in to have land surveyor's statements. They are legal statements that you will make as the plan is going into the system. The documents, as you work in Teraview, as you build the document in Teraview, it is self-checking. So it is, sort of, saying you got to do this, you got to do that; or if you don't do this, you do that. At the very end of the whole process, it checks the document before you send it in for registration.

The third area I would look at is this little box here. We are going to get checklists for plans, but plans will still be checked. Right now, it is at pre-approval that the plans are checked. Going forward will be at the deposit stage or the registration stage where they will still be checked. One of the things that is not on the big overall chart is the fact that the plan, if it is not quite correct, could go back to the surveyor for changes prior to being deposited or registered. Don't worry. We are still checking the plans.

There is that big slide again. A couple of advantages here. Number one, technically you are not leaving your office in terms of the plan submission to the registry office. A pre-approved plan or a checked plan goes in. It is going to go through the process, and then down on the bottom there, you see the arrow kind of bringing it back to the surveyor's office by e-mail. Your deposited plan will come right back to you. It could be, for this whole process right here, you could be in your pajamas the whole time. You send it in, and it comes back, and it is deposited and off to your client. I will turn it back to Jeff.

JEFF BUISMAN: I am just going to go back for a second. Ken has looked at that slide many times. And I have looked at this slide many times, and I am still getting it. So I am leaving it up here for a second. Just to, kind of, get my layman's view of it in the sense that on the left part is the surveyor doing the work, using that checklist that we were talking about, pumps it into that middle part with the computer with the Teraview. That is where they check that the OLS is in good standing. Then, at some point, there will actually be a document or a notification to the surveyor that is almost like you get a number on the pin. There will be a recognition on the pin that this plan is coming in for deposit. You will get a statement to that effect.

You can see on the top right, the ELRS, that is like the automated -- that is inside the registry office system working. You will see there is a plan and a document. That document is the thing that you will actually be filling in online and submitting.

As Ken suggested, just below that, you see the plan examination. You see the person working at the desk there. Then, they approve it and deposit it. And what is important is that there will probably be some kind of watermark put on the plan for the Ontario government. You can see there that -- they are going to have an arrow there -- they are going to identify that plan on the pin map, on the pin report. You see, most importantly, that we will be getting back the identical-looking plan that anyone who went to the registry office were to pick up, you are going to get the same-looking plan back. I just wanted to refresh that one. This is an important slide and, if anything, maybe we will find a way to make sure everyone gets one of these slides to address more later.

What is the AOLS doing? We feel that we should be developing that electronic checklist, most importantly, the content of that list. What should be on there? The north arrow, the coordinates, the pin, the subject pin, that kind of thing. We want to train our AOLS members how to use it. Maybe this time next year, we will have a session on just how to be a Teraview user. Maybe it will be advanced to that stage, and we could do a demo run on it. Maybe it is the annual meeting after. I don't know. We will see.

We are going to promote it amongst our membership. We want to provide input on the look of the plan. And actually, Ken and I, that is one of our to-dos, is to look at how we are going to make the plan look, what are the few, maybe, subtle changes

that we are going to have. Of course, we always want to make sure that we are protecting the public, ensuring that the surveyors' interests are protected as well.

Electronic checklists. We talked about this a fair bit. This is somewhat the benefits of it, I think. All those that use electronic checklists, and you may have seen a SurveyMonkey on it, we can see that there is improvement in the quality of the plan. When you sign that surveyor's certificate to say, "I went through the checklist," there is more onus than simply going check, check, check, check real quick. No, you are going to have to think about every check that you put in there and your signed statement -- or your statement and your Teraview submission makes that clear.

Potential efficiencies will be realized with SRD with this process. Maybe there is additional information that the AOLS could be benefited by with this electronic checklist.

We thought of a lot of different things here. Should the AOLS support the checklist? Should we support it? What kind of plan should be subject to a checklist? What information should we capture? How complicated should this checklist be? How intelligent can it be? And I will go on to that one in a minute. Who should host and control the website for this checklist? How should it be funded? Who should create the checklist?

I am going to say, the AOLS, we support the checklist. We see the benefits outweigh its disadvantages. And that SurveyMonkey that we did showed that most of you agreed with that idea. It is well in line with the mandate of the AOLS: To make sure that we have good quality surveys. It will benefit those members that use it already. We found already 75 percent of our membership use a checklist. Now, it is going to be a checklist -- maybe it will be a really good checklist because it will be the best checklist of all the surveyors' firms around.

Spread the benefits of electronic checklists to all plans -- oh, yes. Do we have this checklist -- we have been talking about this checklist being used for plans to go into the registry office. But what about other plans? We are thinking it should also apply to SRPRs. That is something that makes a lot of sense. It will bring consistency to the SRD. It is in line with SRD, and it will bring consistency to the product that we do.

Is there a possibility of integration? If we are going to get this electronic checklist, maybe we can get this AOLS sticker at the same time. We are looking at that a little bit, but we are not necessarily going to say go that way right at the start. It will take quite a bit of software and so on to figure that out.

One thing we could do with this checklist -- possibility -- is if a surveyor keeps on just failing the checklist stuff, maybe there is some more work to be done and

maybe some more training needs to be done to help improvement on that. Things that are being missed time and time again.

One thing we want to do is we want to keep the electronic checklist relatively simple to start but have it in a framework that will be a potential for added enhancements. Maybe the SRD sticker idea. Maybe more tracking. Just different types of things. Mainly, the thing is we want to keep it simple -- keep the thing simple and easy to update.

At first we thought, as a committee, we should have this electronic checklist hosted by the AOLS. That was the resounding response that we got from the SurveyMonkey. Then I thought -- I had a good discussion with a friend who always forces me to think deeper and bigger picture on this stuff. What if we had more of an intelligent checklist? I said, "What do you mean?" Well, when you put it in and let's say you are putting it into Service Ontario, you typed in the pin number, and it bounced back all the abutting pins. Then you say, "I had better just double check that I have all of the abutting pins that is thrown on this printout." Or, maybe it bounces back to you to say, "Hey, this thing shows us these easements." Maybe I missed that when I was getting the plan ready. I am just thinking, maybe, is there an ability for an intelligent checklist.

Looking at two options: Do we think about the idea of this checklist being hosted and operated on the Teranet website? Or on the AOLS website? Here are some benefits, on this slide, for putting it on the AOLS website. One is the membership thought it was a good idea to be there. We can also apply it to all the plans, not just the ones going to Service Ontario. There is potential benefits working with SRD, and it is in the AOLS control. We have more control of what that checklist is going to look like, what it is going to do, that kind of thing. One little disadvantage, we are going to have to help pay for the cost and maintenance of developing that checklist. Though, we are looking for funding sources to help us on that checklist.

What about Service Ontario hosting the checklist? I think there is an opportunity for exchange of intelligent information. If it was an AutoCAD file being submitted, the opportunity for exchange of intelligent information would be incredible. I understand, in some jurisdictions that you put in the AutoCAD file they will do a closure report on it automatically. We are not talking AutoCAD files here. We are only talking PDF files. But I think there is still a potential for that exchange of information and just making sure you get it right.

In our office, we do surveys sometimes in 58M and sometimes in 51M, I can't believe how often the person putting it down types in the wrong registry office. Wouldn't it be great, if we knew it was Orangeville, that automatically it would put the right registry office in? That is the example of what I mean by intelligent interaction.

The other benefit of being with Service Ontario, in a way, it is two parties really involved in the arrangements. It would be the surveyor and Service Ontario. The AOLS, we feel that the AOLS still would have input, in that we would still develop the contents of the checklist as to what needs to be on that checklist.

I think another benefit is it would be no cost to us or very little cost. Like I say in that last -- and we could have possible reporting SRD, but, more importantly -- and we have asked the Professional Standards Committee to actually develop the details of what would be on that checklist.

We haven't made a decision, and it would be great to, maybe, get your feedback on these two options, whether the AOLS hosts the website with the checklist or Service Ontario.

Our commitment. Ours, the task force, and the council has supported this commitment that we will continue to move forward with digital plans submission with image files going to Service Ontario. We will embrace the electronic checklist. We will develop the contents, as I said, through our Professional Standards Committee. We will help you prepare and be ready for the pending changes. And of course, we are always going to watch out for and protect your interests.

Our commitments, this slide, in the future is probably similar to -- in a way is things to think about in the future. We will have to decide: Is the checklist going to be with the AOLS or Service Ontario? How intelligent can we make it? We are going to develop this checklist as I have talked about. We also want to look at what other jurisdictions do in the process, how they host it, and so on. We will continue to advise you on where we are at and work on the look of the plans.

Big thing is we need to talk about it. Your feedback -- I am not going to suggest right now -- but I think your feedback to the committee would be very much appreciated. Thank you.

I can take a couple of questions. May need some help from committee task force members to help me answer them.

MARVIN MCNABB: Maybe I missed this. Marvin McNabb, MTO, Thunder Bay. Bit of a tongue twister, but what is the plan for plans that do not have pin numbers, such as Crown land plans and things where there are no pin numbers at all.

JEFF BUISMAN: I appreciate that. Maybe I should have said our goal is to work with the plans that are in greater volume for now, so to start with, say, reference plans and plans of subdivisions. Condo plans are going to be much trickier -- expropriations, Crown land plans, all that stuff is going to be -- that is later. Let's get the basics going first.

TRAVIS HARTWICK: Ken and Jeff, thank you very much. We certainly appreciate that. Donation to Fanshawe College. Thank you.

We are way ahead of schedule. I think what we will do here is we will just show a short video, and then we will go into the break. We will come back at three o'clock. --- (Video is played.)

TRAVIS HARTWICK: Again, pretty neat what some people are doing with social media and YouTube. So go ahead, and we will break for our afternoon break, and we will be back here for three o'clock and we will start sharply at three. Thank you.

--- Recess taken at 2:13 p.m.

--- Upon resuming at 3:02 p.m.

TRAVIS HARTWICK: Okay, folks. If we could get everybody to take their seats. Much appreciated. Once again, I would like to remind everybody about cell phones. If you could please silence your devices, that would be much appreciated.

I noticed here that we do have a few people that are, kind of, in the nosebleeds back there. We apologize for that. We had seating for 350 people at the half rounds. We just added another 50 chairs. We have around 400 people in the room this afternoon, which is absolutely spectacular. Thanks, everybody, for attending. That is great.

Our business session continues now with a few presentations from committees. We will hear from the Continuing Education Committee. We will hear from Professional Standards. We will hear from the Province-Wide Survey Records Index. We will start off with Tom Packowski, Chair of the Continuing Education Committee. Ladies and gentlemen, Tom.

CONTINUING EDUCATION COMMITTEE PRESENTATION:

TOM PACKOWSKI: Good afternoon. As Travis said, I am Tom Packowski. I am the Chair of the Continuing Education Committee. I am here to present our report from the Continuing Education Committee to the membership for 2016.

The Continuing Education Committee is a non-statutory committee of the association. The CEC is but one of 22 committees or task forces struck by the association. There are currently ten members on the committee. We are always welcoming new members if any of you are interested. Throughout 2015, we met eight times by teleconference and one meeting at the AOLS offices.

The aims and objectives of the CEC are outlined along with other committee and task forces in a Terms of Reference manual prepared by the association. The aims and objectives of the CEC -- there are ten of them. They include such things as

selecting continuing education topics suitable for formal activities, arrange development seminars, courses, and lectures to be presented to regional group meetings, the Annual General Meeting, and meetings specifically arranged for presentations.

We are required to maintain a revenue neutral budget. We have to prepare an annual budget to Council. The one that stuck out the first time I ever read them was that I have to present a report to the Annual General Meeting.

Our primary function, as I said, is to select courses for continuing education that are suitable for formal activities as required by the AOLS Continuing Professional Development Program. For this, we will turn to members of GeoEd and their registered education providers; the Professional Surveyors Canada, recognized authorities on specific subject matters; and also Four Point Learning, which I know you are all familiar with.

Course topics include contracts, integrated surveys, land tenure, survey law, business practice, human resources, and client relations, to name but a few. In 2015, some of the courses provided to the membership included the Getting it Right seminar, by Brent Taylor; the Administrative Law seminar and the third Annual Boundary Conference, both by Four Point Learning; and most recently, Measurements and Adjustments seminar by Paul Wyman.

In addition to these formal courses, there were monthly webinars and educational presentations to the various regional groups. Just as a point of interest, the four main presentations would have represented three years' worth of formal content in just the one year.

The professional development program is set out in sections 41, 42, and 43 of Regulation 1026 of the R.R.O. 1990. Section 41 talks about Council's obligation to establish a professional development program and prescribes the number of hours required, which I know you are all familiar with, but I will repeat anyways: 36 hours of continuing education courses relating to the practice of professional surveying, usually referred to as formal hours; and 66 hours of professional activities that support the profession, including meetings, committee participation, self-study, and presentation or publications. These requirements are to be fulfilled over a three-year-period.

Section 42 states that every member "shall complete an annual report on their professional development." I do want to stress that. Of all the things that the CEC had to deal with this year, it was the number of individuals who simply didn't file annual reports. It is a silly thing. It is a trivial thing. But please, this year we are starting a new cycle, please remember that you do have to file annually.

Section 43 states that every member "shall maintain records of their professional development activities for a period of at least five years" and that the Registrar is

also authorized to conduct audits to ensure that members comply with the minimum requirements of professional standards.

Speaking personally, I found it somewhat frustrating that there was so much resistance to continuing professional development. We all know that this matter is explicitly set out in our Code of Ethics. It is one of the objectives that is set out in section 2(3.1) of the Surveyors Act. Yet, in my capacity as chair of this committee, I have seen individuals attempting to catch up in the eleventh month of the third year of the cycle. I haven't been around as long as some of you, but I have been around longer than most. I know what is going to happen to those who simply refuse to keep up with technology, evolving loss -- or standards or business practice. Simply put, they won't remain members of the profession. My concern is this could become the fate of the profession.

As the CEC continues into 2016, we intend to have policies in place that will assist the members in determining whether courses, seminars, meetings, and webinars that they have selected meet the regulatory provisions for formal or professional hours. I am pleased to see that the vast majority of membership has successfully completed their first cycle, and with this AGM, are well on their way through the second cycle. We welcome any suggestions that you might have for the CEC, and I would encourage you to consider joining any one of the 22 committees or task forces.

Let me conclude by saying thank you to the members of the committee who currently are Martin Baya, Barry Clarke, Michael Griffiths, Vicky Kumar, Ron Querubin, our Council representative, Al Jeraj, Blain Martin, Tim Hartley, and the staff at the AOLS office. Thank you.

TRAVIS HARTWICK: Thank you, Tom. A little token of our appreciation here. A donation for you.

TOM PACKOWSKI: Thank you very much.

TRAVIS HARTWICK: Next is a report from Bob Halliday, Chair of our Professional Standards Committee. Bob.

PROFESSIONAL STANDARDS COMMITTEE PRESENTATION:

BOB HALLIDAY: Thank you, Mr. President. We have had a busy Standards Committee year behind us. What you have on the screen is a little bit of our discussions about sketches. I will get to that in a minute.

I think our big accomplishment for the past year has been getting the manual from the old paper-based format into an electronic format that is available on the website. I would encourage everyone to get on there and use it, experiment with it. It has a lot of good information, a lot of links to different resources that you might want to try. What we are planning to do over the coming years as well is to build it. It is

going to become more and more powerful a tool for you, for research, and all kinds of things of that nature. If you start using it now, get into the habit of using it now, then it will be automatic for you when it is even more powerful than it currently is.

Right now -- and I have to thank Jack Keat for all of his work. The whole committee has worked hard, but Jack has really taken the lead on getting this up and running. And he is currently working on adding what we are calling "useful links." This is something that the website used to have available, and it was found to be too onerous to keep the links up to date. We are optimistic that we can deal with that.

We are encouraging members, if you have a link that you think would be helpful for the rest of the profession, then by all means fire off an e-mail to Jack with that link on it and a little explanation of why you think it is worthwhile and Jack will get a little summary of it written up and include the link on that part of the manual. Something to watch for some time when you have trouble sleeping and you don't want to watch midnight TV.

Moving on to sketches. We have struggled with this. We have been talking about sketches -- well, the association has been talking about sketches forever. But the committee has been dealing with it for the past year. We struck a task force in April or so of last year. Four individuals, Bill Buck, Ted Williams, Normans Taurins -- I didn't write it down. There is somebody else on there I can't recall. But in any rate, they have been working hard.

We have been, kind of, chasing it around and around, and having a hard time coming up with an all-inclusive statement of what is a sketch. But we have boiled it down, and we are very close to getting it close. In essence, what we are almost saying, except we don't want to do it this way at the end -- but we all know what a plan of survey is. We know what it has to show. A sketch can't show that. It can show some dimensions, but it is not to be something that is confusable with a plan of survey. So we want the sketch to be done in such a way that it is quite distinct.

The questions that I have posed here: What is a survey? What is a sketch? What is a plan? What does the legislation say? And then one critical question that we had to ask is: What are firms actually doing? We want to be relevant, but at the same time, we have to be compliant with our legislation. We will skip that slide, and we will move on to here.

We know what a plan of survey looks like, whether it be something that is going into the land registry office, whether it be a topo plan -- here, we have to be careful, because if we are calling a topo plan a plan of survey, then it has to meet the standards for plans of survey, which includes pins and dimensional comparisons and all that kind of good stuff. Then boundary surveys. Other types of plans that are for client use but aren't going into the land registration system.

If it is a plan of survey, of course, it needs to meet the current requirements for plans. And there is other information that can go on some types of plans, if that is what your client needs, information such as tree locations or where buildings are. That sort of information. A plan of survey is the appropriate place for that type of information to be shown.

A sketch, I have listed a few here, but it is not intended to be anywhere close to an inclusive list. We could have a sketch for severance. We could have a sketch of topo, but again, here -- these topo ones have caused us a lot of grief. That may be the biggest area of contention. It has to be clearly indicated that it is not a plan of survey. We could have sketches to illustrate descriptions, although I don't think we see a lot of those anymore -- sketches to illustrate locations of trees or manholes, and this has been a big item for some of our municipal surveyors because they are being asked is a particular manhole on municipal property or on privately-owned land, so their report usually includes a sketch for illustrative purposes. These sketches need to identify the distinct purpose of the sketch. If the sketch is for severance purposes, that is what it needs to say in the title. We don't want to see any mention of geographics in the title. Again, it needs to be distinguishable from being a plan of survey. We don't want people coming along later and saying, "Here is my plan. Here is my survey." when in fact it isn't a survey at all.

Although, the bulletins that have come out from Council over the years have been a little bit back and forth on this, the way the committee is leaning is that we are thinking that, if it is a sketch, it shouldn't be signed. If you need something official, then it should be a covering letter that has your signature on it that introduces the sketch.

All of these things that I am saying are not newly decided this year, but really we are just trying to congeal them from all of the past practices that have been identified and put out in bulletins and other similar types of documents.

I have some examples on here but, I think, for our purposes for today that this probably will suffice. Expect to see something later on this year. We are going to be making recommendations to Council, I hope, by May or so. And then Council will need to approve them and put out a bulletin that actually details what we have. We want to get out to the membership, to regional group meetings, and other such venues and go over this in more detail -- allow us to initiate discussions so that everyone understands what it is that we have settled upon. Many of them are small things, and it is just a matter of rewording something, but if we are all doing it the same way, then I think everyone wins. Thanks for your time.

TRAVIS HARTWICK: Thank you, Bob. Now we will call on Mr. Brian Maloney to come up and talk to us about the Province-Wide Survey Records Index in seven minutes or less.

BRIAN MALONEY: Seven minutes? Get out of here. How does this box work? Big green button. Okay. So you said 70 minutes? I won't take 70 minutes.

Before I get into this, for those that were at the recent Kawartha-Haliburton Regional Group meeting or the recent Eastern Regional Group meeting, go to sleep now. Get caught up on your rest. This thing didn't advance. Why not? There we go.

A little bit about the vision. I can't read it from here. That is great. I am glad to see that. It is up on the screen. You can read it, hopefully, because I can't.

I guess the bottom line is what we are trying to put in place here is a single system, a single portal, that you can go to and do your research in terms of what plans, what surveys exist, that have been done in an area. It is meant to be a single place to go. It is going to pull from existing repositories, whether it is LSR or www.surv.ca or Pimarc, it will pull from those. If you are using those systems, you can continue to use those systems. You don't have to duplicate your loading. It will work with those. That is the intention in terms of us moving forward. I will leave it at that.

A little bit about value proposition here. Although, when we did the first survey -- we did a couple of online surveys way back in phase one trying to determine the requirements for this -- there was about 80 percent in favour, I think it was, of moving forward with a Provincial Survey Records Index. And about 75 percent of the membership thought it should be mandatory. Obviously, if you don't make it mandatory, I don't know how you make it work.

There was good strong support, but obviously that means there is 25 percent of the membership that don't think this is required. I think there are a number of good reasons for moving forward with this. Obviously, from a surveyor perspective you can do a comprehensive search, going to one site. Hopefully, it saves you time and effort in terms of moving forward. It certainly allows you to go in and get those questions easily. It will support both geographic and tabular searches. Unfortunately, you will end up having to do both of those for a period of time until we can actually georeference the likely 2 million plus existing records that are in a tabular system. So we will have to deal with that and move that forward. I know there are some other points down there. I can't read this slide either. This is great. I am loving this. This one is even better. Value proposition to survey firms. We have heard some of the firms say, "Well, you know what? This is going to cost me too much. I am going to retire in five years." I just saw somebody with an ad in our recent little e-mail that we got looking to buy survey firms and records.

If you have made the investment and you have properly indexed your files, clearly they are going to be worth more. So you are adding value to those files. Yes, there is an investment going to be required if you haven't properly indexed them or if you have multiple indices sitting in there or card access. But the work you are going to do, I think, will end up with increased value around it. Certainly, it will allow you

to search your own records easier. I know some of the firms that have already gone through this process have said they have saved time in their own house in terms of going back and discovering records and finding their own records. Yes, there is an investment required but it certainly is there.

It also sets you on a path, if you choose to monetize those and actually sell your plans, it sets you up to do that. Obviously, you have to go to the extra expense of scanning. But then you can move forward and recover some of that expense as you move forward. One of the other good things is it sets you up in terms of off-site storage. If you have gone to the point of scanning, you can actually move those records off and take advantage of that. I think we had a firm last year that burned down. The only reason they were able to save their stuff is because they had it stored digitally off site. If, God-forbid, that ever happened to you, that is another benefit. There are clearly good reasons to do this.

Lastly value propositions for existing providers. We were quite concerned about the existing providers that are out there, like LSR. We didn't want to be seen as competition with them in terms of moving forward. So we have really set this up so it is not competing and actually steers clients to their systems. I think I get into a little more detail on that.

The first step was determining what was required. I did go through that already. There was strong support in terms of moving forward. I really wish I had printed this stuff so I could actually read what I have on the slide. We did go through a couple of online surveys. We took all of that to heart in terms of determining the requirements as we move forward. That got fed into Council, and Council agreed to that. And then we moved into the next phase, which is actually the implementation.

We did put a new task force in place. I don't know if I have the list in here. Murray had the list this morning. I have to say that we have a really talented group. It has been a pleasure to work with those folks. We have guys that have systems development experience. We have folks that were involved in practical implementation of a survey records index in South-Central region. There is a lot of good knowledge coming to the table.

We did take a very regimented process in terms of determining the requirements. We have met, I think, nine times -- one face-to-face meeting -- and put a number of used cases together. If you have had a chance to download or to look at the request for information that is out there, we did go into an awful lot of detail in terms of how this system is going to work and how it should function and to find roles and responsibilities in terms of how that will work. Then, as we worked our way through the used cases, it allowed us to wrap our minds around whether we have the right functionality and the requirements that needed to be developed.

We did generate a request for information that has gone out, and I will get back to that. We also spent the better part of a day with the existing providers, making sure

that we could interact properly through some form of application program interface to be able to exchange information back and forth. We also met separately with the Ottawa folks because their system is slightly different in that they store images, and they don't have much in the way of metadata associated with those. So we are going to have to have a slightly different technique with those. We are going to have to do something during the search phase to actually call out and return back their plans, either some form of thumbnail or some downgraded version of the plans so that you can actually determine what your need is around that.

When we met with the existing providers, they obviously are interested, I think, in most cases, in terms of responding to an RFP that will eventually go out. The concern was around, "So what do you think this is worth?" We said, "Well, we really don't know." They certainly suggested that we move forward with a request for information so that we can make sure that we are on track, and the Council supports, and ultimately the membership supports this, because the last thing we would want to do is put an RFP out and then move forward with the regulation, which will inevitably be required, and the bylaw to fund this thing, and we don't get support.

There is a check in here that is going on, and that is why we are moving forward with that. The request for information is out. I think it closes March 11th. Once we get the results back from that, we are going to have a summary in terms of what estimated costs are, so we have a better understanding of what that looks like. We are going to go back to Council for a conversation.

My guess is we are going to go back with another online survey to the membership as well to get a sense, once we now know what this is going to be -- we did talk in our second online survey about costs but we didn't have a good handle. We used some of the numbers from the south-central index as an example, and in conversations, it in fact, may be higher than that.

I think it is appropriate that we go back to the membership to get a straw vote, if you will, to get a sense of support for this before we actually issue an RFP and move forward with spending real money and getting people to put the effort of responding to the RFP.

We still have yet to deal with the regulation or the by-law. It is not something that we have been rushing on. Our intention was to try to do these in parallel and move forward, but I know that Council has not moved very far on the by-law yet. Likely, good, until we get the response from this request for information and go back with some more appropriate costs to deal with it.

I do have a number of items that are in here around some of the requirements that are in the statement of work that was issued as part of the request for information. We were asking for feedback from potential vendors on this as well, if there were suggestions that they had in terms of us improving this to save costs or to actually

perhaps improve functionality. We are asking for that as well as part of the request for information.

We anticipate having a few back. I know there are at least half a dozen folks that have spoken to me directly about interest in responding to this. I expect we are going to get a good strong response. It was posted on MERX as well, so it is out there and open. I haven't had a lot of questions on it. I am hoping that is because the quality of the document is good. We will see.

One of the other things that we did do is we put a data model together. That was a challenge for us to put one that would work right across the whole province. This is really on the tabular side. The spatial side is relatively trivial to be quite honest with you. On the other side of the equation, dealing with the tabular data, it is far from trivial in terms of being able to sort through all the various ways that people use to describe legally the location of the property.

We put a lot of effort into generating this data model. We have actually put that out with the request for information. We are not requiring that a vendor use that. But it does give a notion of something that we have tested and we know could work. It is a logical data model, obviously, not a physical one, because that will be dependent on the technology they choose to use, etc., as we move forward.

A couple of items around that. We do have a validation table. The validation table is unique per geographic location. The beauty of doing it that way -- and I have to credit Mr. Brubacher for coming up with this -- is that it will make it very easy to potentially georeference this in the future if we gain access to a partial database, either from MPAC or from Teranet. Then we could very easily georeference this and leapfrog into a spatial world much more easily.

The other thing that we have put in there is an alias table obviously because we know there are multiple ways that people describe -- you know, whether it is east of Yonge street or EYS or whatever it happens to be. We know we have to deal with those things, and so we have built that capability into the data model as well.

I don't think I am going to go through a lot more of these items to deal with it. In terms of the anticipated regulation, our expectation is that there will have to be a time limit. I think we are proposing a month from when a survey is completed to get it in. We had a lot of debate about whether that should be quicker than that. But we thought at least to get out of the gate, it provides a reasonable amount of time to move forward.

We are looking for any surveys to be done, not sketches -- I won't get into that mess -- but essentially, any survey, we are expecting it to be put into the system.

We are also looking for a complete load within five years. That was another one that we had a lot of debate around. But I think the five years seems to be where

most people think it is reasonable. Our expectation is that the regulation will have -- I don't want to call it an escape clause -- but an exception clause that could be used by Council in very unusual events.

It would have to be something at the front end, where a firm comes in and says, "You know, I have got records from 30 surveyors, and they are a disaster, and it is going to take me seven years. Give me a break." We want to allow that escape hatch just in case we have some of those circumstances. I hope it is something that won't be used very often. Surely, if I was on Council, if you came in at year five, I would tell you to go to hell. But anyways. I think we are expecting that to be done at the front end. If you have a problem, do it in year one. Talk about a schedule in terms of moving forward.

In terms of funding it, we are looking at a similar model to the South-Central Regional Group. It is easier to administer. It is basically on a price-per-surveyor, price-per-firm type of model. I think I will leave it at that. There you go. Quick enough for you?

TRAVIS HARTWICK: Absolutely. Thank you, sir. Thank you, Brian.

At this time I will call on Mr. Eric Ansell to give us a brief on the constitutional challenge. Eric is the Chair of the Constitutional Challenge Task Force.

UPDATE ON THE CONSTITUTIONAL CHALLENGE:

ERIC ANSELL: Good afternoon, everyone. As Travis says, I am Eric Ansell. I am chair of the task force, a task force of Council to help monitor and advise on how we move forward with our constitutional challenge. I stood here last year to give an update on the challenge. I would like to again give a further update as much as I am able to.

As I said at that time, it is something that is in the courts right now. We are still going through it, so there is not a whole lot I can say. Nothing specific can really be done. It would be most inappropriate for us to discuss actual events that are happening.

We are now three years into the challenge, which for many of us, will seem like an extraordinarily long time. In the case of this constitutional challenge, three years, even though very onerous, is perhaps not unusual in other court proceedings. Of course, the time and expense of this challenge has impacted the overall budget both this coming year and in years previous.

The totality of the challenge started in May of 2013 when the applicant made an application to the Superior Court of Justice on a number of issues that affect other parties including the association. There were subsequent applications and motions. The main issues arise from a Notice of Constitutional Question and a Notice of

Application for the court to determine four questions of statutory interpretation. I am like Brian. I can't see that either.

In the Notice of Constitutional Question, the applicant intended to question the constitutional validity of subsection 4(1) of the Surveys Act by posing the following: Does subsection 4(1) of the Surveys Act frustrate Parliament's purpose and the Copyright Act, so as to render the former ultra vires, the Ontario Legislature. Now, I didn't quite understand that myself. So in my own layman's term, what he is really asking is does section 4(1) of the Surveys Act go beyond the powers of the Ontario Legislature. The question was to be argued in the courts on Monday, May 5, 2014.

The Notice of Application to the Superior Court of Justice was for the court to determine four questions of statutory interpretation. A little bit different than the constitutional challenge. And the four questions, they are up on the screen. I don't think I need to read them out. But they are all basically the same as the constitutional question. But going again to section 4(1) of the Surveys Act and also 29(3) of the Surveyors Act, and just asking the courts for their interpretation of those issues that are now on the screen.

Like any other court proceeding, there are prescribed processes that must be followed. To date, all parties have filed their affidavit evidence. The applicants have challenged some of the evidence filed by the association and by Ontario. Much of what has transpired to date is to determine what evidence should be filed with the court and what will ultimately hear the case.

The association is involved as they were named as a respondent. The association is a self-regulating profession, which has the authority and the responsibility to perform the ongoing public function of administering and governing the land surveying profession in Ontario. The association has indicated that reasonable access to field notes and plans must be protected as it is fundamental to the practice of land surveying in the province and as such is in the greater public interest.

To try to help everybody understand why this has been going on for three years -- I did this last year, and I think it is worth repeating -- is that we will just go through a quick little timeline of how things have moved along.

May 30, 2013, the applicant made an application to the Superior Court of Justice to give a determination of the four questions previously mentioned. This application is outside of the constitutional question but arises for many of the same issues and also raised a number of other issues. The AOLS was one of three respondents to that application.

In June of 2013, the notice was the precursor to the constitutional challenge -- it was made to the courts, but it was submitted to the association, which was not the correct venue. The association was the only respondent to the notice, but the Attorney

General of Canada and the Attorney General of Ontario were given notice of the question. The question, as previously mentioned, was does subsection 4(1) of the Surveys Act frustrate Parliament's purpose and the Copyright Act so as to render the former ultra vires, the Ontario Legislature.

July of 2013. The applicant filed an Amended Notice of Application to the Superior Court of Justice, amending the May 30, 2013, application. The AOLS again was named as one of three respondents to that original application.

November 2013. The Notice of Constitutional Question. The same constitutional question that was previously submitted to the association was subsequently submitted to the Superior Court of Justice in November 2013.

May 5, 2014. The Constitutional Question was to be argued before the courts on that date. Of course, in any court proceedings, statements of claim, statements of defense, and various affidavits are submitted to the court in support of the applicant or in response to an application. The AOLS as well as the Surveyor General did in fact submit affidavits. However, before the May 5th court date, the applicant made a motion to strike certain paragraphs in whole or in part from the affidavits that had been submitted.

Such a motion is then heard before a Master. Masters are provincially appointed judicial officers who have the authority to hear and determine certain matters in civil cases including motions, pre-trials, and case Conference. The court date was subsequently adjourned to November of 2014 to allow the applicant's Motion to Strike to be heard.

In October of 2014, Master Hawkins heard the applicant's Motion to Strike, which was scheduled for one day. After arguing the preliminary issues with respect to whether the Master or the application court judge should hear the motion to strike, the hearing continued with Master Hawkins and proceeded for the entire day. Unfortunately, the parties were only able to argue and determine less than half of the grouped items, each of which contained a number of paragraphs. The application Motion to Strike was adjourned until July of 2015.

The application was returnable on November 2014 as adjourned from May 2014. However, the court date was adjourned yet again as the applicant's Motion to Strike has not been completed. It was adjourned until December 2015. Returnable simply means that that is the required date for parties to return to court or to have certain documents presented and argued.

In July of 2015, parties attended the hearing on the applicant's Motion to Strike, which was adjourned from October of 2014. After just a partial day, the hearing did not go ahead as scheduled as the Master was subsequently not available on both of the July dates. The hearing was then adjourned to September 2, 2015, and an additional day in January 2016.

On the September 2nd date, very little was accomplished. Two additional dates were rescheduled, namely January 13, 2016, and also February of 2016. Of course, we mentioned that the application court date was December of 2015. It was obvious from the September 2nd meeting on the motion to strike that the December 15 application court date had to be adjourned. The application is now scheduled to take place on June of 2016.

In January of 2016, after only three or four paragraphs of the affidavits had been dealt with just prior to lunch, it was clear that many more days would be required and that the hearing would not finish within the scheduled two days. Other options were explored by the parties with the end result being that the balance of the applicant's Motion to Strike would be handled on the basis of written submissions and that the Master will deal with all outstanding matters in that fashion and render a decision in due course.

The Master also ordered that the office of the Attorney General of Ontario could respond and that all parties would be entitled to make submissions. The office of the Attorney General was given ten days to file the responding submissions, the AOLS an additional ten days thereafter, and the applicant has until March 1, 2016, to respond. It is not anticipated that Master Hawkins will release a decision until sometime in March or April or perhaps even later.

Of course, during this whole timeline, there has been a multitude of letters, correspondence, documentation back and forth between counsel for the applicant and counsel for the AOLS. I can only say that there have been well over 50 documents prepared by all parties, totaling well over 2,000 pages of text.

The June 2016 application court date, save for the written submissions to the applicant's motion to strike and the expected decision -- the applicant's court date is scheduled for June. However, given how things have proceeded to date, and even though all parties are optimistic that the motion hearing timeline will be greatly reduced, the June 2016 date will have to likely be rescheduled.

Now what? Currently, all the proceedings in the action with respect to the constitutional question are solely related to the continuation of the applicant's motion to strike those certain paragraphs in whole or in part from the affidavits. The constitutional question is, in fact, a legal proceeding that is still before the courts, but is a matter that has become mired in procedural issues as to the admissibility of certain statements in affidavit material. These issues again are still presently before the Master.

The AOLS is of the belief that MNRF, is a party to the constitutional challenge, and that the Surveys Act is the home statute of MNRF and, therefore, some assistance or lead should come from the office of the Attorney General. I am not at liberty to know or in a position to speak to Ontario's exact participation in either the Motion to Strike or the application of constitutional question.

I know that many of you are very concerned about the cost of the constitutional challenge to the association. That is definitely a question that needs to be answered. From the timeline presented today, you can see that we have been actively engaged in the process, mostly of course in participation of the applicant's motion to strike for three years now. Our costs to date are \$210,914. Roughly, we have spent \$72,000 in 2013; \$85,000 in 2014; and \$55,000 in 2015.

Again, I must reiterate that, because this is all a legal matter before the courts, that there is nothing more I can really say. Thank you.

TRAVIS HARTWICK: A token of our appreciation.

Next on the agenda is just a synopsis of what Council was up to for the year. But I think I am going to defer that to Friday morning. That will form part of my presidential report anyway. I don't want to steal any more time from our Open Forum.

Maybe what I will do is I will ask Council to come up to the stage. When you sit down, Council, if you could turn up your placard there, so people know who you are, that would be great. Just a small Council.

Ladies and gentlemen, we will now have part one of the Open Forum. We will end this session of Open Forum at 4:30. Any unfinished discussion at 4:30 will be the first item of business on part two of the Open Forum, which will be on Friday morning. I will ask that, if you wish to speak, that you please approach a floor microphone 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 the meeting must be in writing and signed legibly by the mover and the seconder -- the mover and seconder must also be in the room -- and forwarded to the Resolutions Committee and Chair before discussion. The Resolutions Committee includes the two newly elected Junior Councillors Andy Mantha and Peter Lamb. AOLS staff members, Julia and Penny, are at the back. They are here to facilitate getting any motions or questions printed and up on the screen.

The floor is now open.

OPEN FORUM - PART 1:

ROBERT HARRIS: Robert Harris from Trenton. I want to express I have some concerns about the Province-Wide Survey Records Index, especially from the point of view of a small firm and the thought of being regulated into what I think is essentially a business decision. I am not really feeling comfortable with it. I feel I am fully occupied with my business, which is profitable, and I just don't feel good

about having to put a lot of extra overhead into something that is not promising an immediate return. That is my statement.

TRAVIS HARTWICK: I don't think it is Council's intention to create extra work for the members. We are hoping that most members have some way of searching their own records digitally now and that it should -- or hopefully, it will be a simple task just to forward them on and be part of a digital system. I think the idea of having a one-stop shop where it is the authoritative source of information -- when you press the button you are going to know if somebody was in that area before -- that is the intention. And we are certainly not looking to make a lot of work for people.

ROBERT HARRIS: Thank you for responding. Some of the issues I also would have is a number of old records from different surveyors and the amount of effort it would be to catalogue that. I can find it in the filing cabinet. It is very rare that I am called on to provide that information. And when I am called on, it is someone local who knows me, and I know how to get the record out.

But putting all that in a digital database is going to be time-consuming. And I think we are involved in a lot of things that put a substantial onus financially and time-wise on a small business person. And this one is going to be big. I think it is going to be bigger than anticipated. So I wanted to express that I have some reservations about it.

TRAVIS HARTWICK: Thank you, sir.

ANNA AKSAN: Anna Aksan, Toronto. I think I am very much in favour of having that index. But as Brian mentioned, it has to be uniform and everybody has to put their records into it because otherwise there is lots of effort and not much benefit. We have that index at South-Central Group and everybody is supposed to input the records, I think, once a month.

Now, I don't want to bring any wrath of anybody up on myself, but I don't think I entered anything in two or three years. The reason being that the system that we have is not really working very well, and when I tried last time, it just didn't accept the records. So anyway, to make this long story short, if we put a by-law, we also need some enforcement that everybody complies. So we should have some mechanism that would force the surveyors to enter the records.

On top of it. As long as we have those sketches, which are not surveys, then they wouldn't show anyway. In Toronto, we have the whole streets where the old bungalows were taken down and the new buildings were built, and there are no records in the index whatsoever about any surveys done. I would say that we should address first things first. Before jumping into some monumental, for some firms, I understand, effort to digital index everything.

TRAVIS HARTWICK: That is great feedback. Thank you, Anna. Appreciate that. Dan, you want to comment?

DAN DZALDOV: I just want to respond to one thing. You mentioned that you haven't entered anything into the South-Central Index for the last two or three years. My understanding is you have an obligation to do that, and it is not up to you to decide that it is not working the way you want it to work and not to input the records. You might want to go back and take a look at that. You might be failing to meet your obligation.

ANNA AKSAN: Yeah, but I don't --

TRAVIS HARTWICK: Anna, do you mind, if you are going to respond, if you don't mind going to the mic. Thanks. Everything is transcribed here.

ANNA AKSAN: That might be so, but if the system is not working and does not take the records then there is not much I can do about it. Right? This is one thing. And the other thing is what I was aiming at, there has got to be some enforcement that the records are being entered because otherwise there is no point to have the index.

DAN DZALDOV: I guess I would say if you are having a problem inputting the records, you should be asking for support on that because I know there are other firms that are inputting the records. If you are asking for enforcement, you are getting up and telling everyone that you are not doing something you are supposed to do, it probably would prompt enforcement.

TRAVIS HARTWICK: Mr. Wyman.

PAUL WYMAN: Paul Wyman, Kitchener. I want to change subjects, so if there is anyone else who wants to speak on the records index, but if not, I will change the subject.

This past fees by-law that came out and was voted on by the membership, I think had the largest amount of opposition that I have seen in some time to a Council resolution, particularly regarding fees. I would like to suggest that there are at least a few of us wondering why Council's decision was to take what came off of the floor last year saying, "If we need a one-time increase in revenues to cover the constitutional challenge, then let's do that. Let's not deficit finance" -- why did council decide to wrap that into a permanent fee as opposed to a one-time fee?

TRAVIS HARTWICK: Russ, do you want to respond?

RUSS HOGAN: Russ Hogan. Finance councillor. We did look at not only what was going to be required -- to the best of our knowledge was going to be required for the constitutional challenge, but we also had to take a look at our budget overall.

Taking that into account, taking our demographics into account, and understanding that we are going to lose members, hopefully we will build that membership back up, but we will be, over the next few years, losing more members to retirement, it was obvious that just a special levy to cover the costs of the constitutional challenge was not going to be sufficient to support the association.

We have built into the budget, and I will be presenting this to some level on Friday, but we are looking at a way of building up some reserves, we hope, over time, and being able to address not only some of these unexpected costs but also being able to manage through a time when -- as our membership does decrease to some level.

Anyway, that is the bottom line was we weren't going to have enough money to get through the fiscal years coming with or without the constitutional challenge.

PAUL WYMAN: May I just make one more remark? Paul Wyman. I make the observation that, in five years, we have doubled the costs, the annual registration costs for surveyors. We have gone from \$1,000 to \$2,000. I think if any of us had our municipal taxes doubled in the same period of time, there would probably be riots in the streets. It is hard for us sitting out here in the audience. We don't see the numbers in detail as you do. But, you know, if our costs for discipline and complaints are skyrocketing, then maybe we need to address those issues so that we are not getting as many discipline actions. You know, maybe we need to address the issue of education. Or maybe we need to step up our survey review of firms to make sure there is more compliance. Whatever. But you can't let costs spiral, doubling every five years.

It will become a self-fulfilling prophecy. You will have fewer members because those of us who would have been happy to stay on as members are retiring, I won't say prematurely, but earlier than maybe we would have. So you end up losing those numbers. You end up losing that income simply because costs are increasing at a rate that is unsustainable. You can't double your fees in a five-year period and then come back for more.

TRAVIS HARTWICK: Go ahead, sir.

NORMAN SUTHERLAND: Norm Sutherland, Petrolia. I also have the same concerns. What I have just heard in the last five minutes, it would seem to me, there is going to have to be a special assessment for the constitutional challenge because that wasn't clear on what that vote was really about.

The other concern of a lot of members was that that vote was held before the annual meeting, which, on a major issue of this type, should have had more opportunity for discussion. So, as I say, that is certainly a part of the concern.

I would also reiterate what Paul said, I in all my years, have never seen a vote this close on a financial matter. That brings a few things to our attention. But as I say,

from what I have heard a few moments ago, I think we had better be ready to get the cheque books out again.

TRAVIS HARTWICK: You folks are letting me off way too easy here. Anything else that anybody wants to discuss? Okay.

We will wrap up the first session of Open Forum, and we will continue with session number two on Friday morning.

A few items before everybody leaves. Veterans' Celebration is tonight, here in the convention centre. Reception starts at 5:00 with dinner being served at 6:00. Everything is taking place in the ballroom on the other side of the exhibitors, so across the way.

The welcoming party starts tonight, 7:30 in the exhibitor's hall, which is next door here with the exhibitors. We trust that this will be a perfect opportunity to share some food and drink with friends, to visit with the exhibitors, and of course, support the Educational Foundation.

Speaking about the Educational Foundation, they are also sponsoring a graduate student poster competition and first place wins \$1,500. This is the tenth year that the Educational Foundation is sponsoring a graduate student poster session. Geomatics-related research posters are on display. Posters will be judged today, and awards will be presented on Thursday.

Tomorrow will be our educational day starting with some out-of-the-box ideas with our customer service expert, Theresa Syer, and continuing with concurrent sessions in the morning in the various rooms in the lower level and also in this room. The convocation lunch will take place at noon in the ballroom on the other side of the exhibitors and the plenary session with Dan Dignard of the Ministry of Labour. Brian Maloney and ODCC discussions will round out the afternoon.

Also a number of committee meetings Thursday morning, so please check the schedule and refer to your itinerary for the room assignments. There will be an accompanying person's breakfast at 8:30 in Blake's Restaurant followed by a day trip. For those accompanying persons attending the day trip, please be in the lobby by 9:00 a.m. Tomorrow night we have the President's Dinner and Dance, held in the ballroom in the Doubletree Hotel. So not here. In the ballroom at the hotel. Doors will open around 6:30, dinner will be at 7:00.

Maybe we will play the ACLS video. AOLS video. I think everybody has seen this one maybe.

--- (Video is played.)

TRAVIS HARTWICK: Folks, enjoy your evening, and we will see you tomorrow.

--- Whereupon the meeting adjourned at 4:11 p.m.

Friday, February 26th, 2016 – London, Ontario

--- Upon resuming, at 9:00 a.m.

BUSINESS SESSION:

TRAVIS HARTWICK: It is nine o'clock. I think we will get going here. The Standard Measure is in place, and the meeting can now reconvene. I want to remind you to silence your cell phones and pagers. No whipping, beeping, dinging, please.

The Open Forum will commence following the reports. Please take note that for the Open Forum, all motions must be in writing with a mover and seconder. Present the motion in writing to the Resolutions Committee, Executive Director Blain Martin, or Penny who will be sitting at the rear momentarily. We will create a slide to show your motion on the screen prior to any vote. Voting will be by show of hands again this morning. That will be the Open Forum later on.

Couple of announcements before we get going with the reports. Number one is book sponsorship. I hear through the grapevine that people feel that the book is a long ways away, and that sponsorship may be next year or something like that. But really, the book will soon go to print and we are certainly looking for any sponsorship. While everybody is still bleary-eyed and not making really great decisions, maybe we can get those dollar values for those book sponsorships up in a little bit. If you are interested in sponsoring the book, please go over to the archival and historical booth, and Vicky will be happy to help you out there.

Second thing I would like to do before the reports is I want to call on Dan Dzaldov and Maureen to come up.

DONATION TO THE EDUCATIONAL FOUNDATION:

DAN DZALDOV: In the interest of full disclosure, I was out for dinner Wednesday night with a bunch of surveyors -- the full disclosure part is I was not drinking before this happened. When you hear this story, clearly I was drinking after.

One of the surveyors at the table was wearing a very loud shirt. We were spending some time making fun of him. I put a challenge out to him that for \$100, I would wear that shirt today. Surprisingly, he agreed to the challenge, at which point I backtracked and said, "I don't think it is worth it for \$100." (Inaudible comment by unidentified speaker.) You won't be disappointed. I was, but you won't be.

Within a few moments, all the other surveyors at the table reached to their wallets and pulled out hundred dollar bills. Before it was done, there was \$900 on the table. At that point, I felt I couldn't take \$900. That just wasn't right. So I decided I would

take the money and donate it to the Educational Foundation. Then I decided I would add \$100 because I didn't feel it was right that everyone else should be putting in that money. So this is like when you punish your child, I don't know who it is going to hurt more, me or you.

As promised, a thousand dollars.

TRAVIS HARTWICK: It is a great way to start the day. Thanks, Dan. And sorry about everyone in the audience. Sorry about your eyes. Of all mornings, eh?

The first report is a Report of the President. That is me. You will just have to bear with me for one second. I was running around too much earlier.

PRESIDENT'S REPORT:

TRAVIS HARTWICK: At this time, I just want to, kind of, highlight the Council year. I don't want to spend too much time up here. You have heard from me quite a bit over the course of this meeting. I presume that you have read my article in the quarterly, which is the winter article. I also had the written report that was circulated via the In Sight mailing.

Really, what I wanted to do is take about three minutes here to talk about a few things that have happened in Council. Really, so many things have happened. There has been good. There has been bad. And there has been ugly. And even the good, the bad, and the ugly lines are blurred. My definition of good may not be your definition of good. My bad, not necessarily your bad. The struggle is to do what is right. That is the crux of what AOLS Council is all about.

So I have been accused of being abrupt a few times. At the risk of doing so, I have outlined most of the Council meeting discussions in the following chart. It is hard to read, but really I didn't want everybody to read every line item. What you can see -- I will just go to the next page there -- you can see that on the left-hand side, that is the good. We have done over a page of good things. Good things have happened at Council in the year. On the right, you see the bad. And again, that bad may not necessarily be your bad. That may just be what I consider bad.

I am not saying that these three things -- CPD, the constitutional challenge, and discipline -- are terrible, because they are not. Each one of them is going to bring about a betterment of the association. But what the bad has done is that, for all the good, we have eaten up so many resources, so many finances, and so much stress with these three items that it has really overshadowed all the good that we have done when we sit at the Council table. Every meeting at Council, we talked about CPD, we talked about constitutional challenge, and we talked about discipline.

The funny thing about these three things is that these three things are so membership driven. We shouldn't have to talk about CPD. The CPD should have just been done.

It is ingrained in our legislation. No questions asked. It is black and white. But yet, we spend hours and hours and hours helping people, explaining why it has to be done and sending out over 100 suspension letters -- or possible suspension letters.

Constitutional challenge, we have already talked about that. I think everybody knows the financial implications of that and the amount of time that that took on Council.

And then discipline. Really, we shouldn't be talking about discipline, should we? We are all ethical. We should all be doing what is right. We are all good business people. These three things have really eaten up a lot of Council. I didn't want those three things -- even though I am talking about the bad because I like to talk about the bad because you don't want to blow sunshine just talking about the good all the time. You have to talk about the bad stuff so that it gets resolved. But I didn't want those bad things that we talk about in so many of the e-mailings, so many of the reports, to overshadow so many good things that are going on.

I think you heard me talk about collaboration a few times. I am really proud of where we are at with the collaboration with the other associations, and even within our own membership. Look at the turnout here on a Friday morning after a late night. I have never seen this many people at the Friday morning session. Definitely, some good things happening at Council.

That is all I wanted to say about the year in review. I don't know if anybody had questions about my President's Report. But I can certainly address any questions that anybody had at this time.

Okay. So I will call on Mr. Russ Hogan and Dan Dzaldov to come up with the financial statements.

FINANCIAL REPORT AND 2016 BUDGET REPORT:

RUSS HOGAN: Good morning, folks. I trust everybody had a wonderful time last night. I know I certainly enjoyed it.

Anyways, we will get on with -- I am here to present the financial picture. Both review of 2015 finances, a quick presentation of the 2016 budget, and then a couple of words on our investments to follow on from last year. I can't read that.

2015. Our revenues, I will quickly go through those. Fees and licences, revenues from that, they were up slightly, not quite as much as we had budgeted for but pretty good shape there. That slight increase was due to the increase in fees in 2015 over 2014.

Cost related activities. Slight increase there as well. Mainly due to increase in exams and lecture revenues.

Continuing education. Another positive year for continuing education, when it came to revenues. The revenue was actually -- yeah. Something I have to clarify here both in the case of continuing education and SRD, any surplus revenues have been taken out of that. The \$92,000 is actually the expenses we had in continuing education. We actually brought in about \$115,000, so we had a surplus of about \$22,000 in continuing education this year. That \$22,000 has been taken out as part of deferred revenue.

Let me see. What else did I want to highlight here? I guess really just the SRD. For SRD, sticker sales were up over 2014. Sold about 1,500 additional stickers. That increased revenues by about \$25,000 before reserve adjustments. Somewhere I have it written down here. For SRD, we had a surplus this year of \$62,000, which is always great news.

On the expenses side, salaries and benefits, I am happy to say we are pretty much right on budget. For the building, we had some additional expenses due to some required maintenance. Some long overdue landscaping outside was required, and we had a levy of about \$14,000 I think for that.

Discipline expenses this year were \$150,000. Constitutional challenge was \$54,000. On the committees-and-related side, we only used about \$15,000 of our budgeted \$75,000 that we had budgeted for Council-approved projects. But we knew we were very tight, so we held off spending some of that money. Continuing education, as I mentioned, the expense was \$92,000. We had that \$22,000 surplus. And SRD, total expenses in SRD were slightly higher than 2014. But we ended up with a surplus of approximately \$62,000.

Overall, we ended up with a deficit of about \$95,000 in general operating this year. We had \$41,000 in 2014. Mostly due to legal expenses.

For the 2016 budget, we are right now, based on the knowledge we have -- or had, I guess, a couple of weeks ago, we are predicting that we are going to end up -- our 2016 budget for fees and licences is almost \$1.3 million. Until we sort out exactly who is going to end up paying fees this year that could change slightly. Not like they are going to go up, but it may go down. We looked at that and we figured at the most it might drop about \$40,000 from this. Keep that in mind. It is the best estimate we have at this point.

Highlights. Continuing education, we only put in a small budget there. Not really sure what courses are going to be offered and what they might cost. It is driven on a cost-recovery basis. We try to keep it as close as possible to cost recovery. That will be okay. If we end up a little short on that, we do have that surplus that is carried over from this year.

Otherwise, things are pretty much very similar to what they have been in the past. I think you will see more on the expenses side of things.

Building. What we have done this year is we have added in an extra column here for building renovation and repair. We have \$10,000. We are going to work at building up, I guess, a reserve that we will be able to use when we need to invest in the building. It is getting to the point now where it needs some maintenance, more than just general maintenance. We found ourselves, sort of, scrambling this year when we had to pay that levy of about \$14,000.

Discipline expenses. We are budgeting for \$100,000 this year, and again, we are doing the same thing. We are setting up a mechanism for us. If we don't spend all of that, we will build up a reserve for when it is needed in the future with the idea that we won't be scrambling when we have these spikes in legal costs.

We have lumped the other legal as legal expenses, just non-discipline. That would cover off any other legal expenses. Again, the idea is hopefully we will be able to build up a bit of a reserve over the next few years. Once that hits a certain level, then we will just let it sit there and have it as some assurance in the future to try to smooth out these spikes that we are seeing right now.

Other than that, things are pretty much in line with where they have been in other years. That is really about all I have to highlight as far as our budget goes right now. Does anybody have any questions about that? Sure. Microphone, please.

HELMUT GRANDER: Helmut Grander, Port Perry. The only thing that jumped out at me was the credit card fees. Two items on that. For instance, if you buy stickers through the credit card, you include the shipping fees, like \$7 and whatever it is. Can you not also include the credit card fee for that? That is one point.

RUSS HOGAN: Let me respond to that. Actually, the discussion we had on Tuesday at Council was that we should be looking at our options there. It was our understanding in the past that the credit card companies wouldn't allow us to charge an additional fee. But we understand that that may have changed. We are looking at whether or not that is a possibility for us to add that, whatever that amount is, 5 percent or whatever, as a credit card charge.

HELMUT GRANDER: The other question is, since it is so high, \$45,000, can you not negotiate a better deal?

RUSS HOGAN: That is the other thing we want to look into to see whether or not there are better options for us as well.

HELMUT GRANDER: Thank you.

ALAN WOROBEK: Al Worobec, Barrie. I just wanted to make a point of clarification. That \$14,000 levy for landscaping wasn't to have new shrubs put around Tim Hartley's office. It was a levy put on -- my understanding, Blain and Bill can correct me, that it was the condominium corporation that requested the levy

so that sidewalks and parking areas that had become unsafe and trip hazards were repaired.

RUSS HOGAN: Thanks for that clarification. Yeah. Absolutely. It was much in need of it. And it was the condominium corporation that decided that it needed to move ahead.

PETER MORETON: Peter Moreton from Stratford. Just a comment again on the credit card issue. In our firm, if you use a credit card to pay an account, there is a premium to use the credit card. The credit card company doesn't even need to know about any additional fees or anything. If you normally charge your client \$1,000 for it, they have to understand they are going to pay another 5 percent. You tack it on top of the bill. It is that simple.

So if you are buying stickers using a credit card, there is a fee for stickers with using Visa or Mastercard, whatever you are using. And then there is a fee if you are sending in a cheque. So I think it is an internal operation. It should be 100 percent total recovery. You shouldn't be eating that \$45,000.

RUSS HOGAN: Okay. Thanks. The other thing we need to take a look at is the efficiencies that credit cards bring to the association. It is an advantage to the association. Although, when you look at the overall number at the end of the year, \$45,000 seems quite extreme, and we do want to see about whether or not we can reduce those charges. But the other thing is we don't want to necessarily discourage people from using credit cards because there is some cost savings in the operation of the AOLS. You send in a cheque, somebody has to process that. It takes time and so on. We need to look at it overall. But we have identified that that is something we do want to take a look at and try to reduce.

Any other questions about last year's budget or this year?

TIMOTHY HARTLEY: Tim Hartley, Windsor. SRD department. Once again, going back to the credit card, there is an efficiency by using a credit card because we eliminate any outstanding accounts. That was the positive thing in doing that.

RUSS HOGAN: Yes. Very good. We need to make sure that we are not doing something to discourage folks from actually paying with credit cards. But we need to look at whether or not we can reduce those fees somehow.

Okay. This is a difficult one to see. And I have to be honest with you, when it comes to the investments, I am not really that strong on it, myself. However, as you are aware that in 2014 we engaged Morgan Meighen and Associates to take over the management of our investments. Julie Brough, who I hope many of you had a chance to stop by and see, she has been at a booth in our exhibit hall this year. She is our portfolio manager.

This is a bit of a summary. It may not be 100 percent accurate, but it is my read and Blain's read on probably the easiest way to explain where we are with this. Blain has been tracking this on a monthly basis. I sort of took it quarterly.

We did very well from the fall of 2014 through to spring/summer of 2015. Things were very strong. We had a nice increase. But like everybody else, the last eight months have been pretty tough. Some of those gains that we had made, we have lost some of those gains. But overall, I think we are still doing quite well. We are quite happy with the result at this point.

If you are looking at the audited statements, it surprised me. It shows we had a loss in our investments. Then I had a discussion with our auditor, wondering how that could possibly be. In my layman's terms, he explained that that is based on market value. On book value, we have a substantial increase. So it just depends on which way you are looking at it. At this point in time, it is just on paper either way. We are still confident that we are in pretty darned good shape.

Does anybody have any questions that I am probably not going to be able to answer when it comes to that?

Okay. Thank you.

One last thing. Sorry. Dan is up here, not only because he has that wonderful shirt, but Dan has agreed to take over next year as finance councillor, so you won't have to listen to me next year.

TRAVIS HARTWICK: I don't recall him agreeing to that ever. I think we just told him that is what he was doing. I am not sure.

Next report is the Surveyor General's report. So Susan MacGregor to come up, please.

SURVEYOR GENERAL'S REPORT:

SUSAN MACGREGOR: Good morning, everyone. I don't know about you, but I have enjoyed this meeting immensely. Yesterday's talk with the Syer Group was superb and I am sure everybody that saw it got something out of it. My husband has been a salesman all his life, and he has had a saying that he has always used. It is basically, "I don't care how much you know until I know how much you care," which is really in summary what she was trying to get across to us. Right? It is a good little tag line to remember when you are dealing with your clients.

As I normally try to do, I have provided the Surveyor General's report. It was provided to you through In Sight, and it has been available for you to read. I don't know if there are any questions that anyone has on that report. I am happy to address those first. And then I would like to move on and share something different

that we are doing in our office, the office of the Surveyor General. Any questions about my report? Super. I am going to -- good my presentation is up.

I just wanted to highlight a particular initiative that we have taken this year as a means to engage citizens in Ontario. For the first time, the office of the Surveyor General is reaching out through social media to raise public awareness and seek public input. This is new to us. It is new to me. At the beginning of this year, I couldn't have told you what a tweet was or what a hashtag was or any of that stuff. Now, I am starting to learn and understand and see the power of social media.

We are reaching out. Here are some tweets that you will see if you happen to follow the ministry's website. It is really about raising interest in the public's eye and raising awareness. Using #warof1812, #history, pointing out on survey plans the interesting information. On the very right-hand side -- you can't see it very well on the screen -- but on the very right-hand side, you will see a battlefield identified being the battle of the Thames of 1813. The field notes on the right, same thing. #Historyreport. The original township surveyors did more than divide the land into lots. They reported on timber, terrain and soil data. These are ones that have already gone out. Again, raising awareness.

The one on the far right, "Does anyone remember when Toronto had a bowling alley -- Toronto Island had a bowling alley? The one in the middle -- DYK stands for "did you know" -- the first survey was Kingston in 1783. There are history buffs out there that find this information really useful. And we gain a following this way. And it raises public awareness.

On the far left-hand side, you will see an attempt to use social media to manage our geographic names program. That was a tweet that talked about raising awareness. Do you know how lakes, rivers and islands get their names? It allows us to build a following in that regard.

The current process that we follow with the geographic names program -- prior to using social media, we would receive a name proposal from a member of the public. Our staff would verify the proposal. Questionnaires were created and mailed to local residents and government businesses asking for public feedback on a particular proposed geographic name. Evidence of the local support would be required for name proposals. So the people would actually write in and say, "Yes, I know this feature as Peter's Island." The results were compared to the geographic name standards that are issued to us from -- they are international standards basically. And then the board would make recommendations to the Minister.

We were finding with that process, that fairly lengthy process -- they were no longer being very effective because privacy policies have changed. Our data was becoming very outdated. So we would send out letters, the people had moved, we had no record of who the new individual was in that location, and it was becoming a significant roadblock to obtaining good information to help the board make good decisions and

good recommendations to the Minister.

Our response rates were falling below 20 percent on the questionnaires that we would mail out. It was expensive to send them, a lot of work to prepare the questionnaires, get them mailed out, and no responses would be returned. So we had to come up with another way.

What we have done is we worked with our communications services branch on a pilot project that created a web questionnaire and created targeted campaigns with Twitter and Facebook, and awareness campaigns using hashtags, to flag and track particular topics of interest.

We have a geo names -- geographic names person -- we call them the secretary -- that supports the board. They would set up a Facebook page that allows friends and family, local news media sources, organizations that would like to follow that topic -- so you gain a following that way. We would write posts and generate interest using the "did you know" hashtag type of thing. We would tweet out specific accounts to particular areas. So using @WestNipissing, we could target cottage groups in an area or particular geographic locations.

We can also leverage the MNR website which has quite a significant following for environmentalists and people interested in preserving species, wildlife, habitat, etc. These information pieces get retweeted, so it ends up growing in a very exponential way. I have been really quite shocked in terms of how the messages get conveyed along. It is really interesting to watch. We can use those things. There are particular groups -- #MapMonday or #haveyoursay -- that generate a growing following.

Here is an example of one of our general awareness tweets in French and English using the hashtag "did you know" you can have your say about particular geographic features? I am sorry. It is probably difficult to see. Here is one of our names proposals for issuing a tweet on Ile aux Chenes, meaning Oak Island in English. It has resulted in 53 French responses and 16 English responses. Using our former process, we probably would have received about 15 responses to something like this. The success here was attributed to the fact that a francophone person picked up the blog and retweeted to their own group and it went kind of exponentially from there.

Here is another names proposal. Equay Miniss received 14 responses. Ordinarily for this area, which is Sioux Lookout, we would get five responses in that situation. Equay Miniss is Ojibway for Women's Island, recognizing the place of hiding used in the past by the Anishinaabe women and children during an impending ambush. Sioux Lookout and the area community news was targeted with the original post.

The community interest was generated -- and generated a lengthy discussion on the Facebook page that was basically -- this island used to have a derogatory term. It

was called Squaw Island, the name was removed for obvious reasons. The discussion that ensued on Facebook was about Squaw Island, whether it was derogatory or not. There was more of a political discussion about that feature. But it was an excellent example of open dialogue, and government and citizens actually having an open communication about social change. Here is a screen shot of some of the interest that was generated. Our comms folks actually have to -- they monitor these sites so that, if there are any hate comments put, they can remove those comments.

The benefits we found. We can target specific interest groups and local area community groups who have the best knowledge of any particular feature in their area. And we have also found that the discussion is being picked up by local newspapers. In one instance, the applicant for a particular names proposal was interviewed by the CBC radio in French, and it generated a lot more conversation than we have ever experienced in the past.

There are potential risks. As I mentioned, we have to monitor the discussion in case there is hate literature. We do risk features taking on a popular-vote approach, as opposed to what the community actually has adopted and call that feature. But we feel it is a low risk. And we have other mechanisms to verify that. The other risk is that everybody likes to take a poke at government. We just have to take our lumps as they are written.

We are very optimistic. We have enjoyed a very high response rate with a growing following that seems to want to share this information with their friends. People's hobbies are as diverse as the people themselves, so it is kind of interesting for us to see the awareness of this program growing -- actually, quite quickly -- and the dedicated followers that take an interest in this type of thing.

Our popularity is measured by our engagement rates, which equate or exceed any of the other ministry tweets that we have had. We are one of the most popular programs in the ministry. It demonstrates the value and the importance of this program to the taxpayers at a relatively small budget. The whole geonames program I think operates at about \$10,000 to support the board's activities for the year. And it is a very important program because -- for obvious reasons, geographic names are used for place to place navigation, 911 response, so it is actually quite important to the mapping public. And it is a way that we can engage the public and get their say and get a dialogue going.

So that is all I wanted to share with you. I think it has been a fairly successful program. We are looking forward to doing more of it. Are there any questions for me at all? Great. Thank you.

TRAVIS HARTWICK: Next report is the report of the Executive Director. While Blain is coming up, I have a little story. On Tuesday, Blain told me, "Travis, I do not have a PowerPoint presentation for this." By this morning, it was, "Travis, my PowerPoint

presentation was only four slides, but now it is six." I know you can't go without giving a PowerPoint presentation, Blain. Blain loves PowerPoint. Anyways, Blain Martin.

EXECUTIVE DIRECTOR'S REPORT:

BLAIN MARTIN: Good morning, everyone. Thanks very much, Travis. Yes, of course I have to have a PowerPoint presentation. I thought he had limited me to four slides, but no, I decided six would be appropriate.

Now, I have got to talk after listening to Sue about something else. Golly, Sue that was a fabulous presentation. Throughout the year, working with Travis, we talk to each other almost -- oh, at least three times a week as I drive to work in the morning and Travis is already in his office. We get talking about what the week is going to bring. Many times, I would say, "Oh my God, Travis, not another idea." Well, Sue has just planted another seed. So we have, of course, Penny and Julia in the office who are really quite keen on all this social media stuff, much more than people my age are. So I think I may have to encourage them and talk to you Sue about some of the things you are doing because I think we could really, really use that to help us as well.

Wow. That is a long ways away, isn't it? Yeah. That was tough yesterday. Okay. I have a clicker here. I am going to talk about the AGM sponsors, as always a bit about demographics, CPD, the AOLS staff, and future Annual General Meetings.

AOLS sponsors. I just put up lots of their logos for people to see. They are truly appreciated. Travis mentioned earlier in the week that we are over \$32,000 in sponsorship money, which really helps us put on a show like we have put on here in London. I would like to have a round of applause for the sponsors if I could.

Demographics. Here we go. As I have sat down there, I know you can see this better than I can see it here. Following Brian's example yesterday, I actually brought up paper. Just a couple of points that I want to highlight in the demographics. Our percentage of people over 50 is still at 75, so that is in the blue line about halfway down the page. Our percentage of people over 60 years old is at 35 percent. We are still way up there.

My feeling is that we are changing. We are reaching that limit where we have the people who are in that higher age demographic. But we are bringing more people in at the younger age, especially when we look at the first row, which I didn't have in there last year, of the number of articling students, where we have gone from 38 in 2010 to 71 now. I think Bill said that we have 57 who are in the evaluation system prior to becoming an articling student. That, to me, is really good news. I, sort of, think we are reaching the bottom of the people that are going to retire and our numbers -- maybe not next year but likely the year after -- are going to start to go up with younger people coming into the profession.

I do always get the question of how many people we have now compared to how many we started with in the year because we have had two major events this year. We have had a fee increase, which tends to encourage people who are in their 70s to think, "I wonder if I really want to pay that? Is now the time to retire?" And we have had the conclusion of our first three-year cycle of CPD, which I think causes them to think the same thing. So we have had both those things happen. I think, this year, we are going to see the people who want to retire and have been putting it off, I think we are going to see them having done that this year. And probably not so much next year and not so much the year after.

At the beginning of the year -- March 11th is the date that I used because by that time we have all the fees in -- we have a fairly accurate number of the number of people we have in the association. March 11, 2015, we had 496 members. As best we could figure it now, because there are still fees coming in -- people still have not necessarily all paid their fees -- we are going to have 474. That is cadastral members. The C of R members, March 11th, we had 66, and now we have 48.

One of my disappointments is that, throughout my seven years -- seven years this July -- throughout my seven years, we have always had one hydrography member, hydrographic member. Now we have none. That member did retire. He was in his 70s, so he did retire this year. So we have a category of hydrography, but we have no members.

My next slide is about demographics -- no. About professional development. This is how we have been tracking our professional development. We have used these charts. Penny gets the information out of the database, and Julia massages it, and we come up with these charts. She uses it for sending out the letters and trying to help people. We started this September 1st. September 1st, we had 14 people who were complete.

Many people ask me what the "on track" means. We really just try to use it to get an indication of people who were engaging in the system and came up with a completely arbitrary solution of saying people were on track if they had the right number of hours if it was a two-year program. So at the end of two years, if they had the right number of hours. So that is what the on track is. It means they were participating.

We now are at a stage where we have 408 complete. That may be up. This was on February 18th. So after this conference that is likely going to go up. We have seven on track, we have two -- we still have 23 who have not participated at all.

The reaction from the members has been quite varied. I have seen from one extreme to the other. People so upset that we are actually doing this and sending them the notifications and letting them know that we are going to -- we have to, we are legislated -- to fulfil these requirements. To the other extreme, where people are so upset that we are not being hard enough. It has really been quite a year.

We have put, as Travis said, we have put a tremendous effort into getting through this professional development. And really, I want to thank Julia and Penny who have put a lot of effort in at the office. Not only with this tracking system, but in just talking to individual members.

I wanted to see what they were going through. So I spent some time with one member who called and said -- somebody I know quite well -- and said, "Blain, I am having trouble with CPD. I am having trouble with getting it in." After talking to him for 40 minutes, he was still no closer -- just was really, really difficult for him to do it. I can't understand, really, why because it is pretty simple. Sue is talking about social media. Good heavens, this is just a few boxes we have to fill in.

Anyway, the staff has done some tremendous work with the members. I was really pleased to see Tom Packowski get an award last night for the work that the continuing education, and him as leader of that, have completed this year.

AOLS staff. This year, I haven't highlighted anybody in particular like I did last year. I just identified everybody. And the people that I have in red are all the people that are at this conference and have made this conference great. I think the staff has been really just wonderful at the conference. I would like a round of applause for them too if everybody feels that is appropriate.

Upcoming AGMs. Has everybody heard of the one in Ottawa next year? It is, I think, going to be a pretty spectacular event. I am hoping everybody is there. It is so phenomenal to have three organizations put on this event to celebrate Canada's 150th year. And Quebec, 135 years. We think 125 -- it is something that we can really do some publicity around, really build our image. I think it is going to be something that changes our profession in a very positive way.

The year after, we are back in Niagara Falls. We did that because -- we were there not that long ago, but golly, we got the same rate. We got a really good rate. And it was a really good convention, and they convinced us to do it again in the next one that was open. So we are back there the next year.

2019, I am really looking for suggestions. I guess it should be in Toronto. But we will see. We will see what happens.

And that, President Travis, is my report. How many slides did I have?

TRAVIS HARTWICK: I lost count.

BLAIN MARTIN: Does anybody have any questions for me? Anna.

ANNA AKSAN: Anna Aksan from Toronto. I have a question. Continuing education. It appears to me that there is no mechanism, whatsoever, to reinstate the members who didn't fulfil their obligation within the three years. Generally, let's

say if you don't pay your fees, then you can pay your fines and so on and get reinstated. While, with this continuing education, once you are out, it looks to me you are out.

BLAIN MARTIN: No. That's -- I am sorry. Are you finished?

ANNA AKSAN: Basically, yes.

BLAIN MARTIN: That is not the way it works. People did get their notice of suspension. That gave them two months to fulfil the requirements. At that point, they are suspended. They are not out of the association. They can then continue to go on throughout the year to fulfil the requirements, and we will apply those requirements to those first three years. But, of course, they are not going to be able to count them for both cycles. Yes. Travis pointed out they will be limited in them being able to practise. They will be suspended, so they can't sign plans. They can't offer opinions. They can't do the normal work. But they can certainly get back in. And that is part of the legislation as well.

JACK YOUNG: Jack Young. I have a short question. If we look down at the far end of the room, we will see an advertisement there saying March 1 and 2. And here we have one, two, and three. Which is right?

BLAIN MARTIN: They are both right, Jack, of course. March 1 and 2 is the joint meeting that we are really calling the annual meeting. But on the third, each of the organizations will have its own session, but we are not really publicizing that until we put out the agenda.

DAVID BRUBACHER: Dave Brubacher, Kitchener. Also about next year -- I know we are not even really done this year yet, but here we are talking about next year. I have a feeling that hotel rooms are going to be rare as hen's teeth. When are we planning on getting a notice? July or so when we can --

BLAIN MARTIN: I am sort of hoping sooner than that actually, David. We already have lots of hotel rooms blocked. We have got about 1,600 room nights blocked already.

DAVID BRUBACHER: We can book tomorrow is what you are saying?

BLAIN MARTIN: Well, we haven't put out the notice for that. I was thinking I might try to get Council to have hotel rooms before I send out the general notice.

DAVID BRUBACHER: I suppose that would be acceptable.

HELMUT GRANDER: Helmut Grander. Port Perry. For 2019, I often wonder why we have it downtown Toronto. There should be some facilities, let's say, Richmond Hill, Highway 7, 404, close to the airport. Maybe it is a little easier to

get to? You know, because of the 407 and, you know, the highway. Getting downtown is kind of a hassle. Thank you.

BLAIN MARTIN: Thanks, Helmut. I am with you 100 percent. Any others?

TRAVIS HARTWICK: Thanks a lot, Blain. Mr. Buck, it is your time to shine here. Did you have anything you wanted to add? No? Did anybody have questions on Mr. Buck's Registrar's Report? No? Okay. I save you the trip there, Bill.

While I have command of the audience here, I just wanted to make one note before we go on to break. For those of you that were at the President's Dinner and Dance last night, you would have seen the unveiling of the new Chain of Office. I just wanted to acknowledge the generous donations of the Senate towards that chain. I believe this adds something to the chain, having the past presidents donate towards the chain really adds something special to this. It is an important piece of our culture that will be in service for years to come. So I just wanted to thank the Senate for that.

We are at ten o'clock. I don't know if people noticed, but I did not make special donations to everybody that came up here to give reports this morning. But we have made donations to Fanshawe College in the people that gave reports' names this morning. And I left your packages for after the break when we come up for Open Forum.

I think before the break, maybe we will just do one last video here if you will. Just a quick one.

--- (Video is played.)

TRAVIS HARTWICK: Okay, folks. We will break until 10:30, and we will start Open Forum promptly at 10:30. Thank you.

--- Recess taken at 9:58 a.m.

--- Upon resuming at 10:30 a.m.

OPEN FORUM - PART II:

TRAVIS HARTWICK: Okay, folks. It is 10:30, so I would like to get this session underway. I would like to welcome everybody back. I would like to ask everybody for the last time -- I know it almost seems like ad nauseam, but if you could silence your electronic devices, so no beeps or, Bill, no whips.

At this time, we would like to start the second part of Open Forum. I will ask Council to come up on stage, please. Once you are seated, Council, if you could turn up your nametags there, so people could identify you.

As mentioned earlier, motions must be in writing, must have a mover, must have a seconder, and must be in the room, and must be presented to the Resolutions Committee, Executive Director Blain, or Penny, who is now sitting at the rear. Penny will create a slide to show your motion on the screen prior to any vote. Voting will be by show of hands.

You may speak on any topic you wish at any time, except that once a motion has been presented, I will limit the discussion to the topic of that motion. If a motion presented fails to receive a seconder, it will be dropped from the discussion. I remind you that the proceedings are being recorded, and that if you wish to speak, you are to proceed to a microphone and give your name, and town or city or affiliation. Open Forum will end at or before 11:45 to allow us time to adjourn the business session. The floor is now open. The Chair recognizes Mr. Shelp.

ANDY SHELP: Andy Shelp, Ottawa. I don't know who else was at the first part of the Open Forum, but one of the things that was brought up was the Provincial Survey Records Index. It was brought up in the context of an older member and a sole practitioner questioning his need and possible expense for bringing his survey records into the digital world and creating an index and all of those other things.

I started thinking, which is not always a good thing, but I did it anyway. What I thought was -- I looked at our company, in our group of companies and we have 11 surveyors and three owners. Then I thought, "Who pays the bills?" We will leave that one over there for now.

When Brian said 75-25 in favour was enough to push this initiative forward because there seemed to be an overwhelming desire to do this, I thought, "Well, 75-25. Who pays the bills?" Then I thought about it.

In our company, three shareholders, 11 surveyors. Three shareholders say no. They pay the bills. So we got outvoted by the guys that we pay for. Then I thought, "I understand democracy. But isn't that -- what's it called? Oh, yeah. Taxation by non-representation." Something similar.

So that got me thinking. Not only did my eight guys outvote me, my eight guys caused the guy that was standing up here -- who has no advantage to doing this because he is in a small town, and if I buy his firm, there is no advantage to me for him having a digital record of his index or a paper record. I can get -- where is that thing? Oh, it is in that book over there. Oh, yeah. It is in that filing cabinet. Oh, where is that thing? Find that spreadsheet. Oh, it is still in the cabinet over there. I can find it.

So I thought my eight guys just forced that guy to spend money. Not their money. His money. How many of those eight guys are out there? Lots of them.

This is not really a motion, but more just food for thought as this proceeds forward.

Where should the vote lie? Why should my eight guys or any other eight guys force Keith Watson, for example, sole practitioner in Belleville -- why should my eight guys force him? Well, they shouldn't. He should get a say. Or maybe everyone like him should get a say. Democracy is a great thing. One man, one vote. But maybe there are situations where it is not one man, one vote. Maybe there is a bit of an inequity there. Just food for thought. Thank you.

TRAVIS HARTWICK: Thanks, Andy. Mr. Maloney.

BRIAN MALONEY: Brian Maloney from Cavan. I would just like to respond to that, Andy. Despite you not having control of your employees, which I won't mention, the fact is when we did the online survey that generated those statistics, we intentionally asked people to identify themselves if they in fact were C of A holders. At the end of the day, there wasn't a significant difference from the overall results versus the results we got just looking at C of A holders because we did look at that as well. There was still overwhelming support. So perhaps not in your firm, but across the rest of the province there was.

TRAVIS HARTWICK: Mr. Miller.

RICHARD MILLER: Rick Miller, North Bay. I have got the same concerns as Andy does. We have a very diverse province and very different types of urban areas. And I can see where an index in the GTA area would be extremely helpful and useful. However, in more remote areas and more rural areas, all it is going to do is cost those of us who are C of A holders a lot of money. It is going to provide us no benefit and no way to recoup that money. I think the task force needs to sit down and have an open discussion with the C of A holders across the province before this moves forward. Thank you.

TRAVIS HARTWICK: Great comments. Thanks, Rick.

Mr. Wyman.

PAUL WYMAN: Paul Wyman, Kitchener. I am retired now, so I don't produce any field notes. I just wanted to say that. So I don't have any vested interest one way or the other. But I do have some concern about the long term and the future. We need to move out of paper, and we need to move into a digital format.

We need to have these important records accessible for the future. Yes, today it is a concern for the small proprietor. But if you think 20 years down the road, there may be still a small proprietor in some of those locations, but the likelihood is also that continued consolidation will take place. So that local knowledge gets a little bit lost.

You don't have that proprietor who knows what filing cabinet things are in or can easily access that card index or those binders of paper information. Until you get

that information properly indexed in a digital form, and perhaps georeferenced, that is the best way to preserve it for the future.

Yes, it is a hardship for now, but I don't think it is such a critical problem for even a small proprietor to take the time and preserve that data for the future. Because if we don't get it into digital format now by the people who understand it and have produced it and are knowledgeable of it, trying to do it 20 years from now by the people who are now the owners of it but don't have any real feel for that information, we are going to lose a lot of data. It is just unfortunate, I guess, but as we move into the 21st century, we need to start using 21st century tools.

SUSAN MACGREGOR: Sue MacGregor, Surveyor General. I would just like to comment on what Paul has talked about. I have to disagree with you, Paul.

Under the Canada Evidence Act, the original document in paper form is the official copy. As I understand from talking to members, a lot of members are scanning their material and throwing away the original. In that situation, the scan becomes the only format that is acceptable to a court.

The challenge is that digital images do not stand the test of time. The Archivist of Ontario is still recommending microfilm as the thing that does not degrade over time and is the strongest from a longevity perspective. I just wanted to offer that.

I have just recently read an article again reinforcing that digital is actually quite a weak medium from an authenticity perspective because it can be easily tampered with. When you look at the Canada Evidence Act, as it is laid out, the records that you have really should be under lock and key to verify to the court that they have not been tampered with. I just wanted to offer that for information.

TRAVIS HARTWICK: Mr. Krcmar.

SAŠA KRČMAR: Saša Krcmar, Thornhill. The discussion yesterday, I think it was, there was not too much that happened in the Open Forum, but the part that struck me was the sense almost was that the fees have gone up for the association for membership very drastically. It is unacceptable. And we won't stand for it. That seemed to be the impression coming forward.

I have to say I have spoken to many members, and I am actually quite in support of what the association is doing. I am starting to see how much it costs to do what we do. I don't think we are being charged enough to be members of this special and elite group.

As the numbers continue downwards, we shouldn't be reducing our fees accordingly, we should actually, in my mind, and we should be paying for the privilege of what we have. I support Council in what they have been doing, and I, and I know many others, would happily pay more to support what we are doing. No

motion.

HELMUT GRANDER: Helmut Grander, Port Perry. I have a unique situation. I have records from a former president of the association. I am the administrator of the records for no-charge purposes from other surveyors. So what are the rules on that subject, i.e., if, for instance, a surveyor dies and his records -- what happens specifically to those records? Because I know from another case in the Cobourg area, the surveyor just disappeared and all his records disappeared for a time. I am not sure what eventually happened. So can I have some clarification for the audience, please?

TRAVIS HARTWICK: Maybe I will ask Mr. Maloney. He is the chair of that task force. Brian, do you have any words of advice there. I don't want to put you on the spot.

BRIAN MALONEY: You are.

TRAVIS HARTWICK: I don't know if the task force has addressed that question yet, and if not, I will address it to Council.

BRIAN MALONEY: I am pretty good at deferring things, and I am going to, because I think this is the purview of the Surveyor General. Certainly with my past hat on, I have some experience in that matter, but I think the current Surveyor General should answer that. And it really hasn't been the purview of the task force looking at the records per se. Our focus has been on the index. So I will pass this one on to Sue.

SUSAN MACGREGOR: Thanks, Brian. I was going to respond. But I am going to defer to my mentor. Anyway.

There is a section in the Surveys Act that allows the Registrar to take the notes and make sure that they are provided through another surveyor's office. So if a surveyor comes forward and offers to purchase those notes, or offers to absorb the records of that member that is the preferred motion or preferred response.

Failing that, the Surveyor General's Office is permitted to absorb the records into their system. There isn't a lot of teeth to that piece of legislation. I would agree that we are losing records as firms fold. As they go out of business, a widow may want to maintain the records herself, or look to the highest bidder. There isn't a lot of teeth in the legislation that allows us to actually expropriate those notes from anyone if they are an unwilling participant. So there is a weakness in the legislation there.

TRAVIS HARTWICK: Go ahead, sir.

RODERICK FINNIE: Rod Finnie, Town of Erin. On a totally different topic, if

everybody is finished talking with that, I have a question rather than a motion. Does this Council or perhaps any of our sister Councils or the PSC, have they addressed the issue of the Trans-Pacific Partnership Agreement and the impact it may have on our profession?

In particular, Mr. Balsillie, formerly from RIM, was discouraged about the impact it might have on entrepreneurial activity. There are also questions about intellectual property and the ability of our surveyors to practise in other jurisdictions and those from other jurisdictions to participate in ours.

So basically, I am just wondering whether anybody has addressed that, has looked at that to see what impact it will have on us. If they have, have we thought about preparing a response to the Government of Canada before they finalize this agreement?

TRAVIS HARTWICK: Anybody from Council want to address that?

SUSAN MACGREGOR: Can you clarify that agreement again?

RODERICK FINNIE: It is the Trans-Pacific Partnership. The agreement that was signed by the previous conservative government, the federal government. It is not a provincial legislation obviously. The agreement has been signed, but it hasn't been ratified by the Government of Canada. What it does, it is trying to promote trade amongst the Pacific nations, but there are some rules and regulations in it, which may impact both our ability to carry on business, to expand our businesses. It may impact our ability to own the information that we prepare.

So I think it is something that somebody should be looking at and perhaps a joint response from survey associations across Canada might be beneficial. And I would think -- although there isn't -- I haven't heard that there is an immediate date for ratification, but it is something that the current federal government has on their plate to do. It would be a good idea, I think, to at least review that agreement and to see whether it has any impact on us. If it does, then we may wish to make presentations to the government about it.

TRAVIS HARTWICK: If I could ask you, if you have information on that, could you forward that to our Executive Director? If you have a place for us to point, and we will see if we can get it on a Council meeting.

RODERICK FINNIE: I don't really have a lot of information. It is just what I have read in the newspapers. I will try to find something and get it forwarded to you.

TRAVIS HARTWICK: Appreciate that. Maybe I will open it up to our delegates. I am not too sure if our delegates have heard about this yet or have any comment on that? If not, that is fine. It looks like something new for all of us. That is great. Thanks for bringing that up. Appreciate it.

Mr. Young.

JOSEPH YOUNG: Joseph Young, Thornhill. A couple of things I would like to discuss. The first was -- well, I guess with the continuing demographics theme and discussions with some of the members here. In Blain's presentation this morning, the future AGM, there was question marks after for potential location. Perhaps you would consider sending out a SurveyMonkey or tweet something. For those in the crowd today, the number sign that was all over those things, that is a hashtag. So maybe you could do a SurveyMonkey to see if there is any appetite. We had precedent, in the past it was in Thunder Bay, so perhaps we could consider another exotic location like Bahamas or Florida.

Jack Young has been very kind to fly up here every year. Many other members I have talked to that fly up for the meeting, maybe we could return the favour and they could stay where they are in the winter and we could go see them. So just a thought to see if there is any appetite from the membership.

The second thing is more of a serious topic but on the same theme. The other day we stopped in to see a surveyor, and when we arrived, he had just recently passed away, that day actually, unfortunately. The office was in a void. The clients would, obviously, be in a void once they found out. The field crew was in the field and didn't know that he had passed.

I have talked to Blain and Maureen and Bill. It seemed to us there should be some sort of policy or team or practice in place where, if this happens again, which it may with our demographics and sole proprietors, that they could call Bill, or they could have some sort of advice given to them, whether it is a group of surveyors -- I would volunteer, for example -- or the Registrar or the Executive Director could give them some advice on how to -- or their family or the business -- how to wind it down, how to finish off the plans to deliver. That is something I thought I would throw out for discussion.

TRAVIS HARTWICK: Thanks, Joe. Anybody want to address that at all? Thanks, Joe. I think that is pretty compassionate, certainly something that is a positive item and maybe something we can get more discussion on at Council.

All right, sir.

PAUL CROCKER: Paul Crocker with Callon Dietz here in London. Just wanted to get comments regarding the CPD. Unfortunately, I am somewhat new here. Just commissioned last year, but I was commissioned in New York State for a number of years. Down there, they have something similar, they are called CEUs, Continuing Education Units. For their period of three years, they expect us to complete 24 hours of Continuing Education Units.

My comment here is not really to not having CPDs, I feel they are very necessary.

But my question would be, is it something that is related to perhaps too many that is causing an issue for some of the members? I notice there was some 86 percent that was able to complete them in that time period, so perhaps it is not an issue. But would it be possible to reduce the number of expected CPDs? Again, I apologize, I wasn't here four years ago when, no doubt, this was being discussed at length. Is that something that could be considered is to reduce the number?

The second point related to that would be having more control over what is actual CPD. I know there is a lot of self-administered or self-governed things that people do: read the surveying magazine, participate in some volunteer activities. But I know, where we were in New York, you were required to present a barcoded ticket as you checked into the seminar. At the end of it, you had to be checked back out again. A lot more control over what actually was there, so that it was monitored definitely -- a little bit more control over that.

It forced you to be actually in the room and remain there, so that it could be monitored. Any thoughts on that?

TRAVIS HARTWICK: Maybe I will turn that over to our Executive Director, Blain Martin.

BLAIN MARTIN: Thank you, Travis. You mentioned New York. As I have mentioned in previous Executive Director's reports, we do get together, the Executive Directors from each province, and there is a wide variance in what the CPD requirements are between provinces. Some of them have points. They don't count hours. We have had discussions about it. As you heard Anne and J.C. talk about yesterday, we are really, kind of, hoping that we are going to be able to have a country-wide system using GeoEd. In terms of the monitoring. You are absolutely right. We have not particularly monitored diligently this first three-year cycle. We will be monitoring in the second three-year cycle much more diligently. But to get us off the ground with it, it is so new to us, that we really haven't monitored it a lot. But we will.

TRAVIS HARTWICK: Anybody else want to talk about that CPD item? Anybody from council? Saša, is it towards the CPD? No?

SUSAN MACGREGOR: I will just add one comment in terms of reducing the number. It is enshrined in the regulations. We could consider reducing it, but it would mean a regulation change. The way those numbers were developed and arrived at, here in Ontario, is that, if you showed up at the Annual General Meeting and you joined a committee, you would easily get your time in, in the course of one year. We allowed the three-year cycle so that if you had an extremely busy work year that you could push your training off to the following years. The program was designed with maximum flexibility to the members so that there would be no hardship to the member. That is really all I wanted to offer.

TRAVIS HARTWICK: Any more for CPD? Mr. Grander, is it CPD that you want to talk about?

HELMUT GRANDER: No.

TRAVIS HARTWICK: Okay. Saša.

SAŠA KRČMAR: Thank you. Saša. Krčmar, Thornhill. I would like to put out a special request to council. I don't know if it is more directed to Blain, but I call it council. We are dealing with lots of demographic issues, we have a number of great surveyors in our community.

One of the things I have seen, which is quite interesting, is the level of education we have to do now to get the necessary education, the credits and all that. We did it at Erindale, and it was quite a difficult feat. You look at the current -- at York University, for example, the program is pretty intense.

That said, Pat Levac yesterday getting his licence got me to thinking. That is, that there are other members in our community that really are great surveyors, but in fact they are not surveyors because they didn't study remote sensing. I have never done remote sensing in my life. But somehow I get along.

The request I have to Council is there is one person that I think should be looked at. And perhaps Council may look at it from an exceptional perspective and say they may want to overlook some of those extenuating issues, but in the context that they are a great surveyor, look at their record. I am talking about Gord Wallace. He didn't put me up for this by the way.

I think Gordon Wallace has been a great member of our community for many years. His father and their firm have been great surveyors. I would just suggest if Council can take a look at what Gordon and his family have done and what Gord personally has been doing for our community -- most people don't even know he is not an Ontario Land Surveyor because he studied the wrong thing at university. But I would suggest he is one of the better surveyors that we know.

That is my request. I am not doing a motion again, but I would just request if it would be considered under an exceptional circumstance.

TRAVIS HARTWICK: That is duly noted. Thank you.
Mr. Grander.

HELMUT GRANDER: Helmut Grander, Port Perry. I have some experience with what member Young -- when you have a sudden death. A former president of this association, Brian Davies, he died suddenly and his wife Judith Davis talked to another former president, and I mention his name, Wayne Brubacher, he came in to the office. He wound down all the files. He has handed out some to other

surveyors. He completed half-finished jobs before the arrangement was made to pass the records on to me. This is just for clarification. Thank you.

TRAVIS HARTWICK: Thank you.

BLAIN MARTIN: Blain Martin, Stouffville. I heard Joe speak and I am really in support of what he is talking about. We are a community, and we really should be taking care of each other. I thank Helmut for getting up as well. I think that is something we should be considering.

TRAVIS HARTWICK: Ms. Cranch.

CRYSTAL CRANCH: Crystal Cranch from Port Hope. I wasn't going to get up, but Saša kind of forced me. I am going to go back to the Gordon Wallace issue. I don't want to specifically talk about Gord Wallace, but I want to talk about the other 20 or 30 workers or employees who have the same skill set.

It is absolutely true that in our office we do have an individual that is a better surveyor than most of us in this room. Right now, he is not able to become an Ontario Land Surveyor because of some obstacles that have been put in place because of history. I really think that the AERC has the ability now to look at this again. We have had some regulatory changes that allow some flexibility. I would encourage Council to encourage the AERC to reopen that conversation and formulate a discussion around those individuals.

TRAVIS HARTWICK: Thank you, Crystal.

EDWARD WILLIAMS: I am Ted Williams from Huntsville. I have a concern about the amount of money and time and effort that is being spent on the constitutional challenge. I would like some sort of resolution to this. If there is a way that Council can direct either mediation or some other form of solution, I think that that would be important, because otherwise we have just got a deep hole that we are pouring money into here.

TRAVIS HARTWICK: Mr. Ansell. Head of the task force.

ERIC ANSELL: Eric Ansell, Peterborough. It is a great idea. The only problem is because it is a court action and courts have a particular process that you have to go through, there is no way that we can circumvent that process. We have to follow the rules of the court. Yes, it is a great idea, but it can't be done.

TRAVIS HARTWICK: Mr. Williams.

EDWARD WILLIAMS: Again, it is my understanding that, at any point in the court proceeding, an agreement can be reached between the parties and the process stopped. I would encourage council to do that.

TRAVIS HARTWICK: Thank you.

Any other items for our Open Forum? I will ask again. Any other items for our Open Forum? Okay, folks. That concludes our Open Forum. Thank you very much to everybody that made comments. I certainly appreciate that. Council appreciates your feedback, and this is the type of two-way dialogue that we really want to see. So really appreciate the people that stood up and spoke. That is great. That is what we want to see.

On for a little bit more and then we can turn it in. At this point, I would like to thank our out-of-town guests for attending our meeting. It was a pleasure to host you here in London. I hope you enjoyed your stay and that we provided you with a fruitful learning experience.

At this time, it is tradition on our tour to invite the longest-serving -- I won't say senior or eldest -- member of our group of presidents to come forward and say a few words on behalf of the delegates. Ms. Bronwyn Denton, I think, has volunteered. Yes, please, Bronwyn.

OUT OF TOWN GUEST PRESENTATION:

BRONWYN DENTON: Good morning, ladies and gentlemen, I apologize that I keep having to run out of the room to blow my nose. That is a thank-you gift from my 12-month-old nephew for babysitting him the other night.

As the most senior delegate on the tour, I would like to thank you for the opportunity to speak with you today. I just have a few words. I would like to start by sincerely thanking Travis and Debbie for hosting us this week. It has been a fantastic conference. And thanks to each of you in the room for extending your hospitality to the visiting presidents.

It has been so inspiring to see such a big turnout. Standing room only on Wednesday morning with 400 people in the room. That is amazing. For you to take the time to want to connect with your peers and your colleagues in a fairly busy economic time, I commend you for your commitment to your association.

The visiting presidents have observed with interest some of the challenges that are facing your association as we face some of the similar challenges, perhaps not the constitutional challenge issue, but certainly with respect to mandatory CPD and how those programs are implemented and monitored as most of us are now in the same process of starting to track our membership through the process.

I would like to take a few moments to talk about Travis. When I first met Travis in March of last year, I warned him right from the start that I would be responsible for delivering the roast at his AGM and encouraged him to keep his nose clean for the duration of the tour. I even tried to catch him with his phone on when I called him

moments into the start of your meeting on Wednesday morning. But to his credit, he did have his ringer turned off.

Travis, you know, when we first met, he had made the classic rookie mistake of booking the first flight out the morning following the President's Ball. I think you know the flight I mean. The one that leaves at 5:30 in the morning, where you might as well not even go to bed the night before. But he didn't make that mistake twice.

From kissing the cod in Newfoundland to doing a Bruce Springsteen impersonation in Manitoba, which I unfortunately missed, to showing off his plunger skills in Nova Scotia when the sink was full of lobster shells, Travis has certainly been an active participant as he travelled across the country.

I do want each of you to know that Travis has represented your association very well and very professionally through the duration of the tour. He has listened intently and shared his thoughts at meetings. He has always been an active participant in the Presidents' Forum and has been the first to use the words collaboration and sharing of resources. That has been with your best interests in mind and also to the benefit of all land surveyors in Canada.

So, Travis, on behalf of all of the visiting presidents, we will really miss you on the tour. To Murray and his lovely wife, we welcome you as our new face to the tour, and we are going to put you right to work by sending you to my meeting that starts on Tuesday. So see you Tuesday. I caught Murray sleeping on Wednesday morning, so I will pass that note on to the new president for British Columbia. He can use that against you next year.

Thank you all very much for your time today. And it has been nice to chat with different people around the room. Thank you.

TRAVIS HARTWICK: Thank you, Bronwyn. Certainly appreciate that. I want to wish all the presidents, and especially you because next week that is it for you, best of luck on the rest of your tenures. It was great getting to know you, and I am certainly going to miss you. But it is not going to be for long because we are going to be in Ottawa in 2017.

Yesterday, we heard from -- sorry. Terry Dietz. Terry Dietz is this year's AGM Chair. I am going to ask Terry to come forward and give the AGM report.

AGM REPORT:

TERRY DIETZ: Thank you, Travis. I want to thank everybody in the room for helping to make this a very successful annual meeting. We had a record number of attendees: 638 registered, 433 members. That is a pretty amazing turnout.

It is a lot of work to put a meeting like this together. I have been fortunate to have a

pretty strong team to help. I want to take a minute and just thank everybody that was on the team: Gary Irwin, Lena Kassabian, Blain, Drew Annable is our Sergeant-at-Arms, Travis, Bruce Parker, Laura Gibson, Martin Baya, Peter Moreton, and Jill Miller. Can I just get a round of applause for the people that...

I hope you have all enjoyed the meeting. I hope you all take a little bit of knowledge home with you. Travel safe. Thanks.

TRAVIS HARTWICK: Next year, Ed Herweyer will take the reins from Terry as the AGM Chair of the 2017 meeting. As Ed so eloquently stated yesterday afternoon, we look forward to hosting you at next year's meeting in Ottawa where we celebrate the 125th year of our association.

Again, just a note about the name tags, the badges. I know they are a fashion statement and that, but certainly appreciate them back, and we will do our part for the environment and recycle them and use them again next year.

One thing that I did want to mention before we leave is a lot of people here have succession planning for the association on their mind. We at Council also have succession planning on our mind. I am happy to let everybody know that, as of Tuesday, we were able to extend Mr. Martin's contract, which came to an end on July 6th of this year. We were able to extend that contract to July 6, 2018, which will allow Blain to participate on our behalf and to represent us through the 2017 meeting, and eventually, when he does decide to fade off into the sunset, help us to find a replacement. We are extremely happy that Blain has decided to stay on with us.

I just wanted to say that it has been an extreme pleasure being your president this year. We have done a lot of heavy lifting. A lot of great people to work with. And extremely proud of Council. Look forward to working with Murray next year. I know he has grander plans, and I certainly want to be a part of those big plans. I see us moving in a very positive direction.

Mr. Martin, is there anything that I missed or any other announcements that we would like to make?

Mr. Buck, anything that I missed or any other announcements? Okay. So I guess that concludes today's agenda.

CLOSING CEREMONIES:

TRAVIS HARTWICK: Ladies and gentlemen, would you kindly stand for the removal of the standard measure. Sergeant-at-Arms, would you please remove the standard measure.

--- (The Standard Measure is removed.)

TRAVIS HARTWICK: Ladies and gentlemen, the 2016 Annual General Meeting of the Ontario Land Surveyors is now adjourned.

--- Whereupon the meeting adjourned at 11:14 a.m.

PHOTOGRAPHS



2015/2016 Council

Back, left to right: Dan Dzaldov, Susan MacGregor Bill Buck, Jeff Buisman, Jeff Fee, Wikar Bhatti, Al Jeraj, Kathleen Gowanlock
Miranda Paquette, Mark Spraggett

Front, left to right: Russ Hogan, Travis Hartwick, Dasha Page, Murray Purcell, Patricia Meehan, Blain Martin



**Sergeant-at-Arms, Drew Annable, O.L.S., (as Colonel Thomas Talbot),
with the Standard Measure**



New OLS Members

Back, left to right: Guy A. Fletcher, Simon A. Kasprzak, Nedim Oren, Sabir Ahluwalia, Christopher Michael Fox, Patrick Levac, Gualberto C. Calonia, Wickramage Sunil Perera

Front, left to right: Matthew de Jager, Sophie-Rose Côté, Vaitheki Kumar, Oussama El-Chanti, Tony Pu, Amar Loai
Missing from this picture: Mansour Ghofrani



Sergeant-At-Arms, Drew Annable, presenting the Standard Measure at the Opening Ceremonies



Members attending the Business Session



Keynote speaker: Peter, Devlin,
President of Fanshawe College



Theresa Syer,
leading the plenary session



AOLS President Travis Hartwick signing the MOU with Pierre Tessier, President of Ordre des arpenteurs-géomètres du Québec



Maureen V. Mountjoy, Deputy Registrar accepting a donation towards the Educational Foundation from Mark Sampson, Senior Vice President, Arthur J. Gallagher Canada Limited



Charlie Wilkins, Author, AOLS 2017 Historical Book, delivering the charge to the new Surveyors, during the Convocation Luncheon



President Travis Hartwick (right) presenting a citation to Dasha Page for her services on AOLS Council.



President Travis Hartwick (right) presenting a citation to Tom Packowski for his services as a member of the Continuing Professional Development Committee



President Travis Hartwick (right) presenting a citation to Nancy Grozelle for her services on the Academic and Experience Requirements Committee



President Travis Hartwick (right) presenting a citation to
Jeff Buisman for his services on AOLS Council



President Travis Hartwick (right) presenting a citation to
Andrew Mantha for his services on the AOLS Complaints Committee



AOLS Executive Director Blain Martin (right) congratulating Izaak de Rijcke after presenting him with the Professional Recognition Award and a pin



President Travis Hartwick (right) thanking Jill Miller for leading the accompanying persons' program



Terry Dietz, 2016 AGM Chair



AOLS Registrar Bill Buck swearing in the new President Murray Purcell



Bill Harper introducing the incoming President Murray Purcell



Outgoing President Travis Hartwick (right) presenting the new chain of office to the Incoming President Murray Purcell



Incoming President Murray Purcell (left) presenting the Past President's Gavel to Travis Hartwick



Roselle Purcell (right) presenting a gift to the outgoing President's wife Debbie Hartwick



President Travis Hartwick (left) with Incoming President Murray Purcell (right) wearing the new chain of office

Surveyor General's Report
2015 – 2016
Susan F. MacGregor, OLS, Surveyor General
sue.macgregor@ontario.ca
Mapping and Information Resources Branch
Corporate Management and Information Division
Ministry of Natural Resources and Forestry

The Ministry of Natural Resources and Forestry (MNRF) continues its transformation by providing modern and streamlined services for individuals and businesses, supporting economic growth and job creation, embracing risk-based decision making and enhancing integrated policy development.

Fundamental Data

The Mapping and Information Resources Branch delivers professional surveying, geomatics and information services to MNRF and Ontarians. The branch provides leadership to capture, create and maintain authoritative base-mapping data for Ontario including:

- Roads
- Water
- Utilities
- Wetlands
- Elevation data
- High-resolution imagery

Much of this data is available for direct download from Land Information Ontario (LIO).

MNRF's Make a Topographic Map application displays the best available data and imagery for Ontario. Use this application to find places, search for addresses, add layers and text, and print your custom map. For more information e-mail: carolanne.albertson@ontario.ca

Ontario Road Network

The Ontario Road Network (ORN) contains information on more than 277,000 kilometres (kms) of roads across the province and is maintained by all three levels of government.

In 2015, geometry and attributes were added for more than 2,500 kms of new roads. The ORN is used to update Canada's National Road Network, Statistics Canada Road Network and to improve the 2016 census geography. For more information e-mail: carolanne.albertson@ontario.ca

Ontario Parcel

The Ontario Parcel is a province-wide, standardized database that contains over 9.5 million assessment, ownership and Crown land parcels. Parcel boundaries, assigned civic addresses, Assessment Roll Numbers and Property Identification Numbers are also available. In 2015, over 30,000 assessment parcels and 40,000 ownership parcels were added, deleted or modified. For more information e-mail: carla.jordan@ontario.ca

Ontario Imagery

LIO coordinates partnerships to acquire current, high-resolution imagery for the province as part of a five year acquisition strategy.

The partnership approach provides significant cost savings. Partners typically pay less than 20 percent of the total cost of the imagery and have full access to the final orthophotography products.

A number of surveying firms took advantage of a new funding option available to private sector organizations. Organizations are required to provide a minimum \$1,000 contribution to an acquisition and can select imagery on an as needed basis for up to three years after the imagery is delivered. Organizations can purchase imagery at a reduced rate (e.g. \$5 per square kilometre (km²) versus \$50 per km²).

The imagery is multi-spectral with a resolution of 20 centimetre (cm). Ground control is established for each project area that results in a horizontal accuracy of 50 cm on the ground. Stereo data is also available to partners at no additional cost.

South Central (2013) and Eastern Ontario (2014)

products are now available through LIO. The 2015

South Western Ontario project acquired 44,631

As new imagery becomes available, it can be viewed on the Make a Topographic Map application.

For more information e-mail: mike.robertson@ontario.ca or visit ontario.ca/lio.

Office of the Surveyor General

The Office of the Survey General (OSG) includes two units:

- Crown Land Surveys
- Parcel Mapping and Georeferencing

OSG provides professional legal surveying, mapping and georeferencing advice and services to a number of clients including:

- Ministry of Natural Resources and Forestry (MNRF)
- Ministry of Aboriginal Affairs (MAA)
- Ministry of Northern Development and Mines (MNDM)

- Ministry of Municipal Affairs and Housing (MMAH)
- Ministry of the Attorney General (MAG), municipalities km² of imagery. Over 70 public and private sector

The surveying and mapping industry organizations committed to the project resulting in an average cost of \$2.85 per km² for partners. The imagery will be processed and available early this summer. The 2016 project partners are finalizing plans to acquire imagery for over 42,000 km² in Central Ontario from North Bay to Sudbury and Manitoulin Island as well as select areas up the Highway 11 corridor to Timmins.

Elevation data generated from these imagery projects will include a 40 cm digital surface model point cloud and a 2 metre (m) raster digital elevation model. Both of those products will be available to users under the Ontario Open Data policy.

OSG survey and mapping work includes:

- Reviewing and approving Crown Location Plans of Survey
- Providing professional survey advice and supporting the MNRF in court and tribunals
- Supporting First Nations land negotiations by mapping and reviewing land claim areas
- Reviewing Reserve Boundary Confirmation Plans
- Preparing Regulation Plans for planning areas, local services boards and provincial parks

In 2015, OSG:

- Provided advice on 14 First Nation land issues involving many First Nation reserves and communities
- Provided over 2,000 comments or cadastral survey opinions to MNRF staff, other ministries, surveyors and lawyers
- Commented on 54 Land Titles and Boundaries Act Applications
- Received and reviewed 206 Crown Locations
- Processed over 815 requests for survey plans and records
- Completed 5 Perimeter Survey Instructions and prepared over 15 mining claim descriptions
- Prepared 23 Provincial Park Plans- 5 plans regulated, 8 waiting regulation and 10 with Parks for approvals
- Scanned nearly 5,000 vital records including 422 Field Note Books bringing the total of digitally stored records to 38,600
- Issued 19 contracts with a total value of \$250,000

For more information e-mail: eric.ansell@ontario.ca
or visit ontario.ca/page/office-surveyor-general

In 2015, OSG supported the following projects:

- Treaty 3 land claim review which consisted of 28 multi-sheet plans
- Review of historic Parkway Belt descriptions and prepared up-to-date regulations plans
- Provided expert testimony for the Crown on a Boundaries Act application
- Assisted a conservation authority with the geodetic network design and reviewed and approved the final returns
- Supported MNDM on the creation of the provincial grid, and technical standards for obtaining GPS coordinates for existing mining claims. MNDM is well into Phase III of the Mining Act Modernization Project which will fundamentally change the requirements for mining claims. Once mining claims are finalized, OSG will work with MNDM to identify surveying requirements and create new regulations
- Continued work on the Vital Records Project.
Ontario covers over one million hectares and almost 87% of the province is unpatented Crown land. OSG is responsible for surveying these lands and preserving survey documents. These records, some dating back to the mid-1730s, are kept in a climate controlled room. The OSG continues to digitally scan records to curtail further deterioration and allow future generations to access, use and disseminate these important records

Geodetic Activities

The COSINE (COntrol Survey Information Exchange) database is the official source for provincial, federal, and municipal control survey information in Ontario.

A new version of COSINE online launched in December 2015 with the following improvements:

- User accounts and passwords no longer required
- Separate access for the Ontario-wide and Toronto views
- Available in French
- Fully integrated map-based and text-based retrievals
- Enhanced map symbology to account for horizontal control available in multiple datums
- Ability to display horizontal and vertical control simultaneously
- Ability to retrieve horizontal and vertical control with multiple datum realizations on one report simultaneously
- Reference sketches available to print or download as a ZIP file

- New Quick Start Guide and User Guides
- Meets Accessibility for Ontarians with Disabilities Act (AODA) requirements

Over 120 government and other agencies contribute to COSINE. In 2015, the municipalities of Oshawa, Peterborough, Burlington, Cobourg, and Toronto contributed horizontal and vertical control survey projects. MTO also contributed projects along highways: 10, 427(extension), 17, 41, 60, 132, and in the Dryden and Vermilion Bay area. These projects added more than 800 new horizontal and vertical control stations to COSINE. Maintenance was completed for an additional 1,215 stations.

A cross government working group is considering the adoption of Canadian Geodetic Vertical Datum of 2013 (CGVD2013). A draft motion recommending the phased adoption of the new Datum is close to being finalized.

Geodetic staff attended the annual Canadian Geodetic Reference System Committee (CGRSC) in Ottawa in 2015.

For more information e-mail: morgan.goadsby@ontario.ca

Geographic Names

The Ontario Geographic Names Board (OGNB) considered 44 cases resulting in nine new geographic feature names and four corrections to existing names.

Over 120,000 index cards featuring historical geographic names were digitally scanned to protect the original record and provide easy access for staff. The files will be transferred to microfilm to create a long-term archival record.

Approximately 1,700 National Topographic Series (NTS) map sheets were scanned in high- resolution colour for archival purposes.

With the assistance of OSG staff, the Geographic Names Board is exploring new opportunities to engage communities, businesses and Ontarians about geographic names through MNRF's social media channels:

- To comment on current names proposals visit ontario.ca/page/geographic-names or
- Follow #HaveYourSay on Twitter and Facebook.

Geographic Names staff handled more than 800 naming requests to support the Geographic Names Board.

Use this interactive map application to find official names.

Geographic Names staff represented Ontario at the annual Geographic Names Board of Canada (GNBC) meeting in 2015. The Geographic Names Board of Canada includes representation from Federal and Provincial Government naming authorities and have naming authority over Pan Canadian names and offshore and underwater features.

Work continues to complete the inventory and re-organization of the program's extensive historical records, including information on more than 200,000 geographic names, maps and correspondence files dating back many generations.

For more information e-mail: [mailto: morgan.goadsby@ontario.ca](mailto:morgan.goadsby@ontario.ca) or visit ontario.ca/page/geographic-names

Strategic Directions

In 2015, OSG staff developed a draft Geodetic Strategy in consultation with our partners and stakeholders. The strategy will provide direction and focus for activities within Ontario in the following areas:

- Horizontal Datums
- Vertical Datums and Height Modernization
- Physical Standards (Precise EDM Calibration Baselines and GPS/GNSS Basenets)
- Provincial Standards and Specifications (Documents)
- Geodetic Software and Database
- Web-Presence
- Relationships with Partners and Stakeholders
- Future Partnerships, Trends and Special Projects

The strategy is under review and will be presented to the Branch Leadership Team for final approval. The approved Geodetic Strategy will guide and focus MNRF's geodesy activities for the next five to seven years.

We continue to work 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 to reflect modern survey practices.

For the first time, the OSG conducted a client feedback survey. The comments were quite positive and seemed to indicate we have room to improve in the area of raising awareness of our services within government. We wish to thank you for your feedback and look forward to seeking your input again next year.

MNRF has a long history of sharing, learning and collaborating with colleagues, partners, First Nations, stakeholders and the public to oversee the management and conservation of Ontario's natural resources.

The Open Government initiative provides MNRF an opportunity to build on a strong foundation of broad access to data and information to ensure transparency and accountability, and strengthen engagement to better support policy and natural resource management decisions.

Through Open Government, Ontarians will be able to understand and appreciate both the value that natural resources provide and how to use Ontario's resources sustainably.

PRESIDENT'S REPORT
Travis Hartwick, OLS, OLIP

The goal for 2015 was to keep things as simple as possible at Council; focus on the “needs” and deal with the “wants” if time allowed. Council did a good job of this during the year and we seldom found ourselves solving the problems of the world. My personal goals for Council was to complete the Practice Manual updates, move ODCC to membership ownership, have the province wide surveyors records index well on its way to reality, continue to attract young students to our profession, make a decision on the expanded profession and increase two-way communication between AOLS and its members. These goals from my election platform were discussed, morphed and refined through our Strategic Planning process to form the 2015 Objectives being:

1. Proposed future changes in regulations identified
2. New marketing strategy for profession approved, and resources in place for implementation for 2016
3. 5% increase in Article students in place over 2014
4. Consequences of non-compliance clearly defined and communicated to the Membership
5. 100% of membership report compliance with CPD
6. Revised standards and manuals completed and communicated to the membership
7. PSRI system approved and ready for regulation
8. Future composition of membership agreed on
9. Strengthen our relationship with university and college programs

Council discussed proposed future changes to regulations in most of our 2015 meetings. When AOLS approaches the Ontario Government about regulation changes we would like to do so in an all-encompassing manner. There are several areas of our legislation where changes could be considered. There are also many moving parts that need to be resolved before changes should be considered. ODCC, PWSRI, the Constitutional Challenge and Copyright all potentially affect our legislation. While Council recognizes the need for changes, it is felt that moving forward at this point is premature. This item should remain part of Council's discussions for future consideration.

In 2015 Council had serious discussions about marketing our Association. This item has been discussed in the past but this year we struck a task force to deal with bringing some attention to professional surveyors and the value we bring to the

public. The taskforce began focusing on Ontario's needs but changed direction to a national focus due to changes in Professional Surveyors Canada's agenda being: advocacy and advertising. We look forward to good things coming from this collaborative effort with PSC.

Council was looking for a modest increase in Article Students in 2015 and we are extremely pleased that we in fact have a 40% increase over 2014. The Public Awareness Committee, Geomatics Recruitment and Liaison Committee and Academic and Experience Requirements Committee should be commended for a job well done.

Item 4 and 5 in the Strategic Objectives for 2015 deal with Compulsory Professional Development (CPD). We believe Council clearly communicated the reasons for CPD, the timelines for CPD and the consequences of not meeting the CPD requirements. Council also presented many opportunities to gain CPD credits throughout the 3 years that CPD has been in place. We have taken enforcement of this regulation seriously. AOLS issued over 100 letters to members indicating that if CPD requirements were not fulfilled that license suspension would take place. This tact has met with applause from some members and discontent from others. It is Council's view that by enforcing the CPD regulation we are exercising our self-governing privilege and protecting the public's interest.

The Professional Standards Committee worked hard and was able to produce an updated Practice Manual for the members. This manual replaces the 1997 version and not only updates content but provides hyperlinks to current versions of relevant legislation. Work continues on this project and moving forward the plan is to revisit the manual on a regular basis to keep it current.

The Province Wide Survey Records Index task force continued to move forward. Several meetings took place through the year and we are in a much better position for understanding what is required of a system. An RFI was sent out to public tender in February to gauge interest and ideas on how to implement this system. Council continues to agree that proper research is key to protecting the public's interest. The goal is to have one portal to be the authoritative source of determining if a surveyor has been on-site in the past.

The future composition of AOLS membership has been a question that AOLS has struggled with over the years. We do a good job of providing a home for our Cadastral members but need to work on our value proposition for other disciplines. In 2015 we struck a task force to investigate this item and determine why our non-cadastral members stay with AOLS, why our non-cadastral members leave (exit interviews) and how our cadastral members feel. The questions are ready to be deployed but the task force has not distributed the questions. It was felt that CPD and the recent fees bylaw may change the composition and it is better to wait until the end of the first quarter of 2016 to distribute.

The University and College Student Liaison Committee and the Academic and

Experience Requirements Committee continue to work with colleges and universities to promote careers as a surveyor and surveyors assistants. The UCSLC has been laying the ground work to promote our Association in these venues and AERC continue to have York and Ryerson representatives on their committee.

Were we successful on all of our 2015 objectives? No, however, we did move each one of the objectives in a positive direction and set the groundwork for many objectives to be completed in the near future.

In addition to the planned, measurable objectives that were set out, other member driven items presented themselves that consumed time, resources and funds.

The Constitutional Challenge continues to be one of the most costly events to affect our Association. In anticipation of the immediate costs of the Challenge and to allow Council the time to implement a funding model, Council asked many Committees to reduce their budgets this year and postpone non-essential projects. The Committee's and Task Forces were very accommodating and this provided Council with flexibility to manage costs for 2015. Although this Challenge has some up-front costs, the long term benefit is that our Association will emerge a better organization for being questioned on many areas.

Our Registration Committee was active this year. A substantial hearing was held concerning the potential admittance of a person to our membership. Much preparation took place for the hearing which resulted in the person being denied membership to AOLS. Again, this was an expensive undertaking for the AOLS but it resulted in better understanding of our security, processes and procedures.

Discipline matters continue to consume AOLS funds and resources. 2015 saw discipline proceedings moving forward. Funds were expended on 4 separate matters with the interim costs of one item being over \$120,000.

AGM motions also consumed resources and funds that were not identified in our Strategic plan. The four motions being EDM Baselines, Collaboration with PSC, a special funding model and free membership to members over 90 years of age were all addressed within the Council year.

Along with the items above there were many ways that AOLS asserted itself as a leader in Geomatics. Representatives of the Association attended 11 Annual General Meetings across the country. We are an integral part of the President Forums and Executive Director Meetings held throughout the year. We are members of Geoalliance and many of our members are part of Professional Surveyors Canada. We have been integral in bringing 3 surveying organizations together for one historic meeting in Ottawa in 2017 and before the end of the 2016 AGM we will sign a Memorandum of Understanding with our Quebec surveyors to facilitate the sharing of Article students. These are only a sample of the positive, collaborative efforts that the Association has participated in on behalf of its members.

In closing I wish to say it has been an honor to serve as your president. I want to thank Blain Martin, Executive Director and his staff for the support and enthusiasm over the course of the year. Several members have asked me was being President easy? No. But I must say it was one of the most rewarding experiences of my career.

**EXECUTIVE DIRECTOR'S REPORT
2015
Blain Martin, OLS, CLS, PMP, MBA**

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 1st 2015 to December 31st 2015 under the general headings of Administration, Strategic Planning, Membership, Government Relations and Public Relations.

Administration

The Association's staff complement for 2015 included a total of 12 staff members (including 5 Ontario Land Surveyors). In addition, we have 3 Ontario Land Surveyors on contract to assist the Survey Review Department (SRD) with the Peer Review Program. This past July marked my 6th anniversary in the position of Executive Director. I have enjoyed the role immensely.

During 2015 there were no changes to staff although Maryellen did go on maternity leave. We expect her back sometime in June. The complete staff list is as follows:

Blain Martin, OLS	Executive Director
Bill Buck, OLS	Registrar
Maureen V. Mountjoy, OLS	Deputy Registrar
Lena Kassabian	Office Manager
Julia Savitch	Program Manager
Penny Anderson	Member Services Coordinator and Webmaster
Maryellen Benner	Administrative Officer (Maternity Leave)
Tais Lintz	Administrative Officer (Filling in for Maryellen)
Vladimir Oppenheim	Bookkeeper / Accountant / Controller
Tim Hartley, OLS	Survey Review – Manager
Al Worobec, OLS	Survey Review – Field Survey Examiner

Sheila Lavina
Herman Bernardo

Survey Review – Administration Officer
Survey Review – Examiner Assistant

As I did in the past, I would like to provide background on each member of the staff and what their current responsibilities are. Before I mention staff individually, I would like to identify two specific activities that have impacted the volume of work for all staff through the year.

I do not think any of us realized the amount of staff work it would take to help members meet the requirements of our Continuous Professional Development (CPD). This work included developing reports generated by member input through our website, analyzing the results and then sharing those results monthly via personalized emails with every member. Julia and Penny did the bulk of this work but they were helped by everyone else in the office taking on more than their usual work to free Penny and Julia up for the CPD responsibility. The current Status of CPD is as follows:

As of Sep 1, 2015			As of Feb 18, 2016			Change from Sep 1	
Category	Total	%	Category	Total	%	#	%
Complete	14	3%	Complete	408	78%	394	75%
On Track	248	47%	On Track	33	6%	-215	-41%
Not On Track	110	21%	Not On Track	10	2%	-100	-19%
Not Participating	152	29%	Not Participating	23	4%	-129	-25%
Total 524			Total 474			50	

Success also intensifies workload and that was so true with the effort Lena had to expend with the increased number of new surveyors, articling students and evaluations by AERC. Lena works with every one of these potential members encouraging them to achieve success. This is particularly rewarding when we have the swearing in ceremony in the AOLS Boardroom. Again, all of the other staff helped to give Lena enough time to work with the candidates.

Blain Martin has been Executive Director since July of 2009. Like Maureen (a classmate), Blain is a graduate of the first class ('76) of the Survey Science program at Erindale College, University of Toronto (UofT). Subsequent to this, he continued his education and received a Master of Engineering Degree from UofT and an MBA from the Queen's School of Business.

Blain's career straddles both the Cadastral and the Geographic Information Management sides of the Association, which brings a unique perspective to the Executive Director's position. He is striving to achieve his primary goal of the betterment of the profession by getting involved in projects that protect the public, enhance the perception of surveyors by the public, bring in new members, and develop a collaborative approach between existing members.

Last year he mentioned the African proverb that says, “If you want to go fast, go alone; if you want to go far, go together!” Blain believes a collaborative approach of “going together” is tremendously important for the betterment of the profession and our overall success will only be achieved by everyone working together.

Bill Buck joined the AOLS as Registrar in August 2000. Bill is a graduate of the University of Toronto Civil Engineering (Survey Option) class of 1969. Along with being an Ontario Land Surveyor he is a Canada Lands Surveyor and a member of the Association of Professional Engineers of Ontario.

He is responsible for the administration of the Surveyors Act and Regulations, which govern the operation of the Association and its members. His statutory duties include the processing of membership and Certificate of Authorization applications, the administration of the Complaints and Academic and Experience Requirements Committees, the conducting of Registrar's Investigations, the prosecution of Discipline cases, and the supervision of Council elections and other votes.

Bill also handles enquiries from both the public and other members regarding survey issues. The most rewarding parts of Bill's job are the swearing in of new members and helping members of the public to have a better understanding of surveying.

Maureen Mountjoy is a graduate of the first class ('76) of the Survey Science program at Erindale College, University of Toronto. In 1978, she was the second woman to become an Ontario Land Surveyor. She has been the AOLS Deputy Registrar and the Editor of the Ontario Professional Surveyor magazine since the fall of 2000.

She has many other responsibilities including; Secretary and Administrator of the AOLS Educational Foundation, member of the Public Awareness Committee, the Academic and Experience Requirements Committee, the Geomatics Recruitment and Liaison Committee, the Underground Utilities Committee, and she is a member of the Best Practices Committee of the Ontario Regional Common Ground Alliance.

Maureen attends various trade shows and career fairs throughout the year and liaises with the professors and staff at York University and Ryerson University. She enjoys working with the members of the various committees, as well as meeting students and promoting the surveying profession and our association.

Lena Kassabian has been with the AOLS since August 2005. As Office Manager, her responsibilities include not only the day to day operation of the office, but also an in-depth involvement with AERC. Lena is responsible for processing evaluations and articling applications for students seeking their designation as an Ontario Land Surveyor. She takes great joy in helping local and foreign candidates achieve their goals.

Also included in Lena's duties are scouting out locations for Annual General

Meetings, Summer Meetings, AERC events, the Geomatics Picnic and other meetings and seminars. She negotiates contracts for these events and organizes them.

Julia Savitch has been with the AOLS since July 2011 as Program Manager. She has a Bachelor of Business Administration from the Schulich School of Business and is currently working on her MBA from the same school.

Her responsibilities include working with various committees and commissions of the association. Main areas of involvement include Continuing Education, Website, and member communication. This year Julia continued to organize monthly Webinars that have been very well received by the membership.

Julia is the editor of AOLS "In Sight" e-newsletter and manages the AOLS group on LinkedIn. She enjoys working with our great volunteers - committee and task force members, Regional Group Executives, Council, - as well as enabling communication and information sharing between various stakeholders of the AOLS.

Penny Anderson has been with the AOLS since June 2012 as the Member Services Coordinator and Webmaster. She is certified in Web Design and Development from Sheridan College and is currently working on her Information Systems Management Certification at Ryerson University.

Her position primarily involves working with the Membership Database Management and Billing Schedules for the association. Since joining the AOLS, she has also taken on the role of Website Administrator and is also a member of the Website Maintenance Committee.

Penny is the channel for Members' contact information changes and REACH Bulletin distributions. Penny enjoys working with her AOLS family, along with various committees and Council, as well as taking part in the events of the Association.

Maryellen Benner has been with the AOLS since November 2014. Maryellen is your first point of contact with the association. She is the AOLS Administrative Officer at reception, answering the telephone, checking and responding to emails, opening the mail, and generally meeting and greeting those who come into the office.

Maryellen provides administrative support to the Registrar, the Deputy Registrar, and really all of us when we need her help. She is currently on maternity leave and will be returning in June of 2016.

Tais Lintz has taken on Maryellen's role during her maternity leave. If you don't know which staff member you should be contacting, contact Maryellen or Tais and either one will send you in the right direction!

Vladimir Oppenheim has been with the AOLS since 2010 as our Bookkeeper / Accountant / Controller. He is currently working towards becoming a Certified General Accountant. His job includes summarizing the Association's current financial status by collecting information and processing data.

Preparation of the balance sheet, profit and loss statement and other special reports helps the management to be always informed about the financial well-being of the organization. Preparation of monthly and annual Financial Statements, Payroll, Budget, Managing Funds and Investments, dealing with members' liability insurance agents are all part of Vladimir's duties.

Accounting is said to be the language of business; however, Vladimir believes that it is at the same time close to art - an art of construing a logical picture out of plain numbers. These numbers, says Vlad, when organized and analyzed, provide us with a great deal of information needed not only to evaluate past performances, but also to predict the future.

Tim Hartley joined the Association Offices as the Manager of the Survey Review Department (SRD) in early September of 2013. Tim is a graduate of the '79 class of the Survey Science program at Erindale College, University of Toronto (UofT). Tim brings a wealth of experience from his many years in private practice and from his involvement in Association activities.

Tim manages the Office remotely using current communications tools such as Skype and GoToMeeting. During his tenure as manager Tim has visited all the regional groups and always emphasizes the educational importance of the SRD.

Al Worobec joined the Association Offices as the Field Survey Examiner of the Survey Review Department (SRD) in early January of 2014. Al is a graduate of the '84 class of the Survey Science program at Erindale College, University of Toronto (UofT). Al brings a wealth of experience from his many years in private practice and from his involvement in Association activities, most recently as the 2009 President.

Sheila Lavina has been with the AOLS since March 2010 and has worked as the Administration Officer. In September of 2014 she transferred to the role of SRD Administrative Officer. She works with the Survey Review Department ensuring both systematic and comprehensive reviews are thoroughly completed within the allotted time frame. In addition, she will manage the logs and perform accounts receivable duties associated with the AOLS stickers in conjunction with the plan submission logs.

Sheila works closely with the consultants within the Survey Review Department. She is dedicated to serving our AOLS members as well as the members of the public. Part of her dedication is ensuring that all meetings of Council and Committees are scheduled and reminders are sent out prior to each meeting. This has really helped with ensuring that all participants regularly attend scheduled

meetings.

Herman Bernardo has been with the AOLS since November 2010 as the Survey Review Department Examiner Assistant. His responsibilities include coordinating deposited plans by OLS / Firms received from Land Registry Offices, as well as reviewing Comprehensive Reviews supporting documentation for missing material. Herman assists the Field Survey Examiner with field examinations, so he is often out in the field, working in the fresh air all over Ontario. He is also our go-to person whenever something needs to be assembled, disassembled, moved or fixed in the office.

In addition to the two items mentioned previously, I want to highlight a few of the staff accomplishments over the year.

Bill, Maureen and Lena have been here the longest and each of them contributes incredibly to the operation of the office. They provide role models of dedication to all staff.

Julia and Penny have each provided services to the members in ways that have both increased our efficiency and enhanced our communication. When I first took on this job, Council was quite insistent that communication should be sent to the members on a regular basis and I struggled with that. My “communication” seemed to consist of intermittent emails about topics that were important. Julia was hired in 2011 and took on the role of sending the newsletter every second week. Since the fall of 2011 not one issue of the newsletter has been missed and many surveyors have told me that the content is marvelous.

This year Julia has continues with the monthly webinars as another communication vehicle. We have had one each month and the feedback on each was very positive. We use Survey Monkey to assess that feedback and everyone that responds says they want to attend the next one. Julia administers the Survey Monkey Questionnaires and the results of all are available on our website.

Penny is instrumental in operating our website and with Julia’s help they interact with a web developer on a continuous basis. This platform has become a great source of information for our members and for the public. Penny also works tirelessly on the internal database. This database is really the life blood of the whole organization. In my view the data base has never been in better shape than it is now and this is thanks to Penny’s work.

There is one other staff member that I want to highlight just as I did last year and that is Tim Hartley. Many of you know that Tim has been one of my best friends for as long as I can remember and I must say that it continues to be a pure joy to work with him. This is not only personally rewarding but I also see him making many positive changes in the Survey Review Department that will help with the communication to the members and will encourage high quality survey work across the province. While still addressing those few firms that do sub-standard work, the

department's main focus will be education.

The thought advanced by one of the staff members last year about the Association being a Community continues to be reflected in the depth of the relationships that we have with each other. Those relationships are both positive and rewarding for the most part. During 2015 the author we engaged has continued with writing a book that celebrates the history of this community and that identifies many of the accomplishments of the Association members. This book will be published for our 125th Anniversary in Ottawa in 2017.

Strategic Planning

Once again Strategic Planning played a big role and several 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.

This year we continued to track the various initiatives and progress was monitored monthly by the Executive Committee.

Two of the bigger initiatives were the finalization of a new version of the Practice Manual by the Professional Standards Committee and the development of a Province Wide Survey Records Index. The practice manual is complete and the PWSRI is well underway.

The Strategic Plan process will continue into 2016 with Peter Richardson, (my Queen's MBA Strategy Professor) taking the lead on the process.

Membership

AOLS committee work is a very valuable tool for membership communication. Members have participated in many committees this year and several members who 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 Isaiah Tubbs Resort & Conference Centre with well over 100 members and guests in attendance. Once again it was a success. 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 8 new OLS's were sworn in.

The aging population of the Association combined with the salary information study that was prepared during 2014 indicates that the surveying profession could be an

incredibly attractive career for the young people of today.

The overall numbers up to February 17, 2016 are as shown below.

Demographics - February 17, 2016													
Age	2010	2011	2012	2013	2014	2015	2016	Cad	CofR	Photo	Hyd	Geod	GIM
Art Stu	38	45	49	50	51	68	71						
20 - 29	5	6	3	3	6	8	5	5					
30 - 39	40	32	26	31	31	36	37	36	1				1
40 - 49	189	162	143	130	112	99	86	79	7			2	5
50 - 59	237	244	247	242	238	229	212	190	22	2		2	18
60 - 69	117	128	137	139	136	139	138	121	17	5		2	10
70 - 79	46	46	48	41	38	39	34	33	1			1	
80+	5	8	6	9	8	9	10	10					
Total	639	626	610	595	569	559	522	474	48	7	0	7	34
<i>Percentage Over 50</i>	63%	68%	72%	72%	74%	74%	75%						
<i>Percentage over 60</i>	26%	29%	31%	32%	32%	33%	35%						
<i>Percentage change in Art Stu numbers since 2010</i>	18%	29%	32%	34%	79%	87%							
<i>Percentage change in total numbers since 2010</i>	-2%	-5%	-7%	-11%	-13%	-18%							

Government Relations

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.

The Association met with Service Ontario concerning the submission of Digital Plans into the Registry system of Ontario. A Digital Plan Task force with AOLS members and Service Ontario Members has been created to move this forward.

Public Relations

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 2015 the Committee once again attended education career days, as well as conferences hosted by the Ontario Good Roads Association, URISA and TREB. 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. Issues of the Ontario Professional Surveyor publication are now available on the public side of our website. It is now available in "book form" with hot links imbedded for the various advertisers.

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 Director's Meetings

We continue to be very active on the national front and in seeking solutions to strengthening our profession as a whole. Last May most of the other Provincial Executive Directors and I met for a fifth time in Manitoba to advance closer cooperation between surveying associations. This was the fifth annual 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 Travis and all of Council for their help over the past year. 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 2015 William D. Buck, OLS, CLS, P. Eng.

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.

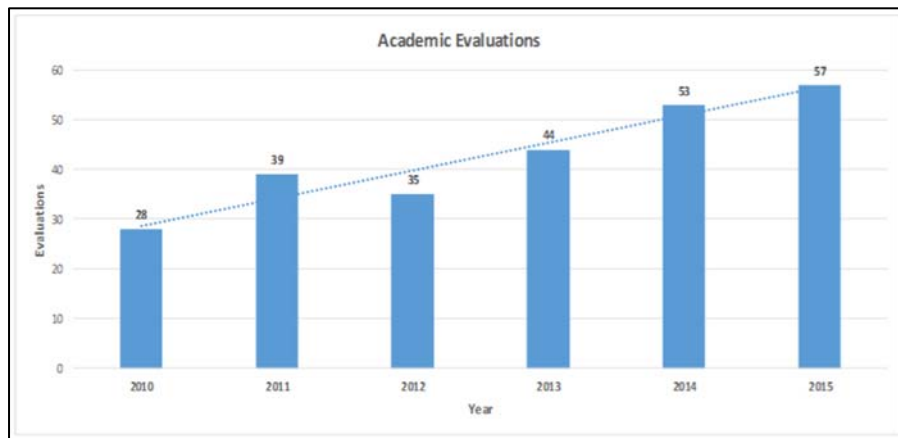
The Registrar's activities are concentrated primarily in the areas of Academic and Experience Requirements, Public Inquiries, Licences, Certificates of Registration, Certificates of Authorization, Complaints and Discipline.

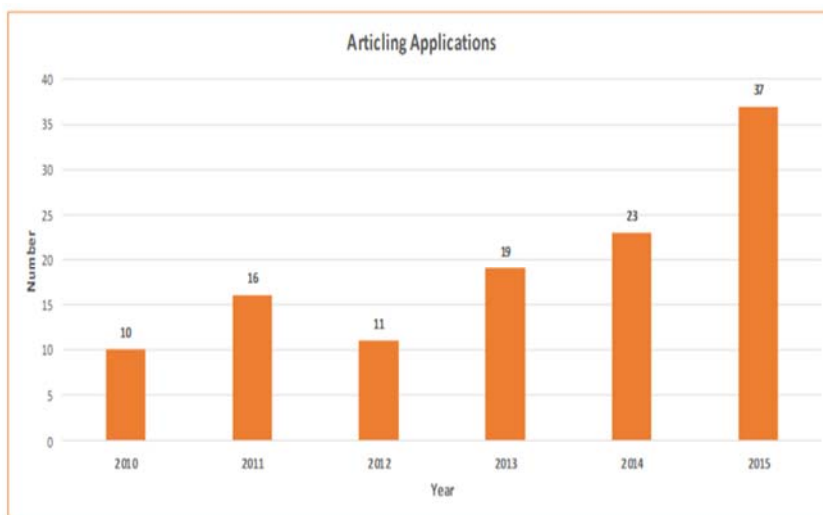
Academic and Experience and Requirements Committee (AERC)

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 2015, the Registrar oversaw the submission of the few remaining field note assignments under the former articling system, supervised the organization of articling information sessions in January and September, assisted with the statutes, oral and written professional examinations, and participated in the swearing-in of eleven (15) new Ontario Land Surveyors.

Thirty-three (33) new students entered into articles during 2015, compared to nineteen in 2014, and three (3) student's articles expired or were cancelled. As of January 30th, 2016 there were seventy-one (71) articling students, an increase of twenty (20) over this date last year, which is the most we have had since 1993 and is a very significant increase. The implementation of the new articling system removed the requirement for work reports and one on one monitoring and allows the Academic and Experience Requirements Committee members to track student progress using the web-based Learning Management system. The Statutes examination is now fully on-line and is available throughout the year and may be written in a remote location if more convenient. The Academic and Experience Requirements Committee also approved fifty-seven (57) academic evaluations during 2015, seven (7) more than last year. The number of evaluations has increased more than 100% over the past 5 years. Twenty-one (21) of the 2015 evaluations were internationally educated applicants, which is nine (9) more than in 2014. The following charts provide a graphical illustration of these statistics.





Educational Services

The Registrar responds to inquiries from both the membership and the public. Many requests for information are satisfied during the initial contact, but others require research and written responses after appropriate discussions with other surveyors, staff and occasionally Council. No individual Educational Services file were opened in 2015, 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

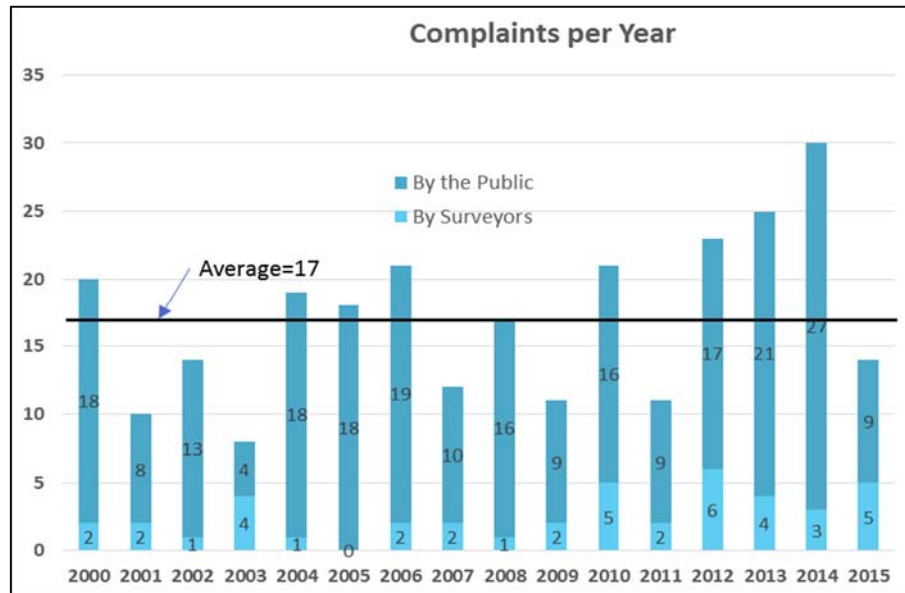
No applications to the Compensation Fund was received during 2015. The Compensation Fund is set out under *Section 33* of the *Surveyors Act*. Council established a Compensation Fund Committee in 1998, and delegated its powers pursuant to *Section 33 (10)* of the *Surveyors Act* to this Committee, made up of the Executive Director, Registrar and Finance Councillor, for any application up to \$5,000.

Complaints Committee

Formal complaints regarding the actions or conduct of a member of the Association must be filed in writing with the Registrar. The Registrar acknowledges receipt of the complaint and notifies the member who is the subject of the complaint. The

member is provided with a copy of the complaint letter and materials and is given at least two weeks to provide an explanation and supporting documentation in response. The member's response is provided to the complainant, who is also allowed two weeks to make any further response, and the member is also provided with the complainant's second response and allowed to make a final submission. The Registrar compiles all of the information submitted by both the complainant and the surveyor and presents the file, without comment, to the Complaints Committee in a timely fashion. The Registrar also acts as the recording secretary of the Complaints Committee and distributes all correspondence and decisions resulting from the Committee meetings. The Registrar is not a member of the Committee and attends meetings at the request of the Committee to provide information and administrative support. This committee makes extensive use of their secure area of the AOLS website for the exchange of information and committee meetings are held using GoToMeeting, allowing members from all areas of the province to easily participate.

Fourteen (14) new complaint files were opened in 2015, compared to thirty (30) in 2014. The Committee held ten (10) teleconference meetings during 2015. Nine (9) of the fourteen complaints originated from members of the public, three (3) from Association members and two (2) were made by the Registrar as the result of Comprehensive Reviews referred by the Survey Review Department. The Committee issued sixteen (16) final and twelve (12) interim decisions during 2015. 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-eight (28) decisions issued in 2015, two (2) were referred to AOLS Council for further action. Two files were referred to the Complaints Review Councillor at the request of the complainants. The following chart shows the total number of complaints per year from 2000 to 2015, the average number over that period being 17 per year.



Discipline Committee

No discipline hearings were held in 2015, although two members were referred to the Discipline Committee and hearings have been scheduled for 2016. The Complaints Committee referred two members to Council in 2015. Council referred one member to the Discipline Committee and appointed a mediator as allowed by Section 25.1 of the Act to further investigate the second matter.

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 2015, however the report from the investigation performed in 2014 was referred to Council, who in turn referred the matter to the Discipline Committee.

Registration Committee

The Registration Committee is a statutory committee, created under Section 9 of the *Surveyors Act*, having a Statutory Power of Decision that allows it to hold a hearing under the *Statutory Powers Procedure Act*. When the Registrar proposes to revoke or refuse to issue a licence, Certificate of Registration or Certificate of Authorization, or proposes to issue one of these subject to conditions, the member or

applicant may appeal to the Registration Committee, who must then hold a formal hearing.

On June 24, 2015 the Registration Committee held a hearing to consider an appeal by an articling student of the Registrar's decision to deny him permission to continue to pursue membership in our Association. Hearings by this committee are conducted much like a discipline hearing, with lawyers representing the parties and a court reporter recording the proceeding. In this case the decision of the Registrar was upheld, and no appeal was made within the required 30 day period.

A secondary function of this committee is to approve applications from members who wish to be in charge of more than one survey office, as is required by our Standards of Practice. During 2015 the committee approved one such application. The committee also continued to process an application made in 2014 for the restoration of a licence cancelled for cause in 2002.

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. Two members were referred to the Complaints Committee and subsequently to Council during 2015 as a result of Survey Review Department referrals 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 2015 twelve (12) new licences and several new or revised Certificates of Authorization were issued. As detailed in the Statistics section below, there has been a decrease of 6.2% in the number of professional members and a slight decrease of 1% in the number of Certificates of Authorization since the end of 2014.

Elections and By-Laws

The Registrar oversees the distribution and counting of ballots for voting on By-laws, Regulations and elections to Council.

On November 30, 2015 By-Laws 2015-1 and 2015-2 were approved by the membership. By-Law 2015-1 increased annual fees for most classes of membership, with the exception of retired members, and allows AOLS Council to waive or reduce fees for Associates and Retired Members. By-Law 2015-2 provides for specified annual increases in membership fees for 2017 and 2018.

For the 2016 Council, Vice-President Murray Purcell was acclaimed as President and Russ Hogan was acclaimed as Vice-President. Peter Lamb and Andrew Mantha were acclaimed as Junior Councillors. Senior Councillor Jeff Buisman did not pursue the position of vice-president and has retired from Council.

York Project

The York University project for the Ministry of Citizenship and Immigration ended on November 13, 2015.

Statistics

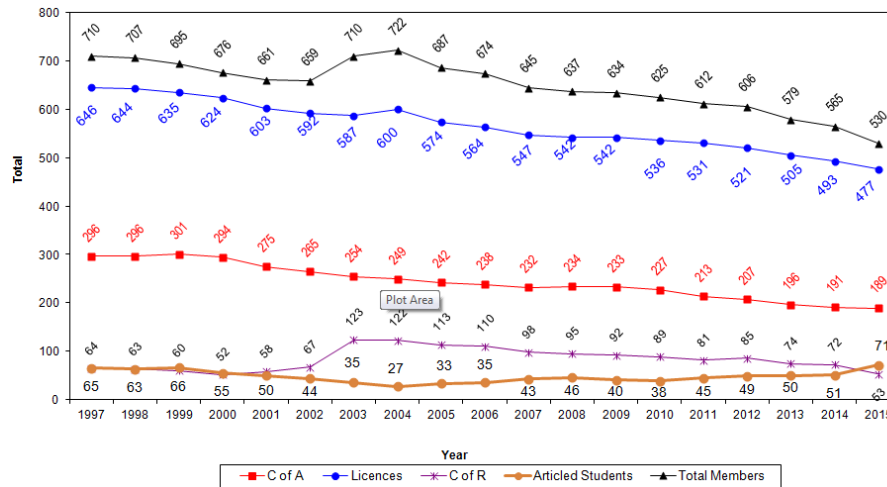
Below are some relevant statistics of the Association, current to January 31, 2016.

	As of Jan. 31, 2016	Last Year	Change	% Change
Total Membership	530	565	-35	-6.2%
Licences	477	493	-16	-3.2%
Certificates of Registration	53	72	-19	-26%
Certificates of Authorization	189	191	-2	-1%
Members who have passed away since the last AGM	12	7		
Retired Members	173	107	+66	+62%
Newly commissioned members since the last AGM	15	11	+4	+36%
Articling Students	71	51	+20	+39%
Associate Members	88	354*	-266	-75%

*244 new associates were added from Party Chief seminars in 2014

The chart on below illustrates the trends in our membership over the past 17 years, during which we have seen a decline of 26.2% in the number of licensed members. Total membership during this period has decreased by 180, a drop of 25.4%. The number of Certificates of Authorization has declined from 296 in 1997 to 189 as of January 31, 2015, a drop of 36.1%. The number of articling students has risen steadily from a low of 27 in 2004 to the current number of 71.

AOLS Statistics - 1997 to 2015



SURVEY REVIEW DEPARTMENT MANAGER’S REPORT AGM 2016 Tim Hartley, OLS

The Survey Review Department (SRD) operates under the Inspection Program of the Surveyors Act, Regulation 1026, Section (40). The department is totally funded by the sales of the \$16 Plan Submission Form sticker. Sticker sales for the last 6 years has been fairly consistent at about 34,000 per year (35,190 were sold in 2015), which is 55% of the approximately 61,000 that were sold per year in the late 1990’s. This drop was due to the introduction of title insurance resulting in much fewer requests for Surveyors Real Property Reports.

For the Provincial fiscal year April 1/14 to March 31/15, 64% of the stickers went on non-Registry Office plans. The Registry Offices created 77800 PINs of which 26% were for subdivisions.

The Department's budget for 2015 was \$540,000 and had a revenue of \$563,040 from sticker sales. Out of this we pay the salaries of an administrative officer (Sheila Lavina), an assistant examiner (Herman Bernardo), an OLS manager (Tim Hartley), a part-time OLS field examiner (Alan Worobec), two OLS Comprehensive Review consultants (Doug Reitsma and Drew Annable) and a retired OLS consultant (Bruce McMurchy) as an assistant to the manager for Systematic Reviews. As well as all office expenses and an allocation for use of the facilities and general administration. Of the five OLS's involved four have been on council and of that two are former presidents.

For the year 2015, the department completed approximately 45 Comprehensive Reviews, which reviews 81 surveyors and encompasses 83 field examined sites as well as doing about 280 Systematic Reviews.

I am sometimes asked how we go about doing a field examination. First of all, the firms being examined is notified in advance when we will be on the field; they are not discouraged if they wish to attend. Upon reaching the site, we introduce ourselves and explain what we going to do. If there is any sign of hesitation on the part of the occupants, then we thank them and simply leave and go onto an alternative job. In most cases, the occupant is impressed that we have an inspection program and is more than willing to help. We do not do a field examination on every file. The examinations are carried out by an OLS, and are simply to verify facts, and is not a resurvey of the lands.

I am more than willing to try and answer any questions you may have and can be reached at 1-647-529-9020.

Tim Hartley, OLS
Manager - Survey Review Department
Association of Ontario Land Surveyors

ARCHIVAL AND HISTORICAL COMMITTEE
Annual Report 2015
Gord Good, O.L.S. (Ret.), Chair

The Committee is composed of Gordon Good, Chair, James Hill, Past Chair, Ross Burton, Past Chair and Manager of our Ottawa Branch, Doug Sutherland, Rental Director, Don Anderson, Photographer, Peter Morton, David Searles, Vicky and Doug Culbert, caretakers of the Monument Garden. Kent Campbell, Blain Martin, Office Liaison, Jeff J. Fee, Commissioner, and Commissioner Vice-Chair, Wikar A. Bhatti.

First, the good news. Kent Campbell joined our group as a guest and little did he know that he would, automatically, become a member. His expertise with a

computer has left many of us wondering “Where have I been?”
Unfortunately David Searles had to curtail his active service and he wished us well in our continuing endeavors. The committee thanks you David.

You must agree that the AGM in Huntsville was a smashing success especially for your committee. The addition of Charlie Wilkins in our booth surely has to be the reason and some of the stories. We won't go there but you may find a reference to them in our upcoming book “GREAT LENGTHS” authored by Charlie. All you have to do to get an autographed copy is to become a sponsor.
(<http://www.aols.org/resources/sponsorship-opportunities>)

Blain approved our request to have updated photos of all the surveyors. So, if you have any comments about our aggressive behavior at the AGM in London, just blame Blain or maybe Vicky's two deputies.

Your committee was very proud when President Dasha Page presented Vicky with the Associations Citation for all the volunteer work she does by being on our committee, the AGM committee and initializing the task force for the book, GREAT LENGTHS.

Our annual trip this year was to Goderich to enjoy a play, stage managed by Vicky, and to view the replanting of the forest blown down by the hurricane of a couple of years ago. Charlie Wilkins joined us for this event and although his recorder was not present he was paying particular interest to many stories circulated around Doug's backyard and as the afternoon progressed the keener his interest. Further details can be followed in the report on Julia's “In Sight”

The reputation of our monument garden is expanding throughout Huron County as it is listed in the interesting places to visit. We even had visitors from outside North America drop-in and they were fascinated. In the meantime the garden continues to grow with new additions and if anyone has a donation please don't hesitate to contact us.

During one of President Dasha's visits the subject of Certified Survey and Engineering Technicians was introduced. Doug Sutherland is a past president of the combined organization and an expert person to talk on the subject. The result was for Doug to prepare a paper on the subject for reference use. A summary is available in GREAT LENGTHS and all the more reason to buy one.

Don Anderson is a Certified Survey Technician as well and your committee is proud to say we are the only committee with Technicians and they continue contributing to our success.

The Association had a donation of period clothing, and Doug and Vicky Culbert have accepted the responsibility of storing the material for use by others, whenever the need may arise. Nothing is final on their rentals and you may negotiate with them should you like to have some costumes to present an historical event. You may

be asked to record the event for our archives.

The W. C. Yates Project was officially adopted by your Council and is now the property of the Association. This database lists all the surveyors, from 1770, presently known to us who have conducted surveys or produced plans within the present boundaries of Ontario. This project includes biographical sketches, photos, date of licensing, historical facts, references to other information sites, etc., etc. This database is only available to members at the present time. The Archival and Historical Committee have been charged with maintaining and updating information. Penny Anderson has been added to our committee for computer assistance.

Most presidents are not handy to 1043 (regardless if it was Dasha's fast car!!) and the Committee extends a well-deserved 'thank you' to President Dasha Page for attending many of our meetings. The committee extends our thanks to the staff at 1043. To Lena for keeping us in line, mostly me, to Maureen for her unlimited knowledge about events of the past, and where that history is stored. To Penny, how do you know all that stuff? To Julia for keeping our writing skill up to a passable grade, and to include photos. To Shelia for staying with us with reminders of meetings and bookings and to Tais for carrying on chasing after biographical sketches. And to Blain, Blain you don't really have to find us new projects, honestly.

These are just some of our highlighted events of 2015.

Gordon Good, Chair.

**INAUGRAL SPEECH
INCOMING PRESIDENT
Murray Purcell, OLS, OLIP**

I have been truly blessed with some wonderful friendships within this Association. People like my dear friend Bill Harper. And man we have had a lot of fun along the way. Sometimes too much? Live and learn.

Bill, thank you for all your kind words and glowing introduction. I owe you a beer. I think the last time I was at a head table talking to a group of gussied up friends like this ...was at my wedding nearly 30 years ago. It was nerve racking back then too. The difference is, back then I was full of "piss and vinegar". Probably because it was an open bar. Today no vinegar and no open bar.

While I enjoy volunteering and getting involved with Association business, none of this would be possible without the strong support of my wife Roselle. She knows me. She knows I enjoy things like this assignment, like this arena. Thank you.

To all my staff at Lloyd & Purcell lead by Land Surveyors Neil LeGrow, Kevin Thom, Robb McKibbin, Bruno Iavicoli, and my articling student Jack Gauthier, I thank you for providing me with sound work, dedication and professional ethic to allow me to confidently accept this opportunity and responsibility.

I would also be absolutely remiss if I did not thank my father James, retired OLS #969, for convincing me from about age 16 that this profession is honorable, and satisfying. Of course there are times now where I feel I may have been “set up”.

Jim is here today, all the way from sunny Sarasota Florida, to support me at this event much the same as he has supported me through my entire life and career. The airfare and accommodation have obviously bitten into my inheritance a little, but nonetheless I am proud to have him here. Also in attendance and support is his friend Jean, and my sister Heather and her husband Peter.

When I was approached by the Nominating Committee to consider this honor I had many things to consider. Personal Life, Family Life, Business Life. Could I selfishly steal time from any or all of these identities? What’s the payoff? Listen to me.... “What’s the pay off?” How many of us have asked that question? Want to join a Committee?What’s the pay off? Want to volunteer your time on a Regional Group or at an AOLS event? What’s the payoff? When I review my platform along with that of Russ Hogan, Peter Lamb, Andrew Mantha, and virtually all previous Council nominees, the personal sense of significant issues may vary slightly but there is one very common thread that stands out and is spoken to. PROFESSIONAL PRIDE. We are all very proud of being an Ontario Land Surveyor. We are proud of trying to make a difference. We are proud of what we represent and how we got here and even how we intend to leave. We are proud of being in the same room with the likes of all of you. So, the payoff ...is the reward of professional pride. For any of you not presently volunteering within the AOLS Community, it’s time for you to step up and grow some professional pride. Trust me, it’s addictive.

The theme of this year’s Annual General Meeting is “Connecting OUR Profession”. The word Connect is defined in many ways. “To link two things”; “to associate somebody or something with another”; “to get along well”. 3 wonderful definitions to describe our meetings, activities and friendships experienced in London this week. The Annual meeting is a meeting for inspiration, for criticism, for support, and for encouragement. It is 3 days to laugh, and learn and understand that we all share a lot of the same problems and issues regionally, provincially, federally and even internationally. And we struggle ... together ... with observations and ideas to find solutions.

Of course the word Connect is also defined as “to hit firmly”.... I don’t think we want to go down that roadexcept to say that as a Council and Association we will hit this year’s challenges head on With force and conviction.

This year's Challenges. WOW. Where to begin.

We have so many good things happening at AOLS, exciting things on our plate such as the Province Wide Index, Webinars, meetings with high profile politicians, Standards upgrades, Web Site upgrades, Digital Plan Submissions, Public Awareness, and many others.

But there are some financial road blocks looming which may deter us from progressing as quickly as we would like to on some of these fronts.

Finances, Constitutional Challenge, Discipline Hearings, Continued Professional Development, declining membership. We have work to do. But it's not insurmountable! I'm confident that we have armed ourselves with enthusiastic, responsible and dedicated Committee and Task Force leaders, Council representatives, and AOLS support staff to work through the issues.

Two members sadly to be missed from this upcoming years Council will be Past President Dasha Page and Senior Councilor Jeff Buisman. On a personal level, these two individuals were nothing more than an acquaintance to me until my return to Council last year. I now call them my friends. Dasha and Jeff, you should both be PROUD of your accomplishments.

Travis, we aren't done with you yet! The way that you stickhandled Council and kept us all on track was inspirational. I look forward to the support of your knowledge and leadership to assist me throughout the upcoming year.

One of the privileges to being on Council is to see your AOLS staff in action. Their job is essentially to make your Association look good and run like clockwork. This group, under Blain's direction, operates with an effort and passion that we should all be impressed with. Blain Martin, Bill Buck, Tim Hartley and Maureen V. Mountjoy bring a massive vault of leadership, experience and knowledge to their day-to-day tasks. Then there is the support staff of Julia, Penny, and Lena. These enthusiastic ladies bring so many electronic age efficiencies and ideas to the day-to-day operation that we old guys and girls over 50 have NO CLUE about (but I'm Learning!). It is exciting to be around 1043 McNicoll and I am happy and honored to have each and every one of the AOLS staff on my team for the upcoming year. There are two specific issues I would like to assist with this year. I feel they cannot take a back seat.

The first is to strengthen our bonds and support with universities, colleges, high schools and international geomatics students and graduates. This is necessary for all of us to move forward as a professional organization. The demographics don't lie.

The second, as we have heard this week, is a **monumental** marketing opportunity for next year's Annual Meeting. Ontario Land Surveyors along with Canada Land Surveyors and Quebec Land Surveyors will be joining together and collaborating for the first time ever in the same professional arena for a 2017 Annual General Meeting. It's Upper Canada meeting Lower Canada and vice versa. It's English

meeting French and vice versa. It's the Montreal Canadiens meeting Toronto Maple Leafs and vice versa. It's Ottawa Senators? Bah! Whatever.

President Travis provided me the opportunity this year to experience the Quebec Land Surveyors Annual General Meeting. It was awesome. It was inspirational. It was our AGM...only in French! Although, you should have seen me scrambling through the French/English phone app!! Not surprisingly I got through much of the language barrier with the help of some new found bilingual friends, executive directors- Luc St. Pierre from Quebec and JC Tétreault from ACLS. Collaborating already!

Fittingly, the 2017 meeting will all take place in Ottawa, our Nation's Capital. And how appropriate... Canada's 150th year of Confederation. This event promises to be an epic exhibition like no other in Canadian Geomatic history so I encourage you to book the date and look forward to it. We must sieze this one shot opportunity.

In closing, I am truly honored for this opportunity to serve as your president.

I WILL represent you with the PROFESSIONAL PRIDE and PASSION you share with me as a Geomatics Professional.

Thank you.

INDEPENDENT AUDITORS' REPORT

To the members of the 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, 2015 and the statements of operations, changes in fund balances and cash flows for the year then ended, 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 audit 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 my audit opinion.

Opinion

In our opinion, these financial statements present fairly, in all material respects, the financial position of the Association of Ontario Land Surveyors as at December 31, 2015 and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Toronto, Ontario
February 16, 2016


RSSM LLP
Licensed Public Accountants

ASSOCIATION OF ONTARIO LAND SURVEYORS
STATEMENT OF FINANCIAL POSITION
AS AT DECEMBER 31, 2015

	General Operating Fund	Liability Insurance Fund	Claims Reserve Fund	York Project Fund	Compen- sation Fund	Total 2015	Total 2014
	\$	\$	\$	\$	\$	\$	\$
ASSETS							
CURRENT							
Cash	356,469	13,730	771,737	65,494	-	1,207,430	1,280,393
Investments (note 2)	372,746	967,396	1,048,522	-	150,000	2,538,664	2,558,647
Accounts receivable	8,303	-	-	-	-	8,303	15,528
Interfund receivables	-	-	-	-	-	-	13,981
Inventory	12,413	-	-	-	-	12,413	8,452
Prepaid expenses	154,972	-	-	-	-	154,972	106,253
	904,903	981,126	1,820,259	65,494	150,000	3,921,782	3,983,254
CAPITAL ASSETS (note 3)	127,660	-	-	-	-	127,660	121,051
TOTAL ASSETS	1,032,563	981,126	1,820,259	65,494	150,000	4,049,442	4,104,305
LIABILITIES							
CURRENT							
Accounts payable and accrued liabilities	156,929	-	-	-	-	156,929	54,777
Interfund payables	-	-	-	-	-	-	13,981
HST payable	21,252	-	-	-	-	21,252	35,915
Deferred revenue (note 5)	664,859	-	-	-	-	664,859	575,836
Insurance premiums refund payable	-	-	-	-	-	-	152,534
	843,040	-	-	-	-	843,040	833,043
FUND BALANCES							
Invested in capital assets	127,659	-	-	-	-	127,659	121,051
Discipline reserve	2,775	-	-	-	-	2,775	3,524
Externally restricted	-	981,126	1,820,259	65,494	150,000	3,016,879	2,984,675
Unrestricted	56,858	-	-	-	-	56,858	162,012
Building reserve	2,231	-	-	-	-	2,231	-
	189,523	981,126	1,820,259	65,494	150,000	3,206,402	3,271,262
TOTAL LIABILITIES AND FUND BALANCES	1,032,563	981,126	1,820,259	65,494	150,000	4,049,442	4,104,305

COMMITMENTS (NOTE 4)

APPROVED ON BEHALF OF THE COUNCIL:

Finance Councillor

Executive Director and Treasurer

ASSOCIATION OF ONTARIO LAND SURVEYORS
STATEMENT OF OPERATIONS
YEAR ENDED DECEMBER 31, 2015

	General Operating Fund			Restricted Funds				Total 2015	Total 2014
	Budget 2015 (Note 7)	Actual 2015	Actual 2014	Liability Reserve Fund	Claims Reserve Fund	York Project Fund	Compen- sation Fund		
	\$	\$	\$	\$	\$	\$	\$	\$	\$
REVENUE									
Fees and licences	1,131,985	1,113,541	1,089,206	-	-	-	-	-	-
Survey Review Department	540,000	509,752	492,852	-	-	-	-	-	-
Survey Review Index	39,000	28,300	29,975	-	-	-	-	-	-
Investment income (loss)	15,000	(4,759)	21,255	(3,517)	-	-	(2,251)	(5,768)	101,616
Cost-related activities	291,000	298,921	281,258	-	-	-	-	-	-
Continuing education	8,000	92,712	7,269	-	-	-	-	-	-
Internship program	-	1,491	6,135	-	-	-	-	-	-
Insurance premiums	-	-	-	1,455,489	550,000	-	-	2,005,489	1,927,077
Discipline cost recovery	30,000	-	-	-	-	-	-	-	-
Consulting income	-	-	-	-	-	285,007	-	285,007	245,937
Public awareness cost recovery	-	-	846	-	-	-	-	-	-
Other income	7,000	6,877	7,226	1,500	-	-	-	1,500	1,500
	<u>2,061,985</u>	<u>2,046,835</u>	<u>1,936,022</u>	<u>1,453,472</u>	<u>550,000</u>	<u>285,007</u>	<u>(2,251)</u>	<u>2,286,228</u>	<u>2,276,130</u>
EXPENSES									
Salaries, benefits and consultants	645,900	644,969	628,879	48,000	-	232,299	-	280,299	280,128
Office and general	127,300	124,540	164,903	563	-	19,416	-	19,979	42,457
Survey Review Department	538,800	509,752	492,852	-	-	-	-	-	-
Survey Records Index	39,000	39,001	39,182	-	-	-	-	-	-
Building	42,800	42,536	39,948	-	-	-	-	-	-
Discipline expenses	60,000	150,749	28,781	-	-	-	-	-	-
Constitutional challenge	71,000	54,114	84,802	-	-	-	-	-	-
Cost-related activities	271,000	261,068	242,767	-	-	-	-	-	-
Governance commission	107,800	76,072	90,450	-	-	-	-	-	-
Professional standards and practice commission	4,500	11,032	2,815	-	-	-	-	-	-
Outreach and professional education commission	49,000	37,882	51,580	-	-	-	-	-	-
Member services and other commission	65,700	52,880	62,498	-	-	-	-	-	-
Continuing education	8,000	92,712	7,269	-	-	-	-	-	-
Insurance premium	-	-	-	1,421,465	-	-	-	1,421,465	1,310,345
Claims against the fund	-	-	-	-	534,532	-	-	534,532	701,958
Credit card charges	40,000	44,341	39,995	-	-	-	-	-	-
	<u>2,070,800</u>	<u>2,141,648</u>	<u>1,976,721</u>	<u>1,470,028</u>	<u>534,532</u>	<u>251,715</u>	<u>-</u>	<u>2,256,275</u>	<u>2,334,888</u>
EXCESS OF (EXPENSES OVER REVENUE) REVENUE OVER EXPENSES	(8,815)	(94,813)	(40,699)	(16,556)	15,468	33,292	(2,251)	29,953	(58,758)

ASSOCIATION OF ONTARIO LAND SURVEYORS
STATEMENT OF CHANGES IN FUND BALANCES
YEAR ENDED DECEMBER 31, 2015

	General Operating Fund				Restricted Funds				Total 2015	Total 2014
	Unrestricted	Invested in Capital Assets	Discipline Reserve	Building Reserve	Liability Reserve Fund	Claims Reserve Fund	York Project Fund	Compen- sation Fund		
Fund balances at the beginning of year	162,012	121,051	3,524	-	997,682	1,804,791	32,202	150,000	3,271,262	3,370,719
Excess of revenue over expenses (expenses over revenue)	67,339	(11,403)	(150,749)	-	(16,556)	15,468	33,292	(2,251)	(64,860)	(99,457)
Investment in capital assets	(242)	18,011	-	(17,769)	-	-	-	-	-	-
Intrafund transfers (note 8)	(170,000)	-	150,000	20,000	-	-	-	-	-	-
Interfund transfers (note 8)	(2,251)	-	-	-	-	-	-	2,251	-	-
FUND BALANCES AT THE END OF YEAR	56,858	127,659	2,775	2,231	981,126	1,820,259	65,494	150,000	3,206,402	3,271,262

ASSOCIATION OF ONTARIO LAND SURVEYORS
STATEMENT OF CASH FLOWS
YEAR ENDED DECEMBER 31, 2015

	General Operating Fund		Restricted Funds				Total 2015	Total 2014
	2015	2014	Liability Reserve Fund	Claims Reserve Fund	York Project Fund	Compen- sation Fund		
OPERATING ACTIVITIES								
Cash collected from members, customers and other sources	2,161,823	2,158,832	1,456,989	550,000	285,007	-	2,291,996	2,174,829
Investment income	28,273	21,255	222,448	-	-	10,846	233,294	101,616
Cash paid to suppliers and employees	(2,095,436)	(1,984,828)	(1,622,562)	(534,532)	(265,696)	-	(2,427,790)	(2,205,771)
	94,660	195,259	56,875	15,468	19,311	10,846	102,500	70,674
INVESTING ACTIVITIES								
(Increase) decrease in investments	(56,433)	814	(195,679)	-	-	-	(195,679)	(109,397)
Purchase of capital assets	(18,011)	(12,653)	-	-	-	-	-	-
	(74,444)	(11,839)	(195,679)	-	-	-	(195,679)	(109,397)
NET INCREASE (DECREASE) IN CASH	20,216	183,420	(138,804)	15,468	19,311	10,846	(93,179)	(38,723)
Cash position at the beginning of the year	325,407	133,201	152,534	756,269	46,183	-	954,986	1,002,495
Interfund transfers	10,846	8,786	-	-	-	(10,846)	(10,846)	(8,786)
CASH POSITION AT THE END OF THE YEAR	356,469	325,407	13,730	771,737	65,494	-	850,961	954,986

**ASSOCIATION OF ONTARIO LAND SURVEYORS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2015**

PURPOSE OF THE ORGANIZATION

The Association of Ontario Land Surveyors (the "Association") is an organization whose principal object is to regulate the practice of professional land surveying in Ontario and to govern its members and holders of certificates of authorization in order that the public may be served and protected. The Association is a corporation without share capital created under the laws of the Province of Ontario. It is not subject to either federal or provincial income taxes.

1. SIGNIFICANT ACCOUNTING POLICIES

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations.

a) Fund Accounting

The Association follows the restricted fund method of accounting for contributions. Unrestricted contributions related to general operations are recognized as revenue in the General Operating Fund in the year in which the related expenses are incurred. Restricted contributions are recognized as revenue in the appropriate restricted fund in the year received.

Revenues and expenses related to program delivery and administrative activities are reported in the General Operating Fund.

The Liability Insurance Fund has been established to cover the costs of administering the professional liability master insurance policies. Member firms are covered by master policies with the Novex Insurance Company. The Association's deductibles under these policies are paid out of the Claims Reserve Fund.

The Surveyors Act requires the Association to maintain the Compensation Fund to relieve or mitigate loss sustained by any person as a consequence of the dishonesty or incompetence of any member of the Association in the practice of professional land surveying.

The Association entered into a contract with York University to assist the University with a project that will 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 licences 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:

Land and building	1/30
Furniture and fixtures	1/10
Computer equipment	1/3

If there is an indication that the capital assets may be impaired, an impairment test is performed that compares carrying amount to net recoverable amount, which is normally determined by estimating the sales less direct costs on an undiscounted basis over the remaining life of the asset. There were no impairment indicators in 2015.

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 artefacts 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 and insurance premium refund payable.

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

	Fair Value	
	2015	2014
Guaranteed investment certificates (GICs)	\$ 850,592	\$ 1,518,426
Bonds	416,373	416,897
Equity	1,217,699	623,324
	2,538,664	2,558,647

The GICs and bonds mature from April 2017 to January 2026, and earn interest at rates between 2.55% and 5.0% (2014 - 2.1% and 4.86%).

3. CAPITAL ASSETS

	Cost	Accumulated Amortization	2015 Net Book Value	2014 Net Book Value
Land and Building	\$572,890	\$(461,417)	\$111,473	\$94,000
Furniture and fixtures	227,167	(213,385)	13,782	22,577
Computer Equipment	85,132	(82,727)	2,405	4,474
	885,189	757,529	127,660	121,051

Amortization expense for the year was \$11,403 (2014 - \$27,792), of which \$7,403 (2014 - \$18,610) is included in office and general expense and \$4,000 (2014 - \$9,182) is included in the Survey Review Department expenses.

4. LEASE COMMITMENTS

The Association is committed under the terms of its non-cancellable equipment leases to make the following payments over the next two years:

2016	\$16,406
2017	1,080
	17,126

5. DEFERRED REVENUE

	2014	Funds Received	Revenue Recognized	2015
Fees and licences	\$280,935	\$1,098,768	\$1,113,541	\$266,162
Survey Review Department	170,574	571,740	509,752	232,562
Survey Review Index	-	28,300	28,300	-
Cost-related activities	36,650	319,880	298,921	57,609
Continuing education	49,640	115,052	92,712	71,980
Internship program	38,037	-	1,491	36,546
	885,189	757,529	127,660	121,051

6. FINANCIAL INSTRUMENTS

The significant financial risks to which the Association is exposed are credit risk, liquidity risk and market risk.

Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Association is subject to credit risk in respect of its accounts receivable, but has historically suffered very few bad debts.

Liquidity risk

Liquidity risk is the risk that the Association will encounter difficulty in meeting obligations associated with financial liabilities. The Association is exposed to liquidity risk arising primarily from the accounts payable. The Association expects to meet these obligations as they come due by generating sufficient cash flow from operations.

Market risk

Market risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk is comprised of currency risk, interest rate risk and other price risk.

Currency risk

Currency risk is the risk that the fair value or cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. The company does not use derivative instruments to reduce its exposure to foreign currency risk.

As at December 31, 2015, the balance sheet includes \$404,965 (2014 - \$61,399) of cash and investments investments, denominated in foreign currency and converted into Canadian dollars.

Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Association has investments in bonds and GICs yielding fixed interest rates. Changes in the market yield rate can cause fluctuations in the fair value of the investments. The Association does not use derivative financial instruments to alter the effects of this risk.

Other price risk

Other price risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices other than those arising from interest rate risk or currency risk, whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market. The Association is exposed to other price risk through its investments in marketable securities invested in equity securities traded in an active market.

7. BUDGET

The budget figures are presented for comparison purposes only. They are unaudited and have been reclassified to conform with these financial statements.

8. TRANSFERS

During the year, the Association's Council internally restricted \$150,000 (2014 - \$25,000) and \$20,000 (2014 - nil) to be used for discipline related matters and major building repairs, respectively. Transfers of this amount were made from the unrestricted fund balance to the discipline reserve and building reserve funds 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, 2015, \$2,251 was transferred from the General Operating Fund to the Compensation Fund (2014 - \$8,786 transferred from Compensation Fund).

9. ALLOCATION OF EXPENSES

	2015	2014
Salaries, benefits and consultants:		
Survey Review Department	27,600	27,600
Survey Records Index	3,000	3,000
Office and general:		
Survey Review Department	16,200	16,200
Building:		
Survey Review Department	14,700	14,700
Amortization:		
Survey Review Department	4,000	9,182

Association of Ontario Land Surveyors – Budget 2016

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SUMMARY OF REVENUE AND EXPENSES

	2015	2015	2016
	BUDGET	ACTUAL	BUDGET
REVENUE:			
FEES AND LICENSES (from pg.3)	\$1,131,985	\$1,113,542	\$1,288,400
SRD REVENUE (from pg 11)	\$540,000	\$509,752	\$540,000
SURVEY RECORDS INDEX (from pg.15)	\$39,000	\$28,300	\$39,000
COST-RELATED ACTIVITIES (from pg.4)	\$291,000	\$298,921	\$281,000
CONTINUING EDUCATION (from pg. 12)	\$8,000	\$92,711	\$7,500
DISCIPLINE RESERVE FUND (from pg. 13)	\$30,000	\$0	\$50,000
INTERNSHIP PROGRAM (from pg. 14)	\$0	\$1,490	\$0
York University Project	\$25,000	\$0	\$25,000
OTHER INCOME (from pg.3)	\$22,000	(133.57)	\$17,000
PUBLIC AWARENESS COST RECOVERY		\$0	
TRANSFER FROM COMPENSATION FUND (Note "A" pg.)			
TOTAL REVENUE	\$2,086,985	\$2,044,583	\$2,247,900
TOTAL REVENUE Excluding SRD	\$1,546,985	\$1,534,831	\$1,707,900
EXPENSES:			
SALARIES, BENEFITS AND CONSULTANTS (from pg.10)	\$645,900	\$644,970	\$655,900
OFFICE ADMINISTRATION (from pg.9)	\$176,300	\$171,252	\$219,300
SURVEY REVIEW DEPARTMENT (from pg.11)	\$538,300	\$509,752	\$510,800
SURVEY RECORDS INDEX (from pg.15)	\$39,000	\$39,001	\$39,000
BUILDING (from pg.10)	\$42,800	\$52,905	\$53,300
DISCIPLINE RESERVE FUND (from pg.13)	\$60,000	\$150,750	\$100,000
COMMITTIES & RELATED EXPENSES (from pg.7)	\$226,500	\$178,203	\$240,800
COST RELATED (from pg.4)	\$271,000	\$261,069	\$261,000
CONTINUING EDUCATION (from pg. 12)	\$8,000	\$92,711	\$8,000
CREDIT CARD CHARGES	\$40,000	\$44,341	\$45,000
INTERNSHIP PROGRAM (from pg. 14)	\$0	\$0	\$0
AMORTIZATION (from pg.10)	\$22,000	\$7,403	\$22,000
TOTAL EXPENSES	\$2,069,800	\$2,152,357	\$2,155,100
TOTAL EXPENSES Excluding SRD	\$1,531,500	\$1,642,605	\$1,644,300
NET REVENUE OR (EXPENSES)	\$17,185	(107,773.85)	\$92,800
NET REVENUE OR (EXPENSES) Excluding SRD	\$15,485	(107,774.84)	\$63,600

GENERAL REVENUE AND COST RELATED INCOME (EXPENSE)

	2015	2015	2016	
	BUDGET	ACTUAL	BUDGET	
FEES AND LICENSES:				
OLS (Licensed) FEES (Note "B" below)	\$812,595	\$792,703	\$940,000	
OLS (Registered) FEES (Note "B" below)	\$37,060	\$34,880	\$33,750	
CERTIFICATE OF AUTHORIZATION (Note "B" below)	\$221,550	\$232,626	\$275,000	
ASSOCIATE MEMBERS FEES (Articled Students, Retired & Associates)	\$60,780	\$53,333	\$39,650	
TOTAL FEE AND LICENSES (Carried to Summary pg.1)	\$1,131,985	\$1,113,542	\$1,288,400	
OTHER INCOME:				
MISCELLANEOUS REVENUE		\$570		
INTEREST ON INVESTMENTS	\$15,000	(7,010.33)	\$10,000	
OTHER (Follow-up reviews, interest, charged back)	\$7,000	\$6,307	\$7,000	
TOTAL OTHER INCOME (Carried to Summary pg.1)	\$22,000	(133.57)	\$17,000	
COST RELATED INCOME (EXPENSE):				
REVENUE:				
EXAMS, LECTURES, EVALUATIONS	\$45,000	\$68,900	\$50,000	
SURVEY LAW COURSES				
PUBLICATIONS & MATERIALS	\$1,000	\$1,329	\$1,000	
ONTARIO PROFESSIONAL SURVEYOR MAGAZINE	\$60,000	\$49,493	\$50,000	
OSENATE CONTRIBUTION FOR NEW CHAIN		\$1,900		
SPECIAL GENERAL MEETING	\$185,000			
ANNUAL GENERAL MEETING		\$177,299	\$180,000	
TOTAL REVENUE (Carried to Summary pg.1)	\$291,000	\$298,921	\$281,000	
EXPENSES:				
EXAMS, LECTURES, EVALUATIONS	\$35,000	\$50,983	\$40,000	
SURVEY LAW COURSES		\$0		
PUBLICATIONS & MATERIALS	\$1,000	\$1,043	\$1,000	
ONTARIO PROFESSIONAL SURVEYOR MAGAZINE	\$60,000	\$57,482	\$60,000	
MEMBERSHIPS & SUBSCRIPTIONS		\$250		
SPECIAL GENERAL MEETING				
ANNUAL GENERAL MEETING	\$175,000	\$151,311	\$160,000	
TOTAL EXPENSES (Carried to Summary pg.1)	\$271,000	\$261,069	\$261,000	
TOTAL COST RELATED REVENUE(EXPENSES)	\$20,000	\$37,852	\$20,000	
NOTE "A"				
As per Council motion there will be no administration fee allocation until the Compensation Fund exceeds \$150,000.00				
NOTE "B"				
	2014	2015	2016	
FEE				
LICENSED MEMBERS	\$1,590.00	500	497	470
REGISTERED MEMBERS	\$530.00	78	68	45
CERTIFICATE OF AUTHORIZATION @\$ 800.00 PER FIRM	\$800.00	205	190	185
CERTIFICATE OF AUTHORIZATION + \$395 PER ADD'L CADASTRAL MEMBER	\$395.00	170	160	180
ARTICLED STUDENT	\$160.00	48	52	68
ASSOCIATE MEMBER	\$160.00	200	210	65
RETIRED ASSOCIATES	\$90.00	120	195	145

COMMITTEE AND RELATED EXPENSES

	2015	2015	2016
	BUDGET	ACTUAL	BUDGET
STATUTORY & RELATED COMMITTEE EXPENSES:			
COUNCIL MEETINGS	\$30,000	\$26,587	\$50,000
COUNCIL ADMIN LAW		\$10,098	
COUNCIL/REGIONAL GROUPS	\$2,000	\$1,541	\$2,000
COUNCIL APPROVED PROJECT FUNDING	\$65,000		\$85,000
COUNCIL APPROVED SURVEYORS NEEDED? - DAVE HORWOOD	\$5,000		\$5,000
COUNCIL APPROVED COPYRIGHT ENFORCEMENT FUND		\$0	
PRACTICE MANUAL UPDATE		\$0	
PROVINCE WIDE SRI	\$5,000	\$12,258	\$1,000
COUNCIL APPROVED AERC STRATEGIC INITIATIVES PROJECT	\$0	\$0	
MEMBERS SURVEY COST		\$0	
AERC MEETINGS, EXAMS	\$14,000	\$8,361	\$10,000
AERC SUMMER MEETINGS			
UNIVERSITY & COLLEGES STUDENT LIAISON COMMITTEE	\$2,000	\$1,600	\$4,000
COMPLAINTS	\$1,500	\$558	\$1,000
COMPLAINTS - ADMIN LAW		\$2,376	
DISCIPLINE	\$500	\$853	\$500
DISCIPLINE - ADMIN LAW		\$3,785	
REGISTRATION COMMITTEE	\$100	\$1,195	\$100
REGISTRATION HEARING		\$24,182	
EXECUTIVE COMMITTEE	\$500	\$208	\$0
FEES SCHEDULE			
FEES MEDIATION	\$100	\$0	\$100
NOMINATIONS	\$100	\$2	\$100
PRESIDENTIAL EXPENSES	\$24,000	\$16,852	\$30,000
PUBLICATIONS(Annual Report, etc.)	\$5,000	\$3,396	\$5,000
CBEPS REGISTRATION			
PSC DUES & COMMITTEES (Note "C" below)			
ARCHIVES & HISTORICAL	\$2,000	\$2,410	\$2,000
AGM PLANNING COMMITTEE	\$1,000	\$796	\$1,000
AGM OPERATING TASK FORCE	\$500	\$142	\$200
GOVERNMENT RELATIONS COMMITTEE			\$0
ADVOCACY BUSINESS CASE TASK FORCE COMMITTEE			
AWARDS & CITATIONS	\$1,500	\$232	\$1,500
FINANCE COMMITTEE	\$200	\$133	\$200
FUTURE COMMITTEE			
GOVERNANCE COMMITTEE			
PEER REVIEW TASK FORCE		\$0	
LAND USE PLANNING COMMITTEE			
MONUMENT PROTECTION TASK FORCE		\$22	\$100
MUNICIPAL LIAISON COMMITTEE			
PROF. DEVELOPMENT TASK FORCE			
CONTINUING EDUCATION COMMITTEE	\$0	\$338	\$1,000
PROFESSIONAL INTEGRATION COMM			
PROFESSIONAL STANDARDS COMMITTEE	\$1,500	\$2,656	\$2,000
DIGITAL PLAN SUBMISSION TASK FORCE		\$391	\$500
DIGITAL STANDARDS COMMITTEE		\$0	\$0
INSURANCE ADVISORY COMMITTEE	\$1,000	\$483	\$500
SRD COMMITTEE	\$500	\$385	\$500
STRATEGIC PLAN COMMITTEE (Includes Committee Chair and Council Meeting)	\$30,000	\$28,436	\$0
CADASTRE LIAISON TASK FORCE			
TECHNICAL EDUCATION COMMITTEE			
UNDERGROUND UTILITIES TASK FORCE		\$6	\$500
GEOMATIC REQRUITMENT LIAISON COMMITTEE	\$2,000	\$5,475	\$6,000
SURVEY RECORD MANAGEMENT SYSTEM TASK FORCE - SRMS	\$500		\$0
MARKETING TASK FORCE			\$500
WEBSITE MAINTENANCE COMMITTEE	\$1,000	\$6	\$500
PUBLIC AWARENESS	\$30,000	\$22,440	\$30,000
TOTAL (Carried to Summary pg.1)	\$226,500	\$178,203	\$240,800

OFFICE ADMINISTRATION AND BUILDING EXPENSES

	2015	2015	2016
	BUDGET	ACTUAL	BUDGET
OFFICE ADMINISTRATION EXPENSES:			
AUDIT & ACCOUNTING	\$13,000	\$12,500	\$13,000
BANK CHARGES	\$3,500	\$3,159	\$3,500
COMPUTERS (Maintenance, Software, Supplies)	\$20,000	\$19,758	\$20,000
SOFTWARE SUBSCRIPTIONS	\$5,000	\$5,981	\$5,000
CITRIX WEB EXPENSES		\$443	
INSURANCE - (Media, Dir/Off)	\$17,000	\$18,437	\$19,000
COPIER LEASING & MAINTENANCE	\$15,000	\$16,396	\$18,000
GENERAL LEGAL CHARGES	\$5,000	\$9,315	\$0
LEGAL- CONSTITUTIONAL CHALLENGE	\$71,000	\$54,114	\$100,000
INTERNET ACCESS	\$2,000	\$1,716	\$2,000
WEBSITE MAINTENANCE & DEVELOPMENT	\$5,000	\$6,927	\$20,000
WEBSITE HOSTING	\$1,500	\$1,720	\$1,500
OFFICE SUPPLIES & EXPENSES	\$7,000	\$7,444	\$7,000
POSTAGE & COURIER	\$5,000	\$5,834	\$5,000
STAFF SEARCH	\$1,000	\$2,625	\$0
STATIONARY & PRINTING	\$3,000	\$3,839	\$3,000
TELEPHONE	\$6,000	\$5,476	\$6,000
EXECUTIVE DIRECTOR'S EXPENSES	\$7,500	\$4,848	\$7,500
REGISTRAR'S EXPENSES	\$2,000	\$933	\$2,000
DEPUTY REGISTRAR'S EXPENSES	\$3,000	\$5,987	\$3,000
Less Allocation to SRD	(16,200.00)	(16,200.00)	(16,200.00)
TOTAL (Carried to Summary pg.1)	\$176,300	\$171,252	\$219,300

SALARIES, BENEFITS AND CONSULTANTS:

	2015	2015	2016
	BUDGET	ACTUAL	BUDGET
SALARIES, BENEFITS AND CONSULTANTS:			
SALARIES	\$579,000	\$576,058	\$587,500
BENEFITS & PENSIONS	\$92,500	\$93,034	\$95,000
STAFF TRAINING	\$2,000	\$1,988	\$1,000
CONSULTANTS, OFFICE OVERLOAD	\$0	\$1,490	\$0
LESS ALLOCATION TO SRD	(27,600.00)	(27,600.00)	(27,600.00)
TOTAL (Carried to Summary pg.1)	\$645,900	\$644,970	\$655,900
BUILDING EXPENSES:			
UTILITIES	\$17,000	\$19,928	\$20,000
INDOOR MAINTENANCE	\$10,000	\$11,554	\$10,000
V.B.V. OUTDOOR MAINTENANCE	\$7,000	\$7,800	\$9,000
PROPERTY TAX	\$6,500	\$3,799	\$7,000
RENOVATION & REPAIR	\$5,000	\$15,369	\$10,000
INSURANCE-Commercial General	\$12,000	\$11,155	\$12,000
Less Allocation to SRD	(14,700.00)	(14,700.00)	(14,700.00)
TOTAL (Carried to Summary pg.1)	\$42,800	\$52,905	\$53,300
AMORTIZATION:			
AMORTIZATION	\$31,000	\$11,403	\$31,000
Less Allocation to SRD	(9,000.00)	(4,000.00)	(9,000.00)
TOTAL (Carried to Summary pg.1)	\$22,000	\$7,403	\$22,000

SURVEY REVIEW DEPARTMENT

	2015 BUDGET	2015 ACTUAL	2016 BUDGET
INCOME:			
PLAN SUBMISSION REVENUE	\$540,000	\$501,327	\$540,000
SRD -REVENUE - OTHER		\$8,425	
TOTAL REVENUE	\$540,000	\$509,752	\$540,000
EXPENSES:			
AUDITING AND ACCOUNTING			
BOOKKEEPING	\$0		
LEGAL			
OFFICE SUPPLIES	\$5,500	\$4,024	\$4,500
POSTAGE & COURIER	\$15,000	\$19,433	\$18,000
STATIONARY & PRINTING	\$3,000	\$2,214	\$3,000
TELEPHONE	\$7,000	\$6,913	\$7,000
COMPUTERS (Maintenance, Software, Supplies)	\$5,500	\$6,368	\$6,000
COPIER	\$1,000	\$82,000	\$1,000
SALARIES	\$215,000	\$222,433	\$228,000
BENEFITS & PENSIONS	\$35,000	\$32,511	\$35,000
CONSULTANTS	\$150,000	\$134,793	\$120,000
MANAGER'S EXPENSES & TRAVEL	\$15,000	\$9,381	\$10,000
EXAMINERS' EXPENSE & TRAVEL	\$35,000	\$24,708	\$27,000
AMORTIZATION	\$9,000	\$4,000	\$9,000
ALLOCATION OF FACILITIES	\$14,700	\$14,700	\$14,700
ALLOCATION OF GRL ADMIN (Lena)	\$27,600	\$27,600	\$27,600
TOTAL EXPENSES (Carried to Summary pg. 1)	\$538,300	\$509,752	\$510,800
NET INCOME OR (EXPENSE)	\$0	\$0	\$29,200
SRD has an accumulated surplus of \$232,561.50 as of December 31, 2015			

CONTINUING EDUCATION

	2015 BUDGET	2015 ACTUAL	2016 BUDGET
REVENUE			
CONTINUING EDUCATION - REVENUE/REVENUE ADJUSTMENT		(45,689.69)	
SEMINARS (non-ols participants, meals & incidentals)		\$132,441	
INTEGRATED SURVEYS			
PROJECT MANAGEMENT			
GEODETTIC PICNIC	\$8,000	\$5,960	\$7,500
TOTAL REVENUE (Carried to Summary Pg. 1)	\$8,000	\$92,711	\$7,500
EXPENSES			
SALARIES			
ADMINISTRATIVE SERVICES			
SUPPLIES AND PHOTOCOPIES			
POSTAGE AND COURIER			
COMMITTEE		\$338	
SUBSCRIPTIONS		\$951	
SPEAKERS/CONSULTANTS			
TELEPHONE/LONG DISTANCE LEARNING			
REGIONAL GROUP SUBSIDIES			
SEMINARS			
INTEGRATED SURVEYS			
ADMINISTRATIVE LAW			
PROJECT MANAGEMENT			
SALES AS A TOOL			
GIS 401 FOR SURVEYORS			
PARTY CHIEF SEMINARS		\$64,382	
GETTING IT RIGHT		\$22,651	
GEODETTIC PICNIC	\$8,000	\$4,389	\$8,000
SPECIAL PROJECTS/TRACKING SYSTEM DEVELOPMENT			
INTERNET DATABASE			
LESS CARRY FORWARD FROM RESERVES			
TOTAL EXPENSES (Carried to Summary Pg. 1)	\$8,000	\$92,711	\$8,000
NET INCOME OR (EXPENSE)	\$0	-\$0	\$500
The Continuing Education Fund had an accumulated surplus of \$26,290.23 as of December 31, 2014			

DISCIPLINE RESERVE FUND

	2015	2015	2016
	BUDGET	ACTUAL	BUDGET
REVENUE			
CARRY FORWARD FROM PREVIOUS YEAR			
DISCIPLINE COST RECOVERY	\$30,000	\$0	\$50,000
TOTAL REVENUE	\$30,000	\$0	\$50,000
EXPENSES			
REGISTRAR'S INVESTIGATION	\$10,000	\$61,675	\$10,000
HEARING 1	\$50,000	\$1,502	\$90,000
HEARING 2		\$83,461	
HEARING 3			
HEARING 4		\$4,104	
HEARING 7			
HEARING 8		\$8	
TOTAL EXPENSES	\$60,000	\$150,750	\$100,000
NET INCOME OR (EXPENSE)	(\$30,000.00)	(\$150,750.00)	(\$50,000.00)
Surplus(Budget as of Dec 31, 2011 \$42,647.74			

INTERNSHIP PROGRAM

	2015	2015	2016
	BUDGET	ACTUAL	BUDGET
REVENUE			
REVENUE	\$0	\$1,490	
OTHER	\$0	\$0	
TOTAL REVENUE (Carried to Summary Pg. 1)	\$0	\$1,490	\$0
EXPENSES			
SALARIES AND BENEFITS	\$0	\$0	
ADMINISTRATION	\$0	\$0	
BOOKKEEPING	\$0	\$0	
BANK CHARGES	\$0	\$0	
PHOTOCOPIES	\$0	\$0	
POSTAGE AND COURIER	\$0	\$0	
TOTAL EXPENSES (Carried to Summary Pg. 1)	\$0	\$0	\$0
NET INCOME OR (EXPENSES)	\$0	\$0	\$0

SURVEY RECORDS INDEX

	2015	2015	2016
	BUDGET	ACTUAL	BUDGET
REVENUE:			
SURVEY RECORDS INDEX FEES	\$39,000	\$28,300	\$39,000
TRANSFER FROM SURPLUS			
TOTAL REVENUE	\$39,000	\$28,300	\$39,000
EXPENSES:			
ADMINISTRATION	\$3,000	\$3,000	\$3,000
CONSULTANTS/CUSTODIAL FEES/DB MGR	\$36,000	\$36,000	\$36,000
POSTAGE & COURIER/PRINTING & DUPLICATION		\$0	
COMMUNICATIONS			
MISC. COMMITTEE EXPENSES		\$1	
2009 CONTRACT			
TOTAL EXPENSES (Carried to Summary Pg. 1)	\$39,000	\$39,001	\$39,000
NET REVENUE OR (EXPENSE) (Note below)	\$0	(\$10,701.03)	\$0

BIOGRAPHIES



GRAYDON THRING HORTON
OLS # 765
1917 - 2003

Hort was born in Toronto in 1917. He was a graduate of the University of Toronto in Civil Engineering and Town Planning. He met his wife, Virginia, while they were attending U of T.

They had three children Roger, Barbara and James.

Hort joined the faculty and first taught in Toronto. He was one of those that then chose to teach at the Ajax Campus which opened to deal with the swell of students returning to Canada following the Second World War.

He was one of a half dozen instructors from the University that articulated to become Ontario Land Surveyors. In 1951 he partnered up with Bas Haynes and Bill Carr to form Horton, Carr and Haynes, Engineers and Surveyors in 1951. By 1957 the partners had drifted apart, each forming their own individual firms. It is of some interest that many years later my firm, Ivan Wallace Surveyors, acquired the records of both Bas Haynes and Bill Carr, thus re-uniting the former firm.

Hort was a talented subdivision designer and was the single driving force in the City of Oshawa that changed the street patterns from long straight streets, which gave no consideration for the topography to the modern subdivision designs with Crescents and Cul de Sacs, much to the consternation of the City Engineer.

In the early sixties the company had morphed into Horton and Wallace and we purchased our first "in house" computer. The existing software was designed for engineers but did not take into consideration the specific needs of Land Surveyors. Hort undertook to learn how to write new software, which was used in the company for many years.

Hort retired in 1980 and passed away in 2003.

Submitted by Mr. Ivan Wallace, O.L.S.



LAWRENCE ULYSSES MAUGHAN
OLS # 981
1933 – 2015

Lawrence Ulysses Maughan was the only child born to Norman and Irene Maughan at East York, Ontario on October 2, 1933. Larry died on March 17, 2015 at Parry Sound after an extended period of illness.

After East York Collegiate, Larry obtained a position in the surveying department at the City of Toronto and entered into Articles with Gordon Wadsworth. Larry was a high school football player who married one of the cheerleaders, Joan Thompson, in 1956. The week after their honeymoon he passed his Association exams and completed the requirements to obtain his license in November 1958.

In 1959 the Maughans moved to Parry Sound where Larry worked with Bart Tompsett, OLS, whom he had met while doing his OLS studies. Bart moved to Gravenhurst in 1963 and Larry established his firm L.U. Maughan Company Ltd that expanded beyond traditional cadastral surveying services. Larry was an early adopter of technology, acquiring computers and total stations as they became available, and in the late 1990's he built a privately managed Geographic Information System for his local municipalities. Some of his devoted employees were with his firm forty years.

Larry was active in the affairs of the Association of Ontario Land Surveyors, serving on Committees and fulfilling the role of Chairman of the Northeastern Regional Group and later as President of the Association in 1987. He was instrumental in forming the Land Surveyors Copyright Enforcement Group when he became concerned about the electronic re-distribution of surveyors' plans. He was particularly interested in the exploits of David Thompson, organizing the 2011 re-enactment of Thompson's 1837 Muskoka survey and taking Joan on holiday excursions over eight summers to trace the path of this famous surveyor/explorer, including a long trek along the "Grand Portage" west from Lake Superior.

Larry and Joan had four children: Cathy, Cindy, David and Randy, with David following his father into the surveying profession. Despite being city-raised Larry enjoyed the Parry Sound countryside, living under canvas on remote projects, sailing a boat on Georgian Bay and sharing family time on their cottage property.

Larry was active in his community; as a hockey coach, as a Chamber of Commerce member and President, as a member of the Parry Sound Planning Board, a member of the Lion's Club, Executive of the local Conservative Party, trustee of West Parry Sound Board of Education and as a Sunday School teacher and Lay Reader at the Anglican Church. In later life he joined the St. Andrews Presbyterian Church. Larry

and Joan often provided living quarters at their home for families that needed a hand up.

Larry had a full and rewarding life. It was remarked at Larry's funeral service that he always showed a wide smile on his face. He was a devout Christian and family man. He was instrumental in organizing a prayer breakfast as part of the AOLS Annual Meeting and a Bible Class for challenged young men at Parry Sound. His family often gathered to share in the activities on the beach at Larry and Joan's Georgian Bay home. He was particular to highlight to his children and grandchildren the importance of siblings, as he had grown up with none. Joan recalls how his four-year old great grandsons were having a heated discussion as to whether Grandpa "had gone up to heaven or was one of the visible stars".

Submitted by Mr. Tom Bunker, O.L.S



ANDREW GIBSON

OLS # 918

1919 - 2015

Andy Gibson was born in Toronto on December 22, 1919 to a proud family of Scottish immigrants.

Although his father served with the Canadian army in France in World War I, it was the stories of the great British naval victories which dominated the reading of the young man. So in 1937 he went off to Great Britain to begin

his first introduction to life at sea.

As an apprentice in the British Merchant Service he was given his food (often poor and inadequate) and bunk aboard ship but had to make do without any pay at all. However he was able to travel to many exotic countries as far away as French Indo-China.

World War II broke out in 1939 and this led Andy's ships into dangerous convoy operations and even a part in the invasions of North Africa and Sicily. Fortunately Andy has chronicled his life and adventures at sea in a book he called "Head of Oak", the title, a humorous version of the famous song of the sea, "Heart of Oak", which praises British ships and sailors ". This book, of course, deals with the dangers and disasters of war, but is enlivened by Andy's frank accounts of all his foibles, mistakes and ridiculous adventures in port.

But war brought also a chance for him to marry the girl that he had always in mind when at sea. He and Betty McEwan were married in November 1943 in Montreal where Betty was a nurse at one of the large hospitals. As far as his naval career was concerned, by the end of the war he had risen from an apprentice to become a Master in the Canadian Merchant Service which allowed him to captain a ship.

But Andy had had enough of the sea. A fishing lodge, which still exists today, in Northern Ontario was built and operated by him with the assistance of his wife, his sister and brother-in-law.

After articling with Speight, Van Nostrand he received his surveying licence on August 15, 1956. He worked in Toronto with Walter Lorenz and was an early proponent of the electronic measuring devices.

In 1962 he moved to California and worked in the surveying field. His interest in astronomy led him to be invited to guest teach many high school astronomy classes in that state.

Returning to Ontario to become recertified he set up a practice in Arnprior in the early 1970's and was joined by Les Sury in the late 1970's to become Gibson and Sury Limited. In 1981 the firm bought the practice of E. W. Petzold in Renfrew to be joined by Tim Rowe becoming Gibson, Sury & Rowe.

Andy was an outstanding editor of the O.L.S. quarterly from 1972-1984. In that time he changed it from the broadsheet format to the magazine style that we know today. He was awarded an O.L.S. Fellowship in 1993 to recognize substantial contributions to the status of the surveying profession in Ontario.

He retired in 1984 and moved to Salt Spring Island where he and his beloved wife Betty lived an idyllic life until her death in 2012 after fifty-eight years of marriage. Betty was a member of the Salt Spring Raging Grannies so that it was only natural that Andy should be a lyricist for their songs. He was also a founding member of the O.G.I.F.A. (Ometepe Coffee). Remembering all the terrible losses and sacrifices of the war he was active in trying to get proper recognition of the services to Canada by the Merchant Marine in that conflict.

Andy passed away peacefully on March 22, 2015 at Lady Minto Hospital, Salt Spring Island, at the age of 95. World traveller, amateur musician and astronomer - Andy was a community activist, a history buff and, above all, a lover of language and all things Shakespearean.

Submitted by Tim Rowe, Murray Kitts and Les Sury



ALBINAS (ALBIN) TARVYDAS
OLS# 937
1923 – 2015

Albin Tarvydas was born in Utena, Lithuania on Jan. 10, 1923. Albin graduated as Geodesist from Surveying and Land Reclamation College in Lithuania in 1943. After immigrating to Canada, he joined Marshall Macklin Monaghan Limited where he was employed from March 1952 until retirement in February 1988. He obtained his commission as an Ontario Land Surveyor in 1957 and was involved in the management of different large scale survey projects. He was instrumental in the development and implementation of software

for various surveying, digital mapping and graphics applications.

He published the paper “Terrain Approximation by Triangular Facets” in 1984. The paper has been cited in several subsequent surveying, mapping and computer graphics papers and books. In retirement, Albin continued to develop algorithms for coordinate mapping using complex algebra.

Albin passed away on March 27, 2015, survived by his wife of 68 years, Gerda, son Paul, two daughters-in-law and three grandchildren. Albin was predeceased by his son Martin.

Submitted by Mr. Paul Tarvydas



**ALEXANDER CAMPBELL MCEWEN,
LL.B., LL.M., Ph.D., CGeog
OLS# 784
1926 – 2015**

Alec McEwen was born on the Isle of Wight, England, under a travelling star. As a youth, he listened to his father recount adventures of his years aboard steamships and cargo liners sailing around the world, and these stories inspired him to cast a wider net in his own long and varied career. By his retirement in 2014 at the age of 86, he had worked in an alphabet soup of 25 countries.

Alec got his start surveying in Ontario.

After immigrating to Canada from England he articulated to become an Ontario Land Surveyor, receiving this commission in 1952 and the Dominion Land Surveyor commission the following year. In 1954 he left a job as Director of Town Planning with the city of Sault St Marie to take a two-year assignment in North Borneo under the Colombo Plan, an unconventional career move at the time. Upon returning to Toronto he was engaged in a variety of urban and rural land development projects, including Chief Surveyor for the Toronto Transit Commission and consultant for subway route surveys. From 1958-1961 he provided technical assistance in the Seychelles on behalf of the United Nations, taking his young family with him to this island paradise. Subsequently he worked in Dar es Salaam, Tanzania for the Canadian government from 1964-1970. During this time he taught surveying at the Survey Training Centre, and qualified as a certified land surveyor in East Africa as well as a licenced Tanzanian land surveyor. A student of law, he completed his Masters' degree and his thesis, *International Boundaries of East Africa*, was published by Oxford: Clarendon Press.

Returning to Canada in 1970, he engaged in private practice as a surveying and land administration consultant to governments and the private sector. In 1972 he was appointed Director of Lands and Surveys for the Government of Newfoundland, a position he held for four years. From 1976-1990 he held the position of Commissioner, Canada/United States International Boundary Commission, Ottawa, Canada and Washington, DC. This Cabinet-appointed post included responsibility for surveying and mapping the land and water boundary area; maintenance of the boundary vista and demarcation; regulation of transboundary construction; submission of joint reports to the two national governments; and gathering, storing and disseminating technical and other data. Additionally he liaised with the land surveying profession. During this period he also found time to finish his Ph.D.

Retiring from his position with the federal government, in 1991 he began a full Professorship of Cadastral Studies in the Geomatics department, Faculty of

Engineering at the University of Calgary. From 1991-1995 he taught many of today's Alberta Land Surveyors and in 2008 was made an honorary member of the ALSA. It was during this time he met and married his second wife, Sherry. After his retirement from the university in 1996 he was appointed Professor Emeritus in recognition of his contributions. While at the university and following his retirement, Alec consulted all over the world in matters of land tenure, land title registration, and geomatics.

His assignments included donor-sponsored projects for the World Bank in Tunisia, Moldova, Mongolia, Uzbekistan; for the European Union in Tajikistan, Afghanistan and Algeria; for the African Development Bank in Tunisia; for the Asian Development Bank in Uzbekistan and Mongolia; for the Inter-American Development Bank in Trinidad and Tobago; for CIDA/CESO in Bolivia and Peru; for CIDA/York University in the Ukraine; for CIDA/GIZ/ FINNIDA in Cambodia; for private donors in Nigeria; for USAID in the Russian Federation and Palestine (West Bank); for the Government of Canada in the Ukraine; for the Government of Finland in Zanzibar. Along with fluency in English and French, during his travels he learned to read, write and speak Malay, along with a smattering of Kiswahili. A lover of languages, for his own enjoyment he gained a working knowledge of Italian and Spanish.

Alec was active as a member in a number of societies:

- Canadian Institute of Geomatics, Canada
- Commonwealth Association of Surveying and Land Economy (CASLE)
- Association of Canada Lands Surveyors
- Association of Newfoundland Land Surveyors, Canada
- Alberta Land Surveyors' Association (Honorary Member)
- Royal Geographical Society, UK
- Writers' Union of Canada
- Global Land Tool Network (GLTN)
- Member, Expert Roster, UN Commission on Legal Empowerment of the Poor

He was published in books, and many articles and reports. Some readers may be familiar with his long-running column in *Geomatica*, "Geomatics and the Law".

Upon his passing the president of the University of Calgary praised his 'dedication, knowledge and vision' which 'still serve as an inspiring model of success in cadastral surveying' and whose 'leadership in the community and significant contributions in land tenure systems across the world has made a true difference'.

Submitted by Mrs. Sherry Wilson McEwen



MICHAEL JOHN TERRY
OLS# 1514
1945 – 2015

Michael John Terry was born in Toronto on June 9th, 1945 to Bruce Elwood Terry and Bonnie Noreen Terry. When he was 4 years of age, Michael and his family moved to Oakville, which was still a very small town. He often reminisced about playing hockey on the frozen creek near his home and getting on a bus that needed to make a right hand turn onto the QEW to get him and his friends to school.

Michael always enjoyed the outdoors and developed a passion for surveying while working for the Department of Highways as a student working mostly in the Parry Sound and Muskoka regions. Central Ontario was close to his heart, having spent many summers at his grandparent's cottage at Sand Lake as a young boy, and Michael felt fortunate to be there to witness the area grow and change over the years.

Michael graduated from Thomas A. Blakelock High School in 1963 and graduated from McMaster University in 1968 with a degree in Geography. He then worked for the Town of Oakville until 1978. He applied to the University of Toronto in 1972 and studied survey science at Glendale as a part time student, graduating with his BSc in Surveying in 1977.

Michael articulated with A. J. Clarke in Hamilton and upon completion of his articles he joined Yates and Yates as manager of the Burlington Office. In 2005 Michael moved to the Region of Niagara until his retirement in 2012.

Michael married Silvana in 1970 and they have two daughters, Amanda and Cynthia. His family was always one of his great happiness's and he enjoyed spending time with his girls, his sons-in-law Krys and Kyle and his grandson Dexter.

Michael's interests in life were woodworking, a hobby in which he took meticulous pride, history, especially WWII, photography and modern day politics, and hockey. He enjoyed a good political discussion with anyone who was willing to partake. Michael enjoyed travelling, mostly to the United States and had recently taken a trip to Thailand before being diagnosed with cancer. Michael passed away at the Carpenter Hospice in Burlington on April 7th, 2015.

Submitted by Mrs. Silvana Terry



ROBERT HANSON
OLS# 1241
1935 – 2015

Bob was born on November 26, 1935 and was raised on a farm in Burford Township, on the Old Stage Road being one of the earliest roads in Southern Ontario.

Bob received an Honors Graduation Diploma. He ran the family farm along with working in surveying and engineering in Woodstock. He articulated under Robert R. Smith P.Eng., O.L.S. and was commissioned in July of 1969.

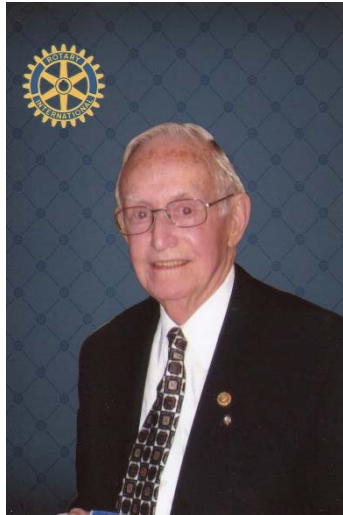
At Ure and Smith he participated in the design and widening of many miles of the roads in Oxford County.

Municipal Drainage work was of great interest to him. Many large and small Subdivision designs, and registrations were looked after by Bob. The company became Springbank Engineers / W.A.Baker O.L.S. then Baker & Benedict Inc. then Benedict-Raithby Inc. with Bob as a key employee.

He enjoyed camping and canoeing and the great outdoors. His genius in many fields was a great asset to all his comrades. His quiet, calm and careful attitude was led to the high quality of all his work. He taught many employees the finer points of surveying and engineering with great patience and ability.

After retiring from Benedict-Raithby in his seventies, he worked in a Butcher Shop until the cancer came and took him to his final resting place. May he rest in peace.

Submitted by Mr. Ralph J. Benedict, O.L.S.



HERBERT HARVEY TODGHAM

OLS# 682

1924 – 2015

Herb was born in Walkerville, Ontario (now part of Windsor) to Ida (Richards) and Herbert Todgham. He passed away at the age of 91 in Chatham, Ontario on May 18, 2015.

Herb grew up with his older brother, Ronald, and his younger sister, Mary. He attended King Edward Public School and Walkerville High School and continued his education at the University of Toronto. At university, he was a member of the Beta Theta Pi Fraternity, of which he was Treasurer, and later President in his final year. While attending university, he worked for

two summers with the Ford Motor Co., and for one summer with C.D. Howe's Consulting Firm on the construction of grain elevators for Hiram Walker Ltd. in Walkerville. He graduated in 1946 with a B.A. Sc. in Civil Engineering and was registered as a Professional Engineer in the Province of Ontario in 1947.

Following graduation, Herb was employed in Toronto with the Structural Engineering Firm; Edgar A. Cross, helping to design the Carleton Theatre, the University Theatre and St. Joseph's Hospital. In 1948, he moved to Windsor to work on bridge design with C.G.R. Armstrong, Engineer and Land Surveyor, and apprenticed with him. He qualified as an Ontario Land Surveyor in 1949.

In June of 1948, Herb married Irene Martin, also from Walkerville. They were happily married for over 63 years when Irene passed away in 2011. Herb and Irene had 4 children; Jim (1998), Jill, Judy and John. They also had 8 grandchildren and 2 great grandchildren.

In 1949, Herb and Irene relocated to Chatham, Ontario where Herb joined together with others to establish the Consulting firm of McCubbin, Brisco, and Todgham. The firm dealt with drainage, municipal engineering and surveying. In 1955, following the death of Mr. McCubbin, Herb formed two new firms, going into partnership with C. William Case (P.Eng.) as Todgham & Case Ltd. (Engineers) and setting up a separate firm, H.H. Todgham, O.L.S. (Land Surveyors). The firms offered general civil engineering services in structural engineering, road design, sewage treatment and sewer design, hydraulic and hydrologic analysis and design and land surveying. Herb was an accomplished structural engineer, who in conjunction with Chatham architect Joe Storey, designed many local landmarks such as the Chatham Public Library and the Pines Chapel. In addition, he also developed a provincially recognized expertise in hydrology and land drainage. At the Association of Ontario Land Surveyors, Herb has served as member of the Drainage Committee from 1956 to 1976, lectured to O.L.S. candidates from 1968 to

1973, and served on the Board of Examiners from 1969 to 1979. In 1976, a joint A.O.L.S. /A.P.E.O. Committee on Land Drainage was established by the two professional organizations to improve the standard of professional practice of those working under the Drainage Act (initial Chairman of the committee from 1976-1978, re-elected Chairman for 1985).

Herb assisted in the establishment of the Kent County Chapter of the APEO (Association of Professional Engineers) in 1955 and was a member of the Board of Regulation. Herb was a member of the Ministerial Committee established by the Minister of Agriculture to prepare "Design and Construction Guidelines" for engineers practising under the Drainage Act. From 1969-1992, Herb presented seven papers at the annual Drainage Engineers Conference sponsored by the University of Guelph and the A.O.L.S./A.P.E.O Joint Committee on Land Drainage for Engineers practising in the field of land drainage in Ontario. From 1949-1987, Herb served on a regular consulting basis as Township Engineer for several municipalities in Kent, Lambton and Elgin Counties, preparing reports under the Drainage Act and advising on a variety of drainage and hydrology problems. This involved designing and overseeing the development of hundreds of subsurface and surface drainage systems for the drainage of agricultural lands in Southwestern Ontario.

Beginning in 1951, Herb assisted individuals and municipalities across the province from Essex County north to New Liskeard and Sault Ste. Marie, from Goderich east to the Cornwall areas; in reviewing and solving their drainage problems and, where necessary, acting for them in related court cases. He was a Consultant to the Lower Thames Valley Conservation Authority on dyke reconstruction and protection on Jeanette's and Baptiste Creeks and on flood reduction and control on Indian and McGregor Creeks in Kent County during 1968-1983. He was also involved in the major diking project on the Lake Erie shoreline at McGeachy's Pond. In 1982, Herb was designated as a specialist in Agriculture Land Drainage by the Association of Professional Engineers of Ontario. In 1984, Herb participated as a Drainage Specialist in a supervisory mission to Pakistan to review for the Canadian Government and the World Bank progress on a \$120 million land drainage and reclamation project (Mardan SCARP). In 1986, Herb conducted and published "A Study of Canadian Capabilities in Agricultural Sub-Surface Drainage" for the Canadian International Development Agency. In 1991, he was appointed for one year, Vice-Chairman of the Ontario Drainage Tribunal, which dealt with appeals under the Ontario Drainage Act. From 1992-1998, he was re-appointed Vice-Chair for varying terms ending in February, 2000.

Herb's activity with the A.O.L.S. resulted in being given its Professional Recognition Award in February, 1980. He was also presented with the APEO Citizenship Award in November, 1980. This is awarded to members of the APEO who have made a substantial contribution to humanity as citizens and members of the community while maintaining their identity as a Professional Engineer.

Herb was also a member of the Corporation of the Seven Wardens, Camp 14 of the Iron Ring (University of Windsor) from 1972 to 2007, and served as the Senior Supervising Engineer from 1993 to 2002.

In December, 1986, Herb retired from practice as an O.L.S. and in February, 1992, he retired from the Engineering firm of Todgham and Case Associates Inc.

Herb was always a very active volunteer in the Chatham community.

He became a Rotarian in 1949, and was a very active member for 66 years, until the time of his death. He acted as President during 1956-1957 and Treasurer for 16 years. He was Chairman of various committees and became a "Paul Harris" Fellow, one of the most prestigious awards given to a Rotarian, in 1981.

Herb was a long time member (1958-1976) of the Board of Trustees and Chair of the Board in 1962-1963 at the Public General Hospital in Chatham. He became an Honorary Member of the Board of Trustees in 1982. He was Chairman of the Nursing Management Committee of the Hospital from 1963-1973. Under his Chairmanship, the Hospital built its new Nurses' Education Building. As an engineer, he took a particular interest in the construction and the project benefited greatly from his participation. As Chairman, he led negotiations with St. Clair College (Thames Campus) prior to the Nursing School being moved to that facility in September, 1973. He continued on as Chairman of the College's Advisory Committee of Nursing Education. Also at this time, he served on the Executive of District #1 of the Ontario Hospital Association, later becoming its Chairman.

In 1976, Herb became Chairman of the Kent County District Health Council, an advisory board to the Provincial Minister of Health, concerned with the planning of healthcare on a local basis. He was a Charter Council Member from 1976-1982; Chair of the Council 1976-1979.

Herb joined Park Street United Church in 1949; was an Elder, later becoming a Member and Chair of the Board of Trustees. At amalgamation in 2006, he moved to St. Andrews United Church.

He was a member of the founding Board of Directors of Maple City Golf and Country Club beginning in 1957, and continued being on the Board during construction and development of the Golf Course.

Herb became a member of the Chatham Branch of St. John Ambulance in 1985, was Chair of the Branch from 1987-1992, and was admitted to the Order of the St. John of Jerusalem as a Serving Brother in 1990.

In 1951, Herb represented the Rotary Club of Chatham as a member of the founding committee of the Chatham Minor Hockey Association.

Herb and Irene owned a summer cottage on Lake Erie, in the Rondeau Provincial Park area. They both enjoyed swimming, sailing and spending time there with family and friends. Herb was the Commodore of the Rondeau Yacht Club during the

summer of 1968. He was still able to enjoy the beach and daily swims in the lake the summer before his death.

Herb's favourite hobby was photography. He took his camera on the many adventures that he and Irene took. They travelled extensively many times and always enjoyed picture nights with their family and many friends upon their return.

Herb had a huge impact on many people during his long and rewarding life. People will always remember him as being a "Real Gentleman".

Submitted by Ms. Judy Gerber



JOHN STEWART
OLS# CR53
1931 – 2015

John Leslie Stewart was born on May 18, 1931 in Massey, On and passed away on May 25, 2015 at the age of 84. For several years, John and his parents lived in Malartic, Quebec. When John was 14, his father died. In their bereavement, mother and son are offered accommodation in Ottawa with John's older sister and brother-in-law and family (The Elliots). John became a student at Ottawa Technical High School.

At age 17, John joined the Canadian Army and began three years of study at Shilo where he qualified as a surveyor. He transferred to Army Survey Establishment Royal Canadian Engineers, stationed in Ottawa. He was assigned work on ground surveys in such locations as Churchill, Arctic Islands and the Yukon. Their survey data were used to produce topographic maps of Northern Canada. John served as a peacekeeper in the Gaza Strip for one year before retiring from the Army in 1962. After that, he accepted work in a civilian company with survey and map work in East Africa, West Africa, Jakarta and other locations until he was 65. In 1972, John married Louise Albertsen, a teacher whom he met on holidays in Barbados. In later years, they enjoyed winter holidays in Acapulco, Cuba, Gulf Coast of Florida.

In 2001, they moved to Manitoba, Louise's home Province, where they lived in Winkler for 6 years before moving to Winnipeg (Lion's Place high rise). He loved playing golf and being a club member, wherever he lived. John was friendly, witty and generous – he was a well-liked person.

Submitted by Mrs. Louise Stewart



GEORGE DOUGLAS COGGAN
OLS# 1414
1947 – 2015

Douglas Coggan was born on February 3, 1947, and died at home on July 20, 2015 after enduring his last months, but still continuing to welcome friends and neighbors into his home.

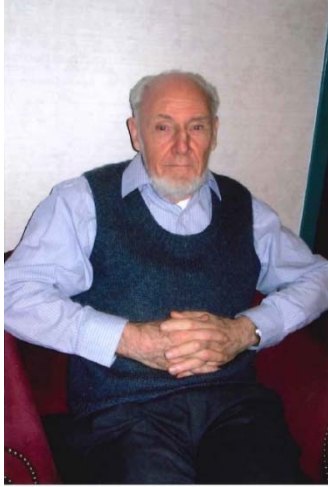
Doug was born and raised in Calgary Alberta, attended Sunalta Public School and Sir Alexander McKenzie Public School, Vincent Massey Junior High and Viscount Bennett Senior High School. He enjoyed playing trombone in his school bands and the Lion's Club Band, and was a proud member of the secondary school wrestling team. In 1966 the Coggan family moved to Scarborough, Ontario, where Doug completed his secondary school education at Birchmount Park Collegiate.

After a year studying Physics at the University of Waterloo, Doug worked a summer for Ray Scott and immediately decided to pursue a career in Land Surveying, articulated to Ray and J.D. Barnes Ltd. He was commissioned on October 18th, 1975, then practiced with Donevan & Fleischmann Co. Ltd. before initiating his own private practice in Oshawa, and eventually partnered with Merrill Brown in Bowmanville to form Brown & Coggan in 1987. Douglas has served our Association well, as Chairman of the Insurance Advisory Committee in the mid 1990's and was considered by those who knew him, to be a 'complement to our profession'.

Those who knew him personally, loved his joy of life and his dedication to his family. Doug was introduced to Lynne Waters by a draftsman who was married to Lynne's sister, and on August 7, 1970, they were married.

The Coggan family (Melissa and Michael) graciously shared their joy in the home lovingly built in 1977. Their back yard, amongst the oak forest near Pontypool, was again shared with friends and neighbors on August 15th, as we all celebrated Doug's life and reminisced with pictures and stories of Doug and Lynne's many world trips, which some of us had joyfully shared.

Sent by Mr. Lynn Brown, O.L.S.



JAMES KENNETH WHITE

OLS# 1180

1936 – 2015

With sadness we announce the sudden death on October 18 of Jim White in his 79th year from pancreatic cancer.

The son of John and Orpha, Jim grew up on the family farm at Orville near Parry Sound attending the nearby one-room school. His only sibling, Muriel, was 13 years his senior; he liked to say “There were two only children in my family.” After graduating from Parry Sound High School as valedictorian in 1954, he worked for a year, then took first year Electrical Engineering at the University of Toronto to appease his mother and

high school Math teacher. He did pass his year, but didn’t continue. Then we worked at Malton on the Avro Arrow until Prime Minister Diefenbaker scrapped the project.

Then he went to work for Bart Thomsett O.L.S. in Parry Sound and articulated to him, becoming an O.L.S. in 1965. In 1964 he married Carol White of Parry Sound. They became the proud parents of 3 sons, Rob, Ian and Vance and eventually 8 grandchildren. Last year they celebrated their golden wedding anniversary.

In 1970, Jim opened his own practice and ran it for almost 25 years, selling it to Doug Magee O.L.S. Jim enjoyed the outdoors in all seasons. Surveying township retracements for the Ministry of Natural Resources was especially rewarding, finding 100 year old evidence.

Jim had a variety of interests; reading topped the list. Most rooms in the house had floor to ceiling book shelves full of reading material. Photography occupied his spare time for many years. He was one of the founding members of the Christie Camera club. Although he began playing guitar and piano while young, in his retirement he spent a great deal of time, along with his band, Third Change, entertaining at local nursing homes, fall fairs and dances. He composed many songs with music, but unfortunately never got around to recording them.

Travelling was another interest; driving and flying across Canada from B.C. to the Maritimes, through many of the United States, England, Ireland, Scotland, Spain, Portugal and the islands of Cuba and Monserrat were wonderful experiences.

Jim was community minded. He served as a councillor and reeve of Christie Township and also sat on the local planning board. For almost 25 years, he was a member and/or chair of the Board of Management of Belvedere Heights, Home for the Aged. Several times a month, he along with others, provided music for the

residents of Belvedere Heights. In his church he served on several committees, including being treasurer. Jim used his time wisely and lived a full life.

Submitted by Mrs. Carol White



THOMAS WILSON
OLS# 780
1925 – 2015

Thomas Wilson of Port Arthur died of cancer on Saturday October 31, 2015 in hospital in Burlington, Ontario. Survived by loving wife, Marilyn, pre-deceased by son David in 1967; daughters Diane (Kirk) and Janet; grandchildren Camille and Grant (Sorana); pre-deceased by brother Roy (Barbara) and surviving nephews John (Joanne) and Donald. Tom will be sadly missed by his entire family.

He got an early start in land surveying. When he was growing up, one of his neighbours was EPAP (Percy) Phillips, a partner in Phillips and Benner, a firm that dated back to 1913. As a teenager, Tom would go out on surveys with Mr. Phillips to work on various types of legal surveys. When Tom turned 18, he enlisted in the Canadian Forces and deployed to the British Isles near the end of World War II. He returned after the war, upgraded his education and articulated to Mr. Phillips. Tom was commissioned an Ontario Land Surveyor # 780 on November 8, 1951 and was employed by the firm which is now Phillips and Gavin. When J. W. (Jack Gavin was forced to retire due to poor health in 1967, Tom entered into partnership with Mr. Phillips and P. R. (Ray) Milton to create the firm Phillips, Wilson and Milton (PWM). Mr. Phillips died in 1970 having worked at the age of 86, until 3 months before his death.

PWM continued to perform a wide range of legal and engineering surveys. Major highlights were projects such as the Urban renewal of the downtown City of Port Arthur core in the early 1960's and the Neebing – Macintyre Floodway in the 1980's. Earlier while with Phillips and Gavin, Tom surveyed the Trans-Canada Pipeline across all or parts of several townships from 1957 to the 1960's. In 1989, PWM merged with Bill and Alison Parsons and became Parsons, Wilson and Milton (PWM). In 1990, Tom retired and moved to Niagara Falls. PWM continued until 20016 when it was acquired by J. D. Barnes Ltd.

Submitted by P. Raymond Milton, O.L.S.



GEORGE WESLEY BRACKEN
OLS# 1054
1932 – 2015

George Wesley Bracken passed away with his family by his side, Sunday, December 27, in Kingston at the age of 83. George was born on a dairy Farm outside of Ellisville, Ontario to George and Lena (Pierce) Bracken; the seventh of eight children. George was a devoted and loving husband to his wife Margaret (nee Allen) and a cherished father of children Jane (Neil), Alison, George (Colleen), Robert (Mary Lou) and Lesley (and her late husband Tom). He was a wonderful Grampa to his fourteen

grandchildren.

George was a man of integrity, generosity and quiet strength who took great pride in his family. He was a wonderful role model not only to his children but to his grandchildren and his many nieces and nephews. He began his education in a one-room schoolhouse in Ellisville, attended high school in Seeley's Bay and Gananoque and went on to graduate from Queens' University in Civil Engineering in 1956. He articulated with his cousin, John Pierce, in Peterborough to become an Ontario Land Surveyor where he met his wife Margaret in 1958.

He established his own survey practice in Smiths Falls where he and Margaret raised their family and numerous cats and dogs. George was very involved with the local community, was a generous benefactor to a number of organizations and remained a keen supporter of Queens University throughout his life. After retiring, he indulged his more artistic side and developed a love and skill for carving inspired by his uncle, Gordon Pierce. He was a prolific carver in wood and soapstone and enjoyed sharing his passion for this with his children and grandchildren.

He and Margaret were keen travelers and enjoyed exploring different parts of the world; favourites being Africa, Russia, China and the Arctic. This also included many visits to the UK to visit Margaret's family. Summers spent at the cottage on Gananoque Lake were a particularly special time with family.

Submitted by Mr. George N. Bracken, O.L.S.



GUENTER BELLACH

OLS# 1099

1931 – 2016

Guenter was born July 4, 1931 in Guben, Germany. He emigrated to Canada in 1957 and after articling to Norman Moyles, OLS and John Dunning, OLS, Guenter received his OLS commission on January 10, 1962.

He received commissions as a Canada Lands Surveyor in, 1967; BCLS in 1972; Nova Scotia Land Surveyor in 1974; Manitoba Land Surveyor in 1975; Registered Professional Land Surveyor in Alaska in 1977 and Alberta Land Surveyor in 1978. As might be expected from

his many commissions, during his 30 year career in Canada Guenter was involved in many projects across Canada and around the world. In 1991 he sailed his 29' sloop Cariboi solo to Thailand, where he spent his last 25 years working on surveying contracts and travelling.

In 2013 at the age of 81, Guenter was retained to do the supervision, quality control, and computations for the control survey for the 3-D scanning of the outside and inside of all three floors of the Old Myanmar Railways Administration Building in Yangon Burma (Myanmar) including 35 control traverses, 190 control stations and 583 scanning targets to mm accuracy. In a recent article that he submitted to the OPS magazine, Guenter noted that his "crowning accomplishment" was his completion of 60 years of active field surveying when he spent a full month as a party chief in rugged territory at the Nam Pa Hydro-Electric project at the age of 83.



PAUL (JULKUNEN) JAYSON
OLS# 1121
1928 – 2016

Paul passed away suddenly from cancer in his 88th year in Collingwood Ontario. His zest for life was evident to all that knew him, and he always had a joke or two.

Paul was born in Toronto in 1928 to Finnish parents, and spent his early years among the Finnish population in northern Ontario.

He and his mother moved back to Toronto while his father served in WWII, who later returned as a decorated veteran.

Paul went to Central Technical School, played jazz trumpet, took his land surveying courses and worked for land surveying businesses in the early days. After a time he started his own land surveying company that he worked countless hours at the office and in the field.

He and his wife Astrid had two daughters during this time. He continued to work diligently and run his business in Toronto until he retired in the early 1990's. Retirement allowed him to finally take vacations, spend more time on his serious stamp collection, enjoy his large jazz music library, and travel abroad with his wife. He loved his Canadian sports, and watched them right to the end.

He moved to Collingwood a few years ago, after spending weekends and holidays there with family since 1966, when he joined Alpine Ski Club, and then learned to ski.

His wife Astrid, who recently passed, was the light of his life and loved travelling and sharing adventures in Austria with him. Adoring daughters Ingrid and Doris, sons-in-law Doug and Cam, their children and his first great-grandchild, greatly miss their very generous, caring father and Grampy.

Submitted by Ingrid Taylor and Doris Jayson



ALEXANDER ROBERTS WILSON
OLS# 1331
1946 – 2016

Alex R. Wilson, 70, passed away in his home on February 23, 2016, after a very short but valiant fight against cancer. He was born in Meaford, Ontario, to Carl and Alice Wilson. The oldest of six children, his parents raised he and his siblings on a farm in Markdale, Ontario.

Alex entered the Civil Engineering co-op program at the University of Waterloo, with his first placement at Union Gas in Fort Erie. A subsequent placement with Fred

Cunningham's Survey firm in Milton was where Alex realized surveying was his calling. He articulated with Cunningham and continued his studies at York University. In June 1973, Alex opened his practice, Alex R. Wilson Surveying Inc., Mount Forest.

He loved surveying and was an active participant in the AOLS. Alex enjoyed the constant challenge that surveying provided; it was a new puzzle to be solved daily. He shared his love of surveying with his family. Each of his daughters, several grandchildren, and a few extended family members spent time with him in the office and on the job site. Alex was very active in the Mount Forest and surrounding community. He belonged to the Kinsmen and K-40 clubs, and was a member of the Masonic Order of St. Albans Lodge. He had a passion for curling and boasted three generations of family curlers, making him the envy of the local curling club. He was a life-long supporter of the Canadian Blood Services and truly believed the motto, "It's in you to give". With a high school start, and many years of giving, he recorded 136 blood donations.

Alex had many passions besides his profession and he shared each of these with his family and friends. He enjoyed the outdoors, camping, the peacocks, pheasants, Cornish hens, and ducks that he raised on his hobby farm, and a love of fishing that extended to many years of spring and fall fishing trips on the French River.

Alex is survived by Sharon (nee Littlejohns), his wife of almost forty-eight years, three daughters, Julie, Christine, and Angie, and their families, including seven grandchildren.

The business of Alex R Wilson Surveying Inc. was purchased by Greg Ford, OLS, in June 2016, and continues in the same location under the name Wilson Ford Surveying and Engineering.

Submitted by Mrs. Sharon Wilson

2016 ANNUAL REPORT

– Active Membership –

(as of February 26, 2016)

Branches: Cadastral, Geodetic, Geographic Information Management,
Hydrographic, Photogrammetric

1926	Abdelshahid, Aziz Branch: C// OLS, OLIP 2010-Jan-18	1753	Alton, J. Mark Branch: C// OLS, OLIP 1994-Jan-11
1802	Adams, Kim C. Branch: C// OLS, OLIP 1997-Feb-19	1976	Amirnezhad, Bahram Branch: C// OLS, OLIP 2015-Jan-14
1961	Afzalzada, Haron Branch: C// OLS, OLIP 2013-Jul-22	1434	Annable, Drew J. Branch: C// OLS, OLIP 1977-Jun-24
1995	Ahluwalia, Sabir Branch: C// OLS, OLIP 2016-Jan-27	1543	Ansell, Eric L. Branch: C// OLS, OLIP 1982-Dec-06
1901	Akehurst, William Branch: C// OLS, OLIP 2007-Aug-09	1869	Aregers, Craig G. Branch: C// OLS, OLIP 2002-Jul-19
1831	Aksan, Anna M. Branch: C// OLS, OLIP 1999-Jul-21	1509	Ashworth, Duncan Branch: C// OLS, OLIP 1980-Dec-05
1591	Aldworth, Geoffrey G. Branch: C// OLS, OLIP 1986-Jun-18	1650	Astri, Dino R.S. Branch: C// OLS, OLIP 1988-Dec-19

1860	Aubrey, Peter N. Branch: C// OLS, OLIP 2001-Sep-12	1888	Bedard, Mark Branch: C// OLS, OLIP P.Eng. 2005-Jan-21
1501	Auer, Gerhard Branch: C// OLS, OLIP 1980-Jul-09	1771	Beerkens, John M. Branch: C// OLS, OLIP 1995-Jan-21
1525	Avis, Roger Branch: C// OLS, OLIP, CLS, M.I.A.S., F.R.I.C.S. 1982-Jan-25	1853	Bello, Oladele S. Branch: C// OLS, OLIP 2001-Jan-31
CR206	Baila, Mircea Branch: I// OLS, OLIP 2013-Feb-28	1375	Benedict, Ralph J. Branch: C// OLS, OLIP 1974-Jun-14
1551	Baker, Bruce Branch: C// OLS, OLIP 1983-Dec-21	1800	Benedict, Paul J. Branch: C// OLS, OLIP 1996-Dec-11
1592	Balaban, Steven J. Branch: C// OLS, OLIP 1986-Jun-18	1614	Bennett, R. Grant Branch: C// OLS, OLIP 1987-Jun-17
1763	Barrette, André P. Branch: C// OLS, OLIP 1994-Aug-02	1836	Beresniewicz, Chris Branch: C// OLS, OLIP 2000-Jan-26
1941	Batchvarova, Tania Nenova Branch: C// OLS, OLIP 2011-Feb-24	1737	Berg, Ronald E. Branch: C// OLS, OLIP 1993-Jan-21
1913	Baya, Martin Branch: C// OLS, OLIP 2008-Sep-03	1754	Bhatti, Wikar A. Branch: C// OLS, OLIP 1994-Jan-11

1885	Bianchi, David Branch: C// OLS, OLIP 2004-Sep-08	1861	Bounsall, Andrew T. Branch: C// OLS, OLIP 2001-Sep-12
1606	Biason, Lawrence J. Branch: C// OLS, OLIP 1986-Jun-18	1565	Bowers, Francis N. Branch: C// OLS, OLIP P.Eng. 1984-Dec-20
1593	Bishop, Gregory C.P. Branch: C// OLS, OLIP P.Eng. 1986-Jun-18	CR67	Bowlby, Ewart D. Branch: G// OLS, OLIP 1991-Jan-29
1702	Black, David A. Branch: C// OLS, OLIP 1991-Aug-14	1530	Bowyer, Edward W. Branch: C// OLS, OLIP 1982-Jun-04
1738	Bode, Ralph T. Branch: C// OLS, OLIP, CLS 1993-Jan-16	1402	Boyd, John G. Branch: C// OLS, OLIP 1975-May-16
1580	Boehme, Kerry Branch: C// OLS, OLIP 1985-Dec-18	1760	Bracken, George N. Branch: C// OLS, OLIP 1994-Jan-14
1967	Bogdanov, Yuriy Branch: C// OLS, OLIP 2014-Jan-22	1917	Bridges, Ron Branch: C// OLS, OLIP 2009-Jan-15
1651	Bogue, Colin B. Branch: C// OLS, OLIP P.Eng. 1988-Dec-19	1553	Brouwers, Bruce Branch: C// OLS, OLIP 1983-Dec-21
1689	Bortolussi, Adrian Branch: C// OLS, OLIP 1991-Jan-29	1620	Brown, Donald H. Branch: C// OLS, OLIP 1987-Dec-14

1971	Broxham, Andrew James Branch: C// OLS, OLIP 2014-Feb-27	CR142	Cadeau, Francis M. Branch: I// OLS, OLIP 2002-Feb-21
994	Brubacher, Wayne D. Branch: C/I/ OLS, OLIP 1959-Jan-14	1982	Calonia, Gualberto C. Branch: C// OLS, OLIP 2015-Jul-10
CR141	Brubacher, David M. Branch: I// OLS, OLIP 2002-Feb-21	1314	Cameron, Andrew Branch: C// OLS, OLIP, P.Eng. 1972-Nov-06
1295	Buck, William D. Branch: C// OLS, OLIP, CLS, P.Eng. 1971-Dec-17	1810	Campbell, Kenton H. Branch: C// OLS, OLIP 1997-Aug-13
CR157	Buckle, Alan D. Branch: I// OLS, OLIP 2002-Jun-27	1747	Campbell, Brian R. Branch: C// OLS, OLIP 1993-Aug-11
1768	Buisman, Jeffrey E. Branch: C// OLS, OLIP 1995-Jan-11	1269	Card, William H. Branch: C// OLS, OLIP 1971-May-26
1323	Bunker, Thomas A. Branch: C// OLS, OLIP, CLS, P.Eng., CA 1973-Jan-29	1654	Chambers, Donald G. Branch: C// OLS, OLIP 1989-Jun-19
1947	Bunker, Chris Branch: C// OLS, OLIP 2011-Oct-06	CR159	Chapman, Michael A. Branch: I// OLS, OLIP, P.Eng., Ph.D. 2002-Jun-27
1701	Burchat, Martha L. Branch: C// OLS, OLIP 1991-Aug-14	1811	Chapple, Brooke D. Branch: C// OLS, OLIP 1997-Aug-13

1962	Cherian, Boney Branch: C// OLS, OLIP 2013-Jul-22	1781	Coad, Brian A. Branch: C// OLS, OLIP 1995-Jul-20
1886	Chitty, Phil W. Branch: C// OLS, OLIP 2004-Sep-08	1542	Cole, J. Anne Branch: C// OLS, OLIP, CLS 1982-Dec-06
1466	Church, Paul L. Branch: C// OLS, OLIP 1978-Dec-11	1641	Collett, Brent W. Branch: C// OLS, OLIP 1988-Jun-07
1338	Clancy, Ronald W. Branch: C// OLS, OLIP 1973-Aug-17	1803	Comery, David A. Branch: C// OLS, OLIP 1997-Feb-19
1690	Clark, W. Bruce Branch: C// OLS, OLIP A.L.S 1991-Jan-29	1511	Consoli, Guido V. Branch: C// OLS, OLIP, CLS 1980-Dec-05
1567	Clarke, Barry J. Branch: C// OLS, OLIP, CLS 1984-Dec-20	1788	Coons, Scott E. Branch: C// OLS, OLIP 1996-Jan-23
912	Clarke, Alvin J. Branch: C// OLS, OLIP 1956-Aug-15	CR19	Costello, Barry W. Branch: I// OLS, OLIP 1990-Jan-23
1201	Clarke, Ross A. Branch: C// OLS, OLIP PLE, P.Mgr. 1966-Oct-04	1987	Côté, Sophie-Rose Branch: C// OLS, OLIP 2015-Jul-20
1254	Clipsham, Robert E. Branch: C// OLS, OLIP, P.Eng. 1970-May-12	1837	Coutts, Hugh S. Branch: C// OLS, OLIP 2000-Jan-26

1805	Cranch, Crystal R. Branch: C// OLS, OLIP 1997-May-13	1748	Day, Nigel A.P. Branch: C// OLS, OLIP 1993-Aug-26
1977	Crocker, J. Paul Branch: C// OLS, OLIP 2015-Jan-15	1739	de Haan, Peter Branch: C// OLS, OLIP 1993-Jan-16
1527	Culbert, Douglas A. Branch: C// OLS, OLIP 1982-Jan-25	1983	de Jager, Matthew Branch: C// OLS, OLIP 2015-Jul-10
1928	Cummings, Dwayne Branch: C// OLS, OLIP 2010-Jan-18	1838	De Luca, Fernando G. Branch: C// OLS, OLIP 2000-Jan-26
1892	Currie, Lise Roxanne Branch: C// OLS, OLIP 2006-Aug-14	1458	de Rijcke, Izaak Branch: C// OLS, OLIP, LL.B. 1978-Jul-19
CR132	Czajka, Stephen D. Branch: I// OLS, OLIP 2001-Sep-12	1789	De Rosa, Pier L. Branch: C// OLS, OLIP 1996-Feb-22
1714	D'Amico, John M.J. Branch: C// OLS, OLIP 1992-Jan-29	1655	Del Bosco, Terry W. Branch: C// OLS, OLIP 1989-Jun-19
1939	Davidson, Steven Palmer Branch: C// OLS, OLIP 2011-Jan-21	1876	Della Mora, Rick Branch: C// OLS, OLIP 2003-Aug-13
CR196	Davis, Kelly P. Branch: I// OLS, OLIP 2003-Feb-20	1630	Delorme, Line G. Branch: C// OLS, OLIP 1988-Jun-07

1306	Delph, Frank B. Branch: C// OLS, OLIP, CLS 1972-Jun-30	1854	Dosen, Vladimir Branch: C// OLS, OLIP 2001-Jan-31
1878	DenBroeder, Ross B. Branch: C// OLS, OLIP 2003-Sep-10	1491	Dutrisac, Denis Branch: C// OLS, OLIP 1979-Aug-15
1692	Denis, Ronald A. Branch: C// OLS, OLIP, CLS 1991-Jan-29	1852	Dzaldov, Dan Branch: C// OLS, OLIP 2001-Jan-16
1863	Di Cosmo, Matthew Branch: C// OLS, OLIP 2002-Feb-21	1716	Dzaldov, Ophir N. Branch: C// OLS, OLIP 1992-Jan-29
1568	Dietz, Terry P. Branch: C// OLS, OLIP 1984-Dec-20	1538	Edward, Paul C. Branch: C// OLS, OLIP 1982-Dec-06
1521	Dolliver, Dan Branch: C// OLS, OLIP 1981-Dec-02	1990	El-Chanti, Oussama Branch: C// OLS, OLIP 2016-Jan-18
1921	Domagalski, Adam Branch: C// OLS, OLIP 2009-Jul-22	CR113	Emode, Richard E.O. Branch: G// OLS, OLIP P.Eng., FEC 1993-Feb-11
1661	Dore, Ronald Branch: C// OLS, OLIP 1989-Nov-06	1554	England, Brent J. Branch: C// OLS, OLIP, CLS 1983-Dec-21
1400	Dorland, David S. Branch: C// OLS, OLIP 1975-May-09	1764	Eplett, Dale F. Branch: C// OLS, OLIP, P.Eng. 1994-Aug-17

1782	Ertl, Lawrence O. Branch: C// OLS, OLIP 1995-Jul-31	1575	Finnie, Roderick Branch: C// OLS, OLIP 1985-Jun-10
1812	Even, James Branch: C// OLS, OLIP 1997-Aug-13	1934	Fisher, Michael John Branch: C// OLS, P.Eng. 2010-Sep-08
1975	Fathi, Seyed Abdolmajid Branch: C// OLS, OLIP 2014-Jul-24	1828	Fleguel, Robin L. Branch: C// OLS, OLIP 1999-Feb-03
1937	Fee, Jeff John Branch: C// OLS, OLIP 2011-Jan-12	1992	Fletcher, Guy Alexander Branch: C// OLS, OLIP 2016-Jan-20
1932	Feren, Peter Raymond Branch: C// OLS, OLIP 2010-Sep-08	1555	Fligg, Robert A. Branch: C// OLS, OLIP, CLS 1983-Dec-21
CR64	Ferguson, James E. Branch: G// OLS, OLIP 1990-Nov-06	1974	Ford, Greg Branch: C// OLS, OLIP 2014-Jul-24
1615	Ferguson, Kerry D. Branch: C// OLS, OLIP 1987-Jun-17	1311	Forth, Paul F. Branch: C// OLS, OLIP 1972-Jul-24
1616	Ferizovic, Ken Branch: C// OLS, OLIP 1987-Jun-17	1882	Fournier, Marc G. Branch: C// OLS, OLIP 2004-Jan-09
1957	Fiddes, Zachary Branch: C// OLS, OLIP 2013-Jan-14	1988	Fox, Christopher Branch: C// OLS, OLIP 2015-Aug-19

CR21	Francis, Paul M. Branch: P//I OLS, OLIP 1990-Jan-23	1718	Geyer, Rodney H. Branch: C// OLS, OLIP 1992-Jan-29
1676	Fulton, Robert J. Branch: C// OLS, OLIP 1990-Jul-10	1984	Ghofrani, Mansour Branch: C// OLS, OLIP 2015-Jul-20
1138	Gacser, Ernest Branch: C// OLS, OLIP 1963-May-28	1952	Gholami, Ali Branch: C// OLS, OLIP 2012-Jul-19
1644	Galati, Pasquale Branch: C// OLS, OLIP 1988-Jun-07	1819	Gibson, Laura E. Branch: C// OLS, OLIP 1998-Jan-27
1636	Galejs, John Branch: C// OLS, OLIP 1988-Jun-07	1625	Gifford, Steven J. Branch: C// OLS, OLIP 1987-Dec-14
1727	Garden, Edward R. Branch: C// OLS, OLIP 1992-Aug-04	1791	Gilmore, Mark V. Branch: C// OLS, OLIP 1996-Feb-22
CR95	Gariepy, David H. Branch: P// OLS, OLIP P.Eng. 1991-Nov-19	CR96	Goadsby, J. Morgan Branch: G// OLS, OLIP 1991-Nov-19
1762	Gauthier, Richard R. Branch: C// OLS, OLIP 1994-Jun-15	1643	Godwin, Peter J. Branch: C// OLS, OLIP 1988-Jun-07
1808	Gelbloom, Jaime Branch: C// OLS, OLIP, CLS 1997-Jun-17	1813	Goebelle, Hugh B. Branch: C// OLS, OLIP, CLS 1997-Aug-13

1814	Goldman, Barry D. Branch: C// OLS, OLIP 1997-Aug-13	1945	Green, David Branch: C// OLS, OLIP 2011-Apr-07
1185	Goltz, John F. Branch: C// OLS, OLIP 1965-Dec-13	CR120	Greenfield, Kirsten M. Branch: I// OLS, OLIP, CLS 2000-Jul-19
1942	Gondo, Thomas Branch: C// OLS, OLIP 2011-Feb-24	1595	Gregoire, Paul J. Branch: C// OLS, OLIP, CLS 1986-Jun-18
1663	Goodridge, Paul G. Branch: C// OLS, OLIP 1990-Jan-23	1379	Grenkie, Edward J. Branch: C// OLS, OLIP, SLS (RET), P.Surv. (RET) 1974-Jun-21
1839	Gorman, Michael J. Branch: C// OLS, OLIP 2000-Jan-26	1868	Griffiths, Michael A. Branch: C// OLS, OLIP 2002-Jul-18
1430	Gossling, Steven J. Branch: C// OLS, OLIP 1977-Feb-02	1824	Grozelle, Nancy J. Branch: C// OLS, OLIP 1998-Aug-12
1288	Graham, Derek G. Branch: C// OLS, OLIP 1971-Nov-22	1465	Gutri, John H. Branch: C// OLS, OLIP 1978-Oct-30
1183	Grander, Helmut F. Branch: C// OLS, OLIP 1965-Dec-13	1556	Halliday, Robert D. Branch: C// OLS, OLIP, CLS 1984-Jul-04
1759	Grander, Ralph F. Branch: C// OLS, OLIP 1994-Jan-13	CR134	Ham, Jeffrey J. Branch: I// OLS, OLIP, CET 2001-Sep-12

1713	Haramis, Patrick J. Branch: C// OLS, OLIP 1991-Aug-22	1880	Hazen, Jason P.E. Branch: C// OLS, OLIP 2004-Jan-08
1693	Harper, William A. Branch: C// OLS, OLIP, CLS 1991-Jan-29	CR135	Henrickson, David R. Branch: I// OLS, OLIP 2001-Sep-12
1532	Harris, Robert K. Branch: C// OLS, OLIP, CLS (St Lucia) 1982-Jun-04	1930	Herman, Zoltan Branch: C// OLS, OLIP 2010-Jan-18
1786	Harris-Herr, Nancy L. Branch: C// OLS, OLIP 1995-Oct-14	1576	Herweyer, Edward H. Branch: C// OLS, OLIP 1985-Jun-10
1528	Hartley, Timothy D. Branch: C// OLS, OLIP 1982-Jan-25	1899	Hewlett, James A. Branch: C// OLS, OLIP 2007-Jan-15
1705	Hartwick, Gregory J. Branch: C// OLS, OLIP, CLS 1991-Aug-14	1621	Heywood, Allan J. Branch: C// OLS, OLIP 1987-Dec-14
1847	Hartwick, Travis G. Branch: C// OLS, OLIP 2000-Jul-19	1720	Hickson, Gerald G. Branch: C// OLS, OLIP 1992-Jan-29
1406	Hawkins, Robert C. Branch: C// OLS, OLIP 1975-Jun-17	1596	Higginson, Leslie M. Branch: C// OLS, OLIP 1986-Jun-18
1761	Hawley, David J. Branch: C// OLS, OLIP 1994-Apr-13	1494	Hiley, John W. Branch: C// OLS, OLIP 1979-Dec-07

1634	Hillis, Kerry F. Branch: C// OLS, OLIP 1988-Jun-07	1706	Houghton, Ward I. Branch: C// OLS, OLIP 1991-Aug-14
1631	Himma, Mart H. Branch: C// OLS, OLIP 1988-Jun-07	741	Houghton, Donald I. Branch: C// OLS, OLIP 1950-Aug-29
1919	Hodgson, Shawn Branch: C// OLS, OLIP 2009-Jan-15	1958	Hu, Yahui Branch: C// OLS, OLIP 2013-Jan-14
1533	Hofmann, Phillip Branch: C// OLS, OLIP 1982-Jun-04	1534	Hunt, Douglas E. Branch: C// OLS, OLIP 1982-Jun-04
1617	Hogan, J. Russell Branch: C// OLS, OLIP 1987-Jun-17	1582	Husted, Kimberly S. Branch: C// OLS, OLIP 1985-Dec-18
1750	Homer, Peter J. Branch: C// OLS, OLIP 1993-Sep-24	1827	Hyde, Harold D. Branch: C// OLS, OLIP 1999-Feb-03
1815	Hook, Stephen D. Branch: C// OLS, OLIP 1997-Aug-13	1832	Iavicoli, Bruno Branch: C// OLS, OLIP 1999-Jul-21
1773	Hoppe, Thomas Branch: C// OLS, OLIP 1995-Jan-25	1797	Ims, Theodor H. Branch: C// OLS, OLIP 1996-Aug-13
CR144	Horwood, David M. Branch: I// OLS, OLIP 2002-Feb-21	1573	Irwin, Gary A. Branch: C// OLS, OLIP 1985-Feb-19

1728	Irwin, Bruce C. Branch: C// OLS, OLIP 1992-Aug-04	1864	Jeraj, Alnashir Branch: C// OLS, OLIP 2002-Feb-21
1897	Isip, Reynaldo Lagman Branch: C// OLS, OLIP 2007-Jan-11	1889	Johnson, James W. Branch: C// OLS, OLIP 2005-Jan-26
1086	Jackson, John E. Branch: C// OLS, OLIP 1961-Sep-20	1571	Johnson, E. Bruce Branch: C// OLS, OLIP 1984-Dec-20
1629	Jacobs, Bryan Branch: C// OLS, OLIP 1988-Jun-07	1688	Johnston, Kerry S. Branch: C// OLS, OLIP 1991-Jan-15
1425	Jason, Ronald M. Branch: C// OLS, OLIP, CLS, P.Eng. 1976-Jul-15	1950	Jones, Tom Dixon Branch: C// OLS, OLIP 2012-Mar-26
1927	Jeffray, Angela Branch: C// OLS, OLIP 2010-Feb-18	1626	Jordan, Robert J. Branch: C// OLS, OLIP 1987-Dec-14
1648	Jemmett, Shawn A. Branch: C// OLS, OLIP 1988-Dec-19	1619	Jordens, Douglas F. Branch: C// OLS, OLIP, SLS 1987-Jul-11
1550	Jemmett, Douglas W. Branch: C// OLS, OLIP 1983-Jul-12	1955	Kaczmarek, Rafal P. Branch: C// OLS, OLIP 2013-Jan-10
1574	Jenkins, Kevin G. Branch: C// OLS, OLIP 1985-Feb-19	1922	Kalantzakos, Harry Branch: C// OLS, OLIP 2009-Jul-22

1449	Karpiel, Ronald S. Branch: C// OLS, OLIP ALS 1978-Jun-05	1429	Kirkland, James E. Branch: C// OLS, OLIP P.Eng. 1977-Feb-02
1985	Kasprzak, Simon A. Branch: C// OLS, OLIP 2015-Jul-20	1639	Kirkup, Roy S. Branch: C// OLS, OLIP 1988-Jun-07
1557	Kasprzak, Adam Branch: C// OLS, OLIP 1984-Jul-04	1607	Kliaman, Cindy S. Branch: C// OLS, OLIP, CLS 1986-Jun-18
1678	Keat, John C.G. Branch: C// OLS, OLIP 1990-Jul-10	1649	Knisley, Martin W. Branch: C// OLS, OLIP 1988-Dec-19
1883	Keatley, Gordon R. Branch: C// OLS, OLIP 2004-Jan-13	1851	Kovacs, David A. Branch: C// OLS, OLIP 2000-Jul-22
1442	Kennedy, John H. Branch: C// OLS, OLIP, CLS 1977-Sep-27	1774	Krcmar, Maja Branch: C// OLS, OLIP 1995-Jan-25
1352	Kerr, Brian W. Branch: C// OLS, OLIP 1973-Nov-22	1775	Krcmar, Saša Branch: C// OLS, OLIP 1995-Jan-25
1577	Ketchum, Kenneth J. Branch: C// OLS, OLIP 1985-Jun-10	1900	Krcmar, Tomislav Branch: C// OLS, OLIP 2007-Jan-23
1609	Kidd, Paul Branch: C// OLS, OLIP 1986-Dec-15	1370	Krcmar, Vladimir Branch: C// OLS, OLIP 1974-Jan-22

1622	Kreze, Daniel Branch: C// OLS, OLIP 1987-Dec-14	1729	Lamb, Peter B. Branch: C// OLS, OLIP 1992-Aug-04
1722	Kristjanson, Tom Branch: C// OLS, OLIP 1992-Jan-29	1829	Lamont, David A. Branch: C// OLS, OLIP 1999-Feb-03
1865	Kubicki, Borys D. Branch: C// OLS, OLIP 2002-Feb-21	1547	Lancaster, Edward M. Branch: C// OLS, OLIP, CLS 1983-Feb-06
1564	Kuelling, Laurence J. Branch: C// OLS, OLIP 1984-Sep-04	1918	LaPointe, Stéphane Branch: C// OLS, OLIP 2009-Jan-15
1848	Kujala, Kevin P. Branch: C// OLS, OLIP 2000-Jul-19	1798	Larocque, Brent R. Branch: C// OLS, OLIP 1996-Aug-13
1986	Kumar, Vaitheki Branch: C// OLS, OLIP 2015-Jul-20	1953	Lau, Jansky Tak Choi Branch: C// OLS, OLIP 2012-Jul-19
1956	Ladines, Jayson F. Branch: C// OLS, OLIP 2013-Jan-10	1914	Lau, Francis Branch: C// OLS, OLIP 2008-Aug-28
1898	Laframboise, Gabriel Branch: C// OLS, OLIP 2007-Jan-11	1906	Lawrence, Gavin Eldred Branch: C// OLS, OLIP 2008-Jan-23
1951	Lale, Goran Branch: C// OLS, OLIP 2012-Jun-06	1792	Laws, James M. Branch: C// OLS, OLIP 1996-Feb-22

1809	Legat, Jaro A. Branch: C// OLS, OLIP 1997-Jun-17	1664	Lo, George C.M. Branch: C// OLS, OLIP 1990-Jan-23
1367	LeGris, Murray J. Branch: C// OLS, OLIP 1974-Jan-04	1991	Loai, Amar Branch: C// OLS, OLIP 2016-Jan-18
1755	LeGrow, Neil A. Branch: C// OLS, OLIP 1994-Jan-11	1679	Lord, Rodney D. Branch: C// OLS, OLIP 1990-Jul-10
1940	Leslie, Jamie William Branch: C// OLS, OLIP 2011-Jan-26	1399	Lorentz, Richard D. Branch: C// OLS, OLIP 1975-Jan-14
1989	Levac, Patrick Branch: C// OLS, OLIP 2016-Jan-18	1642	Lynch, Brian J. Branch: C// OLS, OLIP 1988-Jun-07
CR205	Li, Amy Kwok Ying Branch: I// OLS, OLIP 2012-Feb-23	1849	MacDonald, Christopher A. Branch: C// OLS, OLIP 2000-Jul-19
1830	Lin, Joseph Branch: C// OLS, OLIP 1999-Feb-03	1822	MacDonald, Thomas G. Branch: C// OLS, OLIP 1998-Jul-22
1825	Linhares, Eduardo J. Branch: C// OLS, OLIP 1998-Aug-12	1605	Macek, Michael Branch: C// OLS, OLIP 1986-Jun-18
1963	Lise, Arthur J. Branch: C// OLS, OLIP 2013-Jul-22	1656	MacGregor, Susan F. Branch: C// OLS, OLIP 1989-Jun-19

1246	MacMillan, Don J. Branch: C// OLS, OLIP 1969-Nov-17	CR30	Marion, David H. Branch: P// OLS, OLIP 1990-Feb-05
1816	Magee, Bret G. Branch: C// OLS, OLIP 1997-Aug-13	1540	Marlatt, Michael E. Branch: C// OLS, OLIP, CLS 1982-Dec-06
CR99	Mailhot-Aron, Ann-Marie Branch: G// OLS, OLIP 1991-Nov-19	1337	Marr, Douglas G. Branch: C// OLS, OLIP 1973-Aug-14
1785	Mak, Ronald M. Branch: C// OLS, OLIP 1995-Aug-15	CR149	Martin, Blain W. Branch: I// OLS, OLIP, CLS, PMP 2002-Feb-21
1546	Mak, Rudy Branch: C// OLS, OLIP 1982-Dec-06	1745	Martin, Robert C. Branch: C// OLS, OLIP 1993-Jan-13
1549	Maloney, Brian J. Branch: C// OLS, OLIP 1983-Jul-12	1907	Marton, Alexandru Branch: C// OLS, OLIP 2008-Jan-23
1535	Mansfield, Peter J. Branch: C// OLS, OLIP, CLS 1982-Jun-04	1339	Mascoe, William A. Branch: C// OLS, OLIP 1973-Sep-20
1744	Mantha, Andrew S. Branch: C// OLS, OLIP 1993-Jan-19	1740	Matthews, Michael F. Branch: C// OLS, OLIP, CLS 1993-Jan-12
1924	Mares, Viorel Branch: C// OLS, OLIP 2009-Aug-11	1881	Matthews, Jeremy C.E. Branch: C// OLS, OLIP 2004-Jan-09

1884	Maughan, David U. Branch: C// OLS, OLIP 2004-Jan-20	1508	McKechnie, Stewart D. Branch: C// OLS, OLIP 1980-Oct-09
1548	Mauro, Frank Branch: C// OLS, OLIP 1983-Jul-12	1708	McKibbon, Robert W. Branch: C// OLS, OLIP 1991-Aug-14
1756	Mayo, Roy C. Branch: C// OLS, OLIP 1994-Jan-11	1709	McLaren, Daniel S. Branch: C// OLS, OLIP, P.Eng. 1991-Aug-14
1966	Mc Rae, Reuben Branch: C// OLS, OLIP 2014-Jan-22	1741	McLeod, Daniel J. Branch: C// OLS, OLIP 1993-Jan-21
1724	McConnell, Robert Branch: C// OLS, OLIP 1992-Jan-29	1874	McMorran, Douglas Scott Branch: C// OLS, OLIP 2003-Feb-20
1730	McDermott, Robert M. Branch: C// OLS, OLIP 1991-Aug-04	1558	McNabb, Marvin D. Branch: C// OLS, OLIP 1984-Jul-04
1751	McGuire, Gordon D. Branch: C// OLS, OLIP 1993-Sep-23	1840	McNeil, Trevor D.A. Branch: C// OLS, OLIP 2000-Jan-26
1583	McKay, Scott A. Branch: C// OLS, OLIP, CLS 1985-Dec-18	1584	McPherson, Bruce G. Branch: C// OLS, OLIP, P.Eng. 1985-Dec-18
1949	McKechnie, Michael Branch: C// OLS, OLIP 2012-Feb-23	1780	Meldrum Smith, Julia M. Branch: C// OLS, OLIP, CLS 1995-Jul-19

1903	Merrlles, John Branch: C// OLS, OLIP 2007-Sep-07	1681	Molloy, Perry A. Branch: C// OLS, OLIP 1990-Jul-10
1559	Merry, William I. Branch: C// OLS, OLIP 1984-Jul-04	1053	Monteith, John D. Branch: C// OLS, OLIP 1960-May-13
1585	Miller, Richard D. Branch: C// OLS, OLIP 1985-Dec-18	1623	Moore, William J. Branch: C// OLS, OLIP 1987-Dec-14
1512	Miller, Paul A. Branch: C// OLS, OLIP, CLS 1980-Dec-05	1317	Moreton, Peter G. Branch: C// OLS, OLIP, CLS 1972-Dec-19
1855	Milne, Neil C. Branch: C// OLS, OLIP 2001-Jan-31	1746	Mountjoy, Robert G. Branch: C// OLS, OLIP, P.Eng. 1993-Jan-12
1806	Miret, Dario A. Branch: C// OLS, OLIP 1997-May-13	1467	Mountjoy, Maureen V. Branch: C// OLS, OLIP 1978-Dec-14
1923	Mirzакhanlou, Manouchehr Branch: C// OLS, OLIP 2009-Jul-22	1779	Muir, John W. Branch: C// OLS, OLIP, CLS 1995-Jul-24
1946	Mitrev, Simeon E Branch: C// OLS, OLIP 2011-Jul-29	CR136	Murdoch, Robert M. Branch: I// OLS, OLIP 2001-Sep-12
1980	Mo, Jason Chun-Ho Branch: C// OLS, OLIP 2015-Jan-29	1341	Murray, Richard W. Branch: C// OLS, OLIP 1973-Nov-08

1912	Musclow, Chris Branch: C// OLS, OLIP 2008-Jul-25	1373	Norgrove, David J. Branch: C// OLS, OLIP 1974-Apr-16
1658	Mwinyi, Omari B.S. Branch: C// OLS, OLIP 1989-Jun-19	1873	Nouwens, Marcus J.T. Branch: C// OLS, OLIP, P.Eng. 2003-Jan-14
1870	Nanfara, Joseph Branch: C// OLS, OLIP 2002-Oct-03	1867	O'Connor, Shawn M. Branch: C// OLS, OLIP 2002-Jul-16
1871	Ng, Foo Yip Branch: C// OLS, OLIP 2003-Jan-08	CR208	Oren, Nedim Branch: I// OLS, OLIP 2016-Jan-20
1959	Nicol, James Andrew Branch: C// OLS, OLIP 2013-Jan-14	1893	Osinski, Marek Branch: C// OLS, OLIP 2006-Aug-14
1833	Niculae, Roxana Branch: C// OLS, OLIP 1999-Jul-21	CR200	Osuchowska, Zofia Branch: P// OLS, OLIP 2004-Sep-08
CR199	Nielsen, Peter M. Branch: G// OLS, OLIP 2004-Jan-08	1936	Oyler, Christopher John Branch: C// OLS, OLIP 2010-Sep-08
1682	Nisbet, T. Martin Branch: C// OLS, OLIP, CLS 1990-Jul-10	1572	Packowski, Thomas J. Branch: C// OLS, OLIP 1984-Dec-20
1908	Nisioiu, Tudor Branch: C// OLS, OLIP 2008-Jan-23	1834	Page, Dasha Branch: C// OLS, OLIP 1999-Jul-21

1909	Papa, Valerio G. Branch: C// OLS, OLIP 2008-Jan-23	1776	Pesce, David Branch: C// OLS, OLIP 1995-Jan-25
1721	Parker, Bruce A. Branch: C// OLS, OLIP 1992-Jan-29	1536	Petrich, Fred Branch: C// OLS, OLIP 1982-Jun-04
1569	Parsons, William E. Branch: C// OLS, OLIP, CLS 1984-Dec-20	1970	Petrovic, Djordje Branch: C// OLS, OLIP 2014-Jan-22
1410	Patten, Lynn H. Branch: C// OLS, OLIP 1975-Jul-11	1586	Phillips, Gary W. Branch: C// OLS, OLIP 1985-Dec-18
1778	Payette, Marc P. Branch: C// OLS, OLIP 1995-Apr-21	1217	Piller, Helmut Branch: C// OLS, OLIP 1968-May-22
1680	Pearson, Michéle M. Branch: C// OLS, OLIP 1990-Jul-10	CR171	Piraino, John P. Branch: I// OLS, OLIP, P.Eng. 2002-Jun-27
1670	Pearson, Robert G. Branch: C// OLS, OLIP 1990-Jan-23	CR130	Poot, Robin W.L. Branch: G// OLS, OLIP 2001-Aug-10
1994	Perera, Wickramage Sunil Branch: C// OLS, OLIP 2016-Jan-27	1973	Popa, Dacian Nicolae Branch: C// OLS, OLIP 2014-Jun-12
CR112	Perkins, Stephen M. Branch: P// OLS, OLIP 1992-Aug-04	1891	Popa, Dorin Branch: C// OLS, OLIP 2006-Jan-13

CR173	Power, K. Michael Branch: I// OLS, OLIP 2002-Jun-27	1561	Ramsamooj, Sase N. Branch: C// OLS, OLIP 1984-Jul-04
1993	Pu, Tony Branch: C// OLS, OLIP 2016-Jan-20	1943	Rathnayake, Vineetha S. Branch: C// OLS, OLIP 2011-Feb-24
1683	Purcell, T. Murray Branch: C// OLS, OLIP 1990-Jul-10	1731	Ray, Gordon A. Branch: C// OLS, OLIP 1992-Aug-04
1965	Querubin, Ron Branch: C// OLS, OLIP 2014-Jan-22	1872	Reed, Thomas R. Branch: C// OLS, OLIP 2003-Jan-09
1637	Quesnel, Paul M. Branch: C// OLS, OLIP 1988-Jun-07	1766	Reid, Rodger J. Branch: C/G/ OLS, OLIP, CLS, P.Eng. 1994-Dec-01
1579	Quinlan, Danny P. Branch: C// OLS, OLIP 1985-Jun-10	1495	Reitsma, Douglas P. Branch: C// OLS, OLIP 1979-Dec-07
1841	Raikes, Peter T. Branch: C// OLS, OLIP, CLS 2000-Jan-26	1386	Reynolds, Rodney G. Branch: C// OLS, OLIP 1974-Jul-25
1684	Raithby, David J. Branch: C// OLS, OLIP 1990-Jul-10	1915	Rizk, Ashraf Branch: C// OLS, OLIP 2008-Sep-03
1968	Ramachandran, Piratheepan Branch: C// OLS, OLIP 2014-Jan-22	1176	Roberts, Donald E. Branch: C// OLS, OLIP 1965-May-17

1472	Robinson, Ian D. Branch: C// OLS, OLIP 1979-Feb-07	1671	Ruttan, Steven C. Branch: C// OLS, OLIP 1990-Jan-23
1725	Robinson, Gregory G. Branch: C// OLS, OLIP 1992-Jan-29	1875	Salb, Thomas J. Branch: C// OLS, OLIP 2003-Jul-15
1931	Robinson, Daniel Bernard Branch: C// OLS, OLIP 2010-Aug-18	1523	Salna, Robert Branch: C// OLS, OLIP 1981-Dec-02
1096	Rody, Talson E. Branch: C// OLS, OLIP 1961-Nov-22	1894	Salzer, Eric G. Branch: C// OLS, OLIP 2006-Aug-14
1804	Rody, Eric Branch: C// OLS, OLIP 1997-Feb-19	1544	Sam-Guindon, Kathryn Branch: C// OLS, OLIP, CLS 1982-Dec-06
1856	Rouse, Tracy R. Branch: C// OLS, OLIP 2001-Jan-31	CR12	Sani, Anthony P. Branch: P/I/ OLS, OLIP, MRICS 1989-Nov-06
1910	Roy, André Roger Branch: C// OLS, OLIP 2008-Jan-23	1842	Sankey, Alister D. Branch: C// OLS, OLIP 2000-Jan-26
1733	Rudnicki, Les S. Branch: C// OLS, OLIP 1992-Aug-04	1895	Scott, John S. Branch: C// OLS, OLIP 2006-Aug-14
1541	Rueb, Erich Branch: C// OLS, OLIP 1982-Dec-06	1978	Segaran, Nath Prashannath Branch: C// OLS, OLIP 2015-Jan-16

1920	Seguin, Ryan William Branch: C// OLS, OLIP 2009-Feb-19	1698	Simone, Roy A. Branch: C// OLS, OLIP, MIS 1991-Jan-29
1611	Senkus, Tom A. Branch: C// OLS, OLIP 1986-Dec-15	1518	Simpson, Walter J. Branch: C// OLS, OLIP, CLS 1981-May-08
1857	Shanmugarajah, Tharmarajah1794 Branch: C// OLS, OLIP 2001-Jan-31		Simpson, Michael J. Branch: C// OLS, OLIP 1996-Feb-22
1686	Shantz, Murray R. Branch: C/I/ OLS, OLIP 1990-Jul-10	1687	Singh, Tirbhowan Branch: C// OLS, OLIP P.Eng. 1990-Jul-10
1633	Sheehy, Paul J. Branch: C// OLS, OLIP, CLS 1988-Jun-07	1673	Sinnis, Spiro Branch: C// OLS, OLIP, CLS 1990-Jan-23
1719	Shelp, Andrew V. Branch: C// OLS, OLIP 1992-Jan-29	1699	Skuro, Peter M. Branch: C// OLS, OLIP 1991-Jan-29
1697	Shipman, Jeffrey P. Branch: C// OLS, OLIP 1991-Jan-29	1448	Smith, Andrew J. Branch: C// OLS, OLIP 1978-Jun-05
1904	Sibthorp, Raymond James Branch: C// OLS, OLIP 2007-Sep-14	1960	Smith, Kevin R.D. Branch: C// OLS, OLIP 2013-Feb-28
CR124	Silburn, James L. Branch: I// OLS, OLIP 2000-Jul-19	1600	Smith, Anthony G. Branch: C// OLS, OLIP 1986-Jun-18

CR125	Smith, Ian D. Branch: I// OLS, OLIP 2000-Jul-19	1843	Stojanovic, Svetomir Branch: C// OLS, OLIP 2000-Jan-26
1799	Sperling, Ernest G. Branch: C// OLS, OLIP 1996-Aug-13	1783	Stringer, David B. Branch: C/G/I OLS, OLIP, P.Eng. 1990-Jul-10
CR176	Springate, Mark C. Branch: I// OLS, OLIP 2002-Jun-27	1444	Stringer, Peter J. Branch: C// OLS, OLIP, CLS, BCLS 1978-Jan-18
1570	Stanton, Chester J. Branch: C// OLS, OLIP, CLS MBA 1984-Dec-20	1589	Suda, Philip Branch: C// OLS, OLIP 1985-Dec-18
1850	Starcevic, Dario Branch: C// OLS, OLIP 2000-Jul-19	CR127	Sun, Patrick X. Branch: I// OLS, OLIP 2000-Nov-06
1672	Stauskas, Tony Branch: C// OLS, OLIP 1990-Jan-23	1969	Sundar, Ganesh Branch: C// OLS, OLIP 2014-Jan-22
1457	Stewart, Ronald J. Branch: C// OLS, OLIP, CLS 1978-Jul-05	1659	Suppa, Pasquale Branch: C// OLS, OLIP 1989-Jun-19
1588	Stidwill, Kirk L. Branch: C// OLS, OLIP, P.Eng. 1985-Dec-18	1858	Sutherland, Bloss J. Branch: C// OLS, OLIP 2001-Jan-31
1769	Stidwill, Grant T. Branch: C// OLS, OLIP, P.Eng. 1995-Jan-20	1435	Sutherland, Norman Elliot Branch: C// OLS, OLIP, CLS, P.Eng. 1977-Jun-24

1879	Swift, Phillip S. Branch: C// OLS, OLIP BCLS 2003-Oct-01	1911	Tomaszewski, Henry Branch: C// OLS, OLIP 2008-Jan-23
1862	Talbot, Jeffrey P. Branch: C// OLS, OLIP 2001-Sep-12	1340	Torrance, Paul H. Branch: C// OLS, OLIP, CLS 1973-Nov-01
1734	Taurins, Normans V. Branch: C// OLS, OLIP 1992-Aug-04	1938	Truchon, Mel Branch: C// OLS, OLIP 2011-Jan-17
1563	Thaler, Robert C. Branch: C// OLS, OLIP 1984-Jul-04	1954	Tulloch, David Branch: C// OLS, OLIP 2012-Aug-13
1795	Thom, Kevin S. Branch: C// OLS, OLIP 1996-Feb-22	1905	Tulloch, Mark Kenneth Branch: C// OLS, OLIP 2008-Jan-15
1844	Thomsen, Paul R. Branch: C// OLS, OLIP 2000-Jan-26	1348	Turpel, Wayne D. Branch: C// OLS, OLIP 1973-Nov-20
1635	Tieman, Andrea E. Branch: C// OLS, OLIP 1988-Jun-07	1476	Urso, David S. Branch: C// OLS, OLIP, CLS 1979-Feb-20
CR148	Tierney, Kevin M. Branch: I// OLS, OLIP 2002-Feb-21	1935	van der Veen, Blake Campbell Branch: C// OLS, OLIP 2010-Sep-08
1823	Ting, Eric Branch: C// OLS, OLIP 1998-Aug-12	1515	Van Lankveld, Ted Branch: C// OLS, OLIP 1980-Dec-05

1777	Vanderveen, Gary B. Branch: C// OLS, OLIP 1995-Jan-25	1334	Walker, James E. Branch: C// OLS, OLIP, CLS 1973-Jul-30
1757	Verdun, Michael D. Branch: C// OLS, OLIP 1994-Jan-11	1369	Wall, Francis Edward Branch: C// OLS, OLIP, CLS 1974-Jan-18
1817	Verhoef, Henriette J. Branch: C// OLS, OLIP, CLS 1997-Aug-13	1056	Wallace, Ivan B. Branch: C// OLS, OLIP 1960-May-20
1396	Visser, Raymond J. Branch: C// OLS, OLIP, CLS 1975-Jan-10	1944	Wannack, Robert John Branch: C// OLS, OLIP 2011-Feb-24
1417	Vollebekk, Dan R. Branch: C// OLS, OLIP 1975-Oct-27	1660	Warren, Brad K. Branch: C// OLS, OLIP 1989-Jun-19
1929	Wahba, Christopher Branch: C// OLS, OLIP 2010-Jan-18	1735	Watson, Keith Branch: C// OLS, OLIP 1992-Aug-04
1845	Wahba, Youssef Branch: C// OLS, OLIP 2000-Jan-26	CR152	Watt, David R. Branch: I// OLS, OLIP 2002-Jun-14
1902	Walczak, Jacek Branch: C// OLS, OLIP 2007-Aug-23	1770	Webster, Brian J. Branch: C// OLS, OLIP, CLS 1995-Jan-20
1846	Walker, Darren R. Branch: C// OLS, OLIP 2000-Jan-26	1319	Webster, William J. Branch: C// OLS, OLIP, F.S.P.L.S. 1972-Dec-22

1887	Werrell, Adam J. Branch: C// OLS, OLIP 2004-Sep-08	1475	Woodland, David Branch: C// OLS, OLIP 1979-Feb-20
1696	Wiegenbröcker, Robert Branch: C// OLS, OLIP 1991-Jan-29	1645	Woolley, Patrick J. Branch: C// OLS, OLIP 1988-Jun-07
1877	Wilband, Jason P. Branch: C// OLS, OLIP, P.Eng. 2003-Sep-10	1613	Worobec, Alan J. Branch: C// OLS, OLIP 1986-Dec-15
1758	Wilkinson, Kenneth D. Branch: C// OLS, OLIP 1994-Jan-11	1820	Wylie, David J. Branch: C// OLS, OLIP 1998-Jan-27
1675	Williams, Edward J. Branch: C// OLS, OLIP 1990-Jan-23	1866	Yadollahi, Seyed M. Branch: C// OLS, OLIP 2002-Jul-16
1211	Williams, Peter J. Branch: C// OLS, OLIP 1967-Dec-18	1916	Yalda, Bahram Branch: C// OLS, OLIP 2008-Sep-03
1427	Wilson, Paul Branch: C// OLS, OLIP P.Eng. 1976-Nov-11	1807	Yeo, Michael W. Branch: C// OLS, OLIP 1997-May-13
1612	Wilton, David Branch: C// OLS, OLIP 1986-Dec-15	1493	Young, John F.G. Branch: C// OLS, OLIP 1979-Oct-16
1624	Wimmelbacher, Herman J. Branch: C// OLS, OLIP, CLS 1987-Dec-14	1821	Young, Joseph R. Branch: C// OLS, OLIP 1998-Jan-27

1505	Young, Timothy A. Branch: C// OLS, OLIP 1980-Jul-09	1925	Zeng, Zhiqiang Branch: C// OLS, OLIP 2009-Aug-11
1964	Yuen, John Ho-Ting Branch: C// OLS, OLIP 2013-Jul-22	1835	Zervos, George J.F. Branch: C// OLS, OLIP 1999-Jul-21
1933	Zaharieva, Yordanka Nikolova Branch: C// OLS, OLIP 2010-Sep-08	CR177	Zurek, Wojciech J. Branch: I// OLS, OLIP 2002-Jun-27
1979	Zapata, Juan Diego Branch: C// OLS, OLIP 2015-Jan-19		

2016 ANNUAL REPORT
– Retired Membership –
(as of February 26, 2016)

Branches: Cadastral, Geodetic, Geographic Information Management,
Hydrographic, Photogrammetric

		CR197	Bacon, John P. Branch: I// OLS, OLIP (RET.) 2003-Mar-14
1772	Agnihotri, Anil Branch: C// OLS, OLIP (RET.) 1995-Jan-25	CR2	Baillie, Colin S. Branch: P/I/ OLS, OLIP (RET.) 1989-Nov-06
CR203	Amin, Khairul Branch: I// OLS, OLIP (RET.) 2011-Feb-24	CR17	Bair, Ali J.M. Branch: G// OLS, OLIP (RET.) 1990-Jan-23
1498	Aron, Douglas R. Branch: C// OLS, OLIP (RET.) 1979-Dec-07		

		1440	Bowden, Graham W. Branch: C// OLS, OLIP (RET.), P.Eng. 1977-Sep-27
CR76	Barron, David A. Branch: P// OLS, OLIP (RET.) 1991-Aug-14		
		1278	Bowman, W. James Branch: C// OLS, OLIP (RET.) 1971-Jun-25
CR83	Beck, Norman Branch: G// OLS, OLIP (RET.) 1991-Nov-19		
		1274	Brooke, Michael E. Branch: C// OLS (RET.) 1971-Jun-07
873	Beninger, William A. Branch: C// OLS (RET.) 1954-Oct-15		
		1237	Brouwers, Harry A. Branch: C// OLS (RET.) 1969-Jun-19
1292	Bennett, William E. Branch: C// OLS, OLIP (RET.) 1971-Dec-17		
		1293	Brown, Lynn E. Branch: C// OLS (RET.), P.Eng. 1971-Dec-17
1502	Bezair, Bernard J. Branch: C// OLS, OLIP (RET.) 1980-Jul-09		
		1230	Bruce, Douglas R. Branch: C// OLS, OLIP (RET.) 1969-Feb-10
934	Bishop, Curry H. Branch: C// OLS (RET.), CLS, P.Eng. 1957-Apr-30		
		1552	Bull, Peter M. Branch: C// OLS, OLIP (RET.) 1983-Dec-21
1594	Blais, Denis D. Branch: C// OLS, OLIP (RET.) 1986-Jun-18		
		1034	Burton, Ross I. Branch: C// OLS (RET.) 1959-Nov-25
CR184	Boileau, Murray A. Branch: I// OLS, OLIP (RET.) 2002-Aug-15		
		1017	Callon, Terrance O. Branch: C// OLS (RET.) 1959-Jul-06

1652	Campbell, Elizabeth A. Branch: C// OLS (RET.) 1988-Dec-19	1691	Cornett, Sarah J. Branch: C// OLS, OLIP (RET.) 1991-Jan-29
1566	Card, Steven J. Branch: C// OLS, OLIP (RET.), CLS, ALS, BCLS 1984-Dec-20	1413	Cotterill, J. Stanley Branch: C// OLS, OLIP (RET.) 1975-Oct-08
CR109	Carnegie, J. Trevor Branch: H// OLS, OLIP (RET.) 1992-Jan-01	1608	Coulas, Timothy A. Branch: C// OLS, (RET.) 1986-Dec-15
1531	Chau, Marvin M. Branch: C// OLS, OLIP (RET.) MHKIS, Accredited Mediator 1982-Jun-04	1703	Coyne, Paul A. Branch: C// OLS, OLIP (RET.) 1991-Aug-14
CR160	Christopher, Desmond A. Branch: I// OLS, OLIP (RET.) 2002-Jun-27	CR161	Crann, Wayne F.R. Branch: I// OLS, OLIP (RET.) 2002-Jun-27
1265	Churchmuch, David N. Branch: C// OLS, OLIP (RET.) CLS. 1971-Feb-02	791	Crewe, Richard H. Branch: C// OLS (RET.) 1952-May-05
1387	Clancy, Michael J. Branch: C// OLS, OLIP (RET.) 1974-Jul-26	1704	Cronier, Eric M. Branch: C// OLS, OLIP (RET.) LLS (Cayman Islands) 1991-Aug-14
902	Coe, William R. Branch: C// OLS (RET.) 1955-Nov-28	1253	Cullen, Donald J. Branch: C// OLS, OLIP (RET.) 1970-May-12
1801	Cormier, Dan J. Branch: C// OLS, OLIP (RET.) CLS 1997-Jan-18	1537	Czerwinski, Tom Branch: C// OLS, OLIP (RET.) 1982-Dec-06

1628	Czerwinski, Stefan E. Branch: C// OLS, OLIP (RET.) CLS 1988-Jun-07	1408	Endleman, Thomas H. Branch: C// OLS, (RET.) CLS 1975-Jul-11
1304	Daniels, William J. Branch: C// OLS, (RET.) 1972-Jun-20	CR35	Erickson, Caroline A. Branch: G// OLS (RET.) CLS, P.Eng. 1990-Feb-19
823	Dinsmore, Ivan C. Branch: C// OLS, OLIP (RET.) 1953-Jun-08	1424	Fencott, Robert J. Branch: C// OLS, OLIP (RET.), P.Eng. 1976-Jul-15
1478	Dixon, Richard C. Branch: C// OLS, OLIP (RET.) 1979-Jun-27	1059	Fenton, William M. Branch: C// OLS, OLIP (RET.) 1960-Aug-26
1125	Donaldson, Bruce A. Branch: C// OLS, OLIP (RET.) 1962-Nov-17	1790	Flim, Allard V. Branch: C// OLS, OLIP (RET.), ALS 1996-Feb-22
1222	Dotterill, Christopher E. Branch: C// OLS (RET.) 1968-Jul-11	1436	Force, Robert T. Branch: C// OLS, OLIP (RET.) 1977-Jun-24
1309	Douglas, Robert G. Branch: C// OLS (RET.) 1972-Jul-11	CR77	Franey, Michael T. Branch: P// OLS, OLIP (RET.) 1991-Aug-14
1726	Dunlop, R. Dean Branch: C// OLS, OLIP (RET.) 1992-Aug-04	1359	Fulford, Bruce F. Branch: C// OLS, OLIP (RET.) 1973-Dec-27
1115	Emo, Ronald J. Branch: C// OLS (RET.) 1962-Jul-04	917	Garden, Robert A. Branch: C// OLS (RET.) 1956-Aug-15

1545	Gaspirc, Robert J. C. Branch: C// OLS, OLIP (RET.), CLS 1982-Dec-06	1503	Halsall, John R. Branch: C// OLS, OLIP (RET.) 1980-Jul-09
1332	Glassford, Thomas L. Branch: C// OLS (RET.) 1973-Jul-24	1058	Hermanson, Glenn D. Branch: C// OLS (RET.), CLS 1960-Jun-21
CR162	Goff, Dennis H. Branch: I// OLS, OLIP (RET.) 2002-Jun-27	818	Hiley, John R. Branch: C// OLS (RET.), P.Eng. 1953-May-01
1111	Good, Gordon S. Branch: C// OLS (RET.) 1962-Jun-19	1078	Hill, James L. Branch: C// OLS (RET.), CLS 1961-May-10
1132	Graham, Howard M. Branch: C// OLS, (RET.) 1963-May-07	1128	Horwood, David O. Branch: C// OLS, OLIP (RET.), CLS 1963-Feb-25
1516	Gunn, Robert C. Branch: C// OLS (RET.), P.Eng. 1981-Feb-06	1360	Hume, Darrell L. Branch: C// OLS (RET.), CLS 1973-Dec-31
1118	Gurnett, Edward G. Branch: C// OLS (RET.) 1962-Sep-17	CR187	Jaros, Ronald Branch: I// OLS, OLIP (RET.) 2002-Aug-29
1447	Hackett, Richard Branch: C// OLS, OLIP (RET.) 1978-Feb-22	1646	Jiwani, Zul Branch: C// OLS, (RET.), CLS 1988-Aug-10
941	Hadfield, Colin D. Branch: C// OLS (RET.) 1957-Jun-19	1262	Johnson, Ross M. Branch: C// OLS, OLIP (RET.) 1970-Nov-24

1282	Jones, Russell W.R. Branch: C// OLS, OLIP (RET.) 1971-Sep-13	1257	Larocque, Richard Branch: C// OLS, OLIP (RET.) 1970-Aug-25
CR128	Jones, Darrell W. Branch: I// OLS, OLIP (RET.) 2000-Nov-17	1610	Lawlor, Michael J. Branch: C// OLS (RET.), A.M.C.T. 1986-Dec-15
1972	King, Adam Branch: C// OLS, OLIP (RET.), BCLS 2014-Feb-27	1198	Legros, Leo A. Branch: C// OLS (RET.) 1966-Aug-03
CR115	Kingston, Laura A. Branch: G// OLS, OLIP (RET.) Ph.D. 1998-Aug-12	1896	Lemmetty, Anita I. Branch: C// OLS, OLIP (RET.) 2006-Nov-10
1299	Kirstine, B. Gary Branch: C// OLS (RET.), P.Eng. 1972-Feb-14	CR167	Li, Songnian Branch: I// OLS, OLIP (RET.), Ph.D., P.Eng. 2002-Jun-27
1488	Kowalenko, Walter Branch: C// OLS, OLIP (RET.) 1979-Aug-15	1597	Lymer, Daniel J. Branch: C// OLS, OLIP (RET.), P.Eng. 1986-Jun-18
1401	Krupicz, Joseph A. Branch: C// OLS (RET.) P.Eng. 1975-May-09	1598	Lyon, David A. Branch: C// OLS (RET.) 1986-Jun-18
1368	Kupferschmidt, Martin Branch: C// OLS (RET.) 1974-Jan-10	1459	MacIntosh, James A. Branch: C// OLS, (RET.) 1978-Jul-19
821	Lambden, David W. Branch: C// OLS (RET.) CLS, FRICS, FIS Aust. 1953-May-20	1489	MacLeod, Alistair M. Branch: C// OLS, (RET.) CLS 1979-Aug-15

CR98	Magnanelli, Alfio M. Branch: P// OLS (RET.), P.Eng. 1991-Nov-19	1109	McMurchy, Bruce I. Branch: C// OLS, OLIP (RET.), CLS 1962-Jun-19
1668	Mann, Robert J. Branch: C// OLS, OLIP, (RET.) 1990-Jan-23	1328	Mellish, Herbert L. Branch: C// OLS, OLIP (RET.), CLS 1973-Jun-15
CR70	Marlow, Robert M. Branch: P// OLS (RET.) 1991-Jan-29	CR110	Michael, John H. Branch: P// OLS, OLIP (RET.) 1992-Feb-01
920	Maughan, Michael J.M. Branch: C// OLS (RET.), P.Eng. 1956-Aug-15	1085	Middleton, John A. Branch: C// OLS (RET.) 1961-Aug-23
CR181	McCausland, Alvin D. Branch: I// OLS, OLIP (RET.) 2002-Jul-17	1710	Minnie, Steven J. Branch: C// OLS (RET.) C.L.S., B.C.L.S. 1991-Aug-14
CR101	McElravy, Gordon D. Branch: P// OLS (RET.), C.C. 1991-Nov-19	1578	Mitsche, Helmut Branch: C// OLS, OLIP (RET.) 1985-Jun-10
CR204	McFarlane, George P. Branch: I// OLS (RET.), CLS 1979-Jun-27	889	Moffatt, W. Harland Branch: C// OLS, (RET.) 1955-Jul-05
1981	McGuire, Conor Branch: C// OLS, OLIP (RET.) 2015-Jan-30	1793	Moore, Raymond A. Branch: C// OLS, OLIP (RET.), P.Eng. 1996-Feb-22
1137	McKibbon, Ronald G. Branch: C// OLS, OLIP (RET.) 1963-May-07	CR45	Mrstik, Paul F. Branch: G// OLS, OLIP (RET.), P.Eng. 1990-Feb-19

1358	Mullally, Peter J. Branch: C// OLS, OLIP (RET.) 1973-Dec-24	1182	Parr, Robert B. Branch: C// OLS, (RET.) 1965-Nov-12
CR170	Nadjiwon, Cathryn A. Branch: I// OLS, OLIP (RET.) 2002-Jun-27	1290	Patterson, Douglas W. Branch: C// OLS (RET.) 1971-Nov-29
CR71	Naraine, Robert Branch: G// OLS, OLIP (RET.) B.Sc. (HONS) MA 1991-Jan-29	1669	Pearce, Wayne T. Branch: C// OLS, OLIP (RET.), P.Eng. 1990-Jan-23
1497	Nouwens, John P. Branch: C// OLS, OLIP (RET.) 1979-Dec-07	1695	Perkins, Kevin D. Branch: C// OLS, OLIP (RET.) 1991-Jan-29
1420	O'Donnell, J. Hugh Branch: C// OLS, (RET.) Q.L.S. 1975-Dec-10	1787	Pettit, Bruce D. Branch: C// OLS, OLIP (RET.) 1995-Oct-19
1010	Ogilvie, Donald W. Branch: C// OLS (RET.) CLS 1959-May-06	1539	Preiss, Richard A. Branch: C// OLS, OLIP (RET.) 1982-Dec-06
1169	O'Sullivan, Michael J. Branch: C// OLS, (RET.) C.L.S. 1964-Dec-14	1752	Preston, Gary L. Branch: C// OLS, OLIP (RET.) 1993-Aug-18
CR201	Palladino, Julius Branch: I// OLS, OLIP (RET.) 2002-Sep-11	1351	Preston, Ronald K. Branch: C// OLS, OLIP (RET.) 1973-Nov-22
CR195	Parkin, Margaret J. Branch: I// OLS, OLIP (RET.) 2003-Feb-06	1421	Pun, Yip K. Branch: C// OLS (RET.) 1975-Dec-30

1318	Rady-Pentek, Joseph Branch: C// OLS, OLIP (RET.), P.Eng. 1972-Dec-19	1140	Roeser, Heinrich L.S. Branch: C// OLS (RET.) 1963-Dec-04
1342	Redmond, Donald A. Branch: C// OLS, OLIP (RET.) 1973-Nov-16	1416	Ruuska, Seppo M. Branch: C// OLS, OLIP (RET.), CLS 1975-Oct-23
CR123	Reiach, Lindsay Branch: I// OLS, OLIP (RET.) C.E.T. 2000-Jul-19	1260	Sauvé, Peter I.R. Branch: C// OLS (RET.), CLS 1970-Nov-17
1474	Renaud, Marcel E. Branch: C// OLS, (RET.) 1979-Feb-20	CR122	Sauvé, Sheryn I. Branch: I// OLS, (RET.) 2000-Jul-19
CR131	Reshke, Regan G. Branch: I// OLS, OLIP (RET.) 2001-Sep-06	1225	Searles, David B. Branch: C// OLS, OLIP (RET.) 1968-Oct-10
1236	Riddell, Paul A. Branch: C// OLS (RET.), CLS 1969-Jun-16	1418	Secord, James M. Branch: C// OLS, OLIP (RET.) P.Eng. (N.B.), Ph.D., ANBLS (Associate) 1975-Nov-20
CR154	Rishchynski, Robert L. Branch: I// OLS, OLIP (RET.) 2002-Jun-18	1890	Seleem, Nahed N. Branch: C// OLS, OLIP (RET.) 2006-Jan-13
1001	Roberts, Anthony F. Branch: C// OLS (RET.) 1959-Apr-22	1188	Sexton, Christopher A. Branch: C// OLS, OLIP (RET.) 1965-Dec-13
1587	Roccaforte, Alfonso Branch: C// OLS, OLIP (RET.) 1985-Dec-18	683	Simpson, M. Neil Branch: C// OLS (RET.) 1949-May-03

CR174	Smith, Hubert C. Branch: I// OLS, OLIP (RET.) 2002-Jun-27	1312	Stel, Joseph Branch: C// OLS, (RET.) 1972-Aug-11
898	Smith, Ralph A. Branch: I/C/P OLS (RET.), CLS 2003-Sep-11	1948	Stephen, Adam Michael F. Branch: C// OLS (RET.) 2012-Jan-13
1248	Smith, Edwin S. Branch: C// OLS (RET.) 1969-Apr-12	1113	Stephenson, Robert Branch: C// OLS (RET.) 1962-Jul-04
1601	Snell, William D. Branch: C// OLS, OLIP (RET.), CLS 1986-Jun-18	1164	Stewart, Robert Craig Branch: C// OLS (RET.) 1964-Nov-17
1712	Snucins, Erik P. Branch: C// OLS, OLIP (RET.) 1991-Aug-14	1513	Stirling, Robert D. Branch: C// OLS, OLIP, (RET.) CLS 1980-Dec-05
CR52	Srom, Jaromir Branch: G// OLS (RET.), P.Eng. 1990-Jul-10	1428	Strongman, Charles T. Branch: C// OLS, OLIP (RET.) 1976-Nov-11
1143	Stanton, John A. Branch: C// OLS, OLIP (RET.), P.Eng. 1963-Dec-04	1431	Stubberfield, William C. Branch: C// OLS (RET.), P.Eng. 1977-Jun-08
1365	Stassen, Bastian J. Branch: C// OLS, OLIP (RET.) 1974-Jan-03	CR186	Sussman, Raphael Branch: I// OLS, OLIP (RET.) 2002-Aug-26
1469	Statham, S. James Branch: C// OLS (RET.), CLS 1979-Feb-07	T792	Sutherland, Douglas G. Branch: C// (RET.) C.E.T., C.S.T.

1326	Taggart, Ross W. Branch: C// OLS, OLIP (RET.), P.Eng. 1973-Feb-04	1259	Vinklers, John Branch: C// OLS, OLIP (RET.) CLS, P.Eng. 1970-Nov-16
1426	Tamblyn, Bryan W. Branch: C// OLS, OLIP (RET.) 1976-Jul-15	CR139	Wallace, Michael J. Branch: I// OLS, OLIP (RET.) 2001-Sep-12
CR185	Tarantino, Giovanni Branch: I// OLS (RET.) 2002-Aug-19	1504	Watson, Mark T. Branch: I/I/ OLS, OLIP (RET.) 1980-Jul-09
1603	Thorpe, Peter Branch: C// OLS, OLIP (RET.) 1986-Jun-18	1035	Welsman, Roger R. Branch: C// OLS (RET.) 1959-Nov-25
CR129	Torbicki, Lydia M. Branch: I// OLS, OLIP (RET.) 2001-Jan-31	CR151	Woitowich, William A. Branch: I// OLS, OLIP (RET.) 2002-Apr-16
1279	Trivers, Colin G. Branch: C// OLS, OLIP (RET.), P.Eng. P.Eng. 1971-Jul-30	856	Wood, Gordon H. Branch: C// OLS (RET.), P.Eng. 1954-May-20
1604	Tulloch, Michael F. Branch: C// OLS, OLIP (RET.), CLS, P.Eng. 1986-Jun-18	1453	Woodcock, Robert Branch: C// OLS, OLIP (RET.) 1978-Jul-05
1155	Van Harten, Menno P. Branch: C// OLS, OLIP (RET.) 1964-May-08	1344	Wyman, Paul C. Branch: C// OLS, OLIP (RET.) 1973-Nov-16
1355	Vaughan, Brian G. Branch: C// OLS, OLIP (RET.) 1973-Nov-26	964	Yates, Donald F. Branch: C// OLS (RET.) 1958-Jan-08

- 1446 Young, Jack K.
Branch: C//
OLS (RET.), CLS, P.Eng.
1978-Feb-22
- 1736 Zizek, William
Branch: C//
OLS, OLIP (RET.)
1992-Aug-04