

No. 134

ANNUAL REPORT
of the
ASSOCIATION OF ONTARIO LAND SURVEYORS

Organized 1886

Incorporated 1892



PROCEEDINGS OF THE ONE-HUNDRED AND TWENTY-SEVENTH
MEETING SINCE INCORPORATION
HELD AT THE WESTIN HARBOUR CASTLE,
TORONTO, ON, CANADA
FEBRUARY 27, 2019 – MARCH 1, 2019

Preface

To the members of the Association of Ontario Land Surveyors:

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

Brian Maloney
Executive Director
July 2019

Association of Ontario Land Surveyors
1043 McNicoll Avenue, Toronto, Ontario M1W 3W6
Phone: 416-491-9020 * Toll Free: 1-800-268-0718 * Fax: 416-491-2576
E-mail: admin@aols.org * Website: www.aols.org

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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
MICHAEL MARLATT	2017
BRUCE BAKER	2019
MICHAEL POWER	2019

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
DESMOND R. RASCH	2018
ANTHONY F. ROBERTS	2018
HENRIETTE J. VERHOEFF (posthumous)	2018

PRESIDENT'S AWARD

BOB AARON	2014
CHARLES WILKINS	2017
WILLIAM D. BUCK	2019

LIFE MEMBER AWARD

ERIC ANSELL	2019
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ASSOCIATION OF ONTARIO LAND SURVEYORS

Organized February 23, 1886

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PAST PRESIDENTS

1886	G.B. Kirkpatrick	1931	J. van Nostrand	1976	J.D. Barber
1887	G.B. Kirkpatrick	1932	J.W. Pierce	1977	M.J.M. Maughan
1888	A. Niven	1933	J.M. Empey	1978	D.W. Endleman
1889	A. Niven	1934	R.M. Anderson	1979	T.E. Lyons
1890	V. Sankey	1935	E.G. MacKay	1980	G.J. Zubek
1891	V. Sankey	1936	H.M. Anderson	1981	D.F. Yates
1892	E. Stewart	1937	E. Cavell	1982	H.M. Graham
1893	E. Stewart	1938	R.S. Kirkup	1983	B.T. Davies
1894	M.J. Butler	1939	F.W. Beatty	1984	W.D. Brubacher
1895	M. Gaviller	1940	G.L. Berkeley	1985	R.J. Meisner
1896	W. Chipman	1941	N.A. Burwash	1986	H.R. Whale
1897	T.H. Jones	1942	E.L. Moore	1987	L.U. Maughan
1898	P.S. Gibson	1943	N.D. Wilson	1988	J.K. Young
1899	H.J. Bowman	1944	W.J. Fulton	1989	M.J. O'Sullivan
1900	G. Ross	1945	C.H. Fullerton	1990	T.E. Rody
1901	J. Dickson	1946	E.W. Neelands	1991	J.W. Nicholson
1902	W.R. Aylsworth	1947	J.K. Benner	1992	S.J. Statham
1903	W.R. Aylsworth	1948	H.G. Rose	1993	P.C. Wyman
1904	C.A. Jones	1949	W.F. Weaver	1994	D.A. Simmonds
1905	J.W. Tyrrell	1950	S.W. Archibald	1995	J.D. Annable
1906	O.J. Klotz	1951	C.G.R. Armstrong	1996	B. Maloney
1907	T. Fawcett	1952	A.L.S. Nash	1997	P.J. Stringer
1908	A.J. van Nostrand	1953	A. Gillies	1998	J.H. O'Donnell
1909	L. Bolton	1954	W.G. Ure	1999	D.S. Urso
1910	H.W. Selby	1955	J.E. Jackson	2000	C.M. Fraser
1911	J.F. Whitson	1956	W.J. Baird	2001	M.P. Allen
1912	T.B. Speight	1957	W.H. Williams	2002	R.C. Dixon
1913	J.S. Dobie	1958	R.B. Erwin	2003	D.D. Blais
1914	J.W. Fitzgerald	1959	R.F. Mucklestone	2004	T.A. Bunker
1915	E.T. Wilkie	1960	H.D.G. Currie	2005	P.L. Church
1916	C.J. Murphy	1961	M. Hewett	2006	D.E. Culham
1917	J.J. MacKay	1962	J.G. Pierce	2007	J.G. Boyd
1918	H.J. Beatty	1963	E.C. Brisco	2008	K.H. Campbell
1919	C.F. Aylsworth	1964	M.J. McAlpine	2009	A.J. Worobec
1920	T.D. leMay	1965	R.W. Brotherhood	2010	W. Kowalenko
1921	G.A. McCubbin	1966	W.J.G. Wadsworth	2011	D.M. Brubacher
1922	G. Hogarth	1967	R.R. Smith	2012	P.J. Benedict
1923	H.T. Routly	1968	F.J.S. Pearce	2013	E.L. Ansell
1924	W.G. McGeorge	1969	M.N. Simpson	2014	D. Page
1925	L.V. Rorke	1970	D.T. Humphries	2015	T. Hartwick
1926	N.B. MacRostie	1971	J.C. Kirkup	2016	T. M. Purcell
1927	H.W. Sutcliffe	1972	S.G. Hancock	2017	J. R. Hogan
1928	J.J. Newman	1973	E.W. Petzold	2018	D. Dzaldov
1929	A.T. Ward	1974	J.D. Dearden		
1930	R.M. Lee	1975	G.T. Rogers		

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PAST SECRETARY-TREASURERS

Col. Arthur J. Van Nostrand	1891 – 1900
Villiers Sankey	1900 – 1902
Capt. Killaly Gamble	1902 – 1912
Louis Valentine Rorke	1912 – 1923
Tracy Deavin leMay	1924 – 1936
Louis Valentine Rorke	1936 – 1943
Ralph Mackenzie Anderson	1943 – 1947
Charles Herbert Fullerton	1948 – 1954
Albert Victor Chase	1954 – 1955
Vernon Russell Davies	1955 – 1956
Russell Reeves Grant	1956 – 1957
Herbert McEwen Anderson	1957 – 1958
Wilmot Johnston Baird	1958 – 1963
Dr. Alexander Campbell McEwen	1963 – 1965
John Norris Emberson Bradbury	1965 – 1969
Albert Francis Allman	1969 - 1972

PAST SECRETARIES

A. Francis Allman	1972 – 1976
N. Lorraine Setterington	1976 – 1981

PAST EXECUTIVE DIRECTOR - TREASURER

N. Lorraine Setterington	1981 – 1982
N. Lorraine Petzold	1982 – 1988

PAST SECRETARY - REGISTRAR

John Boyd	1987 – 1988
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PAST EXECUTIVE DIRECTOR – TREASURER – SECRETARY

N. Lorraine Petzold	1988 – 1989
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PAST EXECUTIVE DIRECTOR – TREASURER

N. L. Petzold	1989 – 1992
E. Peter Jacobs	1992 – 1993
Carl J. Rooth	1993 – Apr. 2000
Murray J. Legris	Apr. 2000 - 2006
S. James Statham	2006 – 2009
Blain W. Martin	2009 – 2019

Officers of the Association: 2018-2019

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

Dan DZALDOV	Vaughan
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VICE-PRESIDENT

AI JERAJ	Brampton
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EXECUTIVE DIRECTOR / TREASURER

Blain W. MARTIN	Stouffville
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REGISTRAR

William D. BUCK	Markham
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DEPUTY REGISTRAR

Maureen V. MOUNTJOY	Brampton
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MEMBERS OF COUNCIL

J. Russell HOGAN Past President	Burlington
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	<u>Term Ending</u>
N. GROZELLE	2018
A. MANTHA	2019
P. LAMB	2019
G. LAWRENCE	2020
T. MCNEIL	2020
A. AKSAN	2021
V. A. SHELP	2021

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

Officers of the Association: 2019-2020

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

Al JERAJ	Brampton
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VICE-PRESIDENT

Andrew MANTHA	Windsor
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EXECUTIVE DIRECTOR / TREASURER

Blain W. MARTIN	Stouffville
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REGISTRAR

Kevin WAHBA	Vaughan
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DEPUTY REGISTRAR

Maureen V. MOUNTJOY	Brampton
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MEMBERS OF COUNCIL

Dan DZALDOV Past President	Vaughan
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	<u>Term Ending</u>
P. LAMB	2019
G. LAWRENCE	2020
T. MCNEIL	2020
A. AKSAN	2021
C. BOGUE	2023
D. KOVACS	2023

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

ACADEMIC AND EXPERIENCE REQUIREMENTS COMMITTEE

2019 - 2020

Mark Tulloch, Presiding Officer

	<u>Term Ending</u>
B. CAMPBELL	2019
R. G. BENNETT	2020
A. JEFFRAY	2020
V. A. SHELP	2021
A. BUCKLE	2021
J. WILBAND	2022
P. RAIKES	2022
G. L. WORTMAN	<i>Lay Councilor</i>
M. A. CHAPMAN	<i>Ryerson Liaison</i>
J. WANG	<i>York Liaison</i>
M. V. MOUNTJOY	<i>Deputy Registrar</i>
K. WAHBA	<i>Registrar</i>

ASSISTANTS TO THE AERC

R. E. BERG, St. Catharines	N. A. LEGROW, Newmarket
A. T. BOUNSALL, Milton	A. S. MANTHA, Windsor
G. W. BOWDEN, Georgetown	D. S. MARION, Cambridge
P. W. CHITTY, Gananoque	R. M. MCDERMOTT, Port Sydney
J. A. COLE, Sudbury	P. A. MILLER, Belleville
T. W. DEL BOSCO, Sudbury	R. NICULAE, Thornhill
L. G. DELORME, Rockland	S. M. PERKINS, Ottawa
R. L. FLEGUEL, Lakefield	G. W. PHILLIPS, Toronto
P. J. GREGOIRE, Richmond Hill	P. T. RAIKES, Shanty Bay
E. H. HERWEYER, Gloucester	R. J. REID, Stirling
S. HODGSON, Toronto	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
P. B. LAMB, St. Catharines	G. B. VANDERVEEN, Whitby
D. A. LAMONT, Dundas	M. D. VERDUN, Keswick
M. J. LEGRIS, Oakville	H. J. WIMMELBACHER, Lindsay

**REGIONAL GROUP CHAIRS
2019-2020**

SOUTH WESTERN

Roy Simone

EASTERN

Paul A. Miller

GEORGIAN BAY

Christopher MacDonald

HAMILTON & DISTRICT

Brent R. Larocque

KAWARTHA-HALIBURTON

Morgan Goadsby

NORTH EASTERN

Chris Bunker

NORTHWESTERN

Marvin McNabb

SOUTH CENTRAL

Eduardo Linhares

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Gordon McElravy

PRESIDENT'S DINNER AND DANCE

Schaeffer Dzaldov Bennett Ltd.

MEET AND GREET SPONSOR

Eastern Regional Group

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Eastern Regional Group

Georgian Bay Regional Group

AGM 2019 Exhibitors

Canadian UAV Solutions Inc.
Cansel Survey Equipment
Carlson Software
GÉNIDRONE Inc.
GeoShack
Horizon Measurements Solutions Inc.
IMAGINiT Technologies
Leica Geosystems Ltd.
Logan Wealth Management Inc
MicroSurvey Software Inc.
multiVIEW Locates Inc.
Northway/Photomap/Remote Sensing LTD.
OWN Your Safety
Phoenix Measurement Solutions Inc.
Sokkia Corporation
T2 Utility Engineers
TEKMET Ltd.
TERANET INC.
Tulloch Mapping Solutions Inc.
Urban X

Exhibitor Tables:

Arthur J. Gallagher Ltd.
AOLS Public Awareness Committee
AOLS Archival and Historical Committee
Be Spatial / URISA Ontario Association
Humber College
York University



PROGRAMME: 2019 ANNUAL MEETING

TUESDAY, FEBRUARY 26th, 2019

Council Roast Dinner
Meet and Greet for all Members

WEDNESDAY, FEBRUARY 27th, 2019

Exhibits Open
Opening Ceremonies
Future of Education Panel
Expanded Profession / Cost of Field Notes
Introduction of Exhibitors
Lunch with Exhibitors
Keynote Speaker I: Barry Pokroy
Exhibitor Presentations throughout the day
AOLS Transparency Policy
Open Forum Part 1
Veterans' Reception
Veterans' Dinner
Exhibitors' Welcoming Party

THURSDAY, FEBRUARY 28th, 2019

Copyright Enforcement Group Meeting
Municipal Surveyors Meeting
Educational Foundation Meeting
Discipline Committee Meeting
ACLS Meeting – Ontario Chapter
Keynote Speaker II: Robert Hawke
Expanded Profession
Accompanying Persons' Program throughout the day
Convocation Lunch

Concurrent Sessions:
Cannabis Legalization and the Workplace
Insurance Coverage for OLS's
PSRI
Using the Ancestry Library

Hockey Night with Cansel
President's Reception
President's Dinner and Dance
Bill Buck's Retirement Party

FRIDAY, MARCH 1st, 2018
Women Surveyors' Breakfast
Accompanying Persons' Breakfast
Exhibitor Presentations throughout the day

AOLS Business Meeting:
Open Form Part 2
President's Report – Dan Dzaldov
2018 Financial Update – Trevor McNeil
Surveyor General's Report – Susan MacGregor
Executive Director's Report – Blain Martin
Registrar's Report – Kevin Wahba
Continuing Education Report – Tom Packowski
Survey Review Department Report – Tom Packowski
AGM 2018 Report
AGM 2019 Welcome
Closing Ceremonies

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President Dan and Shawna Dzaldov

Following proceedings, transcribed by A.S.A.P. Reporting Services Inc., have been edited for publication

(A full transcript of the proceedings of the Annual Meeting can be obtained through the AOLS Office)

Wednesday, February 27th, 2019 – Toronto, Ontario

OPENING REMARKS:

Toronto, ONTARIO

--- Upon commencing on Wednesday, February 27, 2019 at 8:30 a.m.

--- The Proceedings Opened as follows

MR. DZALDOV: Today one of our members will lead us in singing our national anthem. I see everyone has already risen.

Thank you, David. Welcome fellow surveyors and guests. I am Dan Dzaldov, President of the Association, and I will be chairing this year's general annual meeting. Will the 127th annual general meeting of the Association of Ontario Land Surveyors please come to order.

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

As with all AOLS meetings and seminars, in consideration for our speakers and fellow participants, I ask that cell phones and other electronics devices be silenced. If such a device should happen to ring during the meeting, our Sergeant-at-Arms will be very pleased to collect your generous donation of \$100, which will double to \$200 if you dare to answer that call.

The donation will immediately go to the AOLS Education Foundation, plus this year, every rule-breaker will be noted personally by the chair at the beginning of each day to ensure their phone is silenced. The timing of the infraction will dictate the tone of the notice.

Welcome all to this, the 127th annual general meeting at the Westin Harbour Castle Hotel. As a matter of safety, emergency exits are located to my left and right, and as a matter of urgency, washrooms are located out the main doors to the left.

To 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 everyone has a chance to enjoy the amenities and hospitality that the City of Toronto and the Greater Toronto Area, known as the GTA, has to offer.

I am wearing the presidential chain of office, which is the official symbol of authority of the president. This new chain was donated by the AOLS senate and was worn two years ago by Past President Murray Purcell at our 125th AGM in Ottawa. It replaces the older chains that are kept in the archives of our association.

We have retrieved the AOLS chains, the historic AOLS chains of office, from our archives and will have them on display throughout our meeting. The first chain of office was presented on February 14, 1967, by Bill Pocklington to the Association of Ontario Land Surveyors to be worn by presidents.

In memory of his father, Bill assembled every piece of this chain. It includes his father's compass, magnifying glass and plumb bob. I also want to draw your attention to the second historic chain. This chain was donated by the senate of the AOLS and was first worn by Past President Harry Whale in 1986.

Symbolic of our annual general meeting is the original solid brass Standard Measure used to control the accuracy of surveys in Upper Canada. This Standard Measure was deposited in 1851 with the board of examiners in Toronto.

Engraved on the plaque on which the Standard Measure is kept is the following creed: May the presence of this ancient standard be a continuous measure of our deliberations and achievements, 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 at the call to order of each session of our meeting.

Our Sergeant-at-Arms is Sophie-Rose Côté. The responsibility of the Sergeant-at-Arms is to maintain the schedule and decorum of the meeting. She has been given the authority to use whatever means may be necessary to achieve this purpose. It is also her duty to present and guard the Standard Measure. Sergeant-at-Arms, do you have the Standard Measure to present to this meeting?

MS. CÔTÉ: I do.

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

You may be seated. Sophie is taking on the persona of Emily Murphy, a Canadian women's rights activist, jurist and author. Emily, would you care to address the crowd and tell them a little bit about yourself?

MS. CÔTÉ: Sure. I was born in 1868 in Cookstown, Ontario. I am best known as an author and suffragist and most famous for being the lead of the famous five women that fought for women to be recognized as persons under Canadian law. I was the first female magistrate in the British Empire as well as Canada. In my early

career, I faced adversity. I was questioned by lawyers about my jurisdiction in the court, and that is what led me on the journey to become a person.

MR. DZALDOV: Thank you. As with all official meetings, certain rules will apply. This meeting will be conducted in accordance with the Sturgis Standard Code of Parliamentary Procedure. Past President Jim Statham is our parliamentarian, and we shall abide by his interpretation of the code should need arise.

I would like to review some of the guidelines for this meeting. The business portions of our presentations are being recorded, and in order that the minutes and proceedings of this meeting can be properly transcribed, I ask that anyone wishing to speak during the course of the meeting 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 this meeting must be in writing and signed legibly by the mover and seconder and forwarded to the Resolution Committee and chair before discussion.

The Resolution Committee includes the two newly acclaimed Junior Councillors, Colin Bogue and Dave Kovacs. The Chair will determine the method of voting. This year, voting will be done by the raising 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 will start with two commissioned reports and an update from the Geomatics Recruitment and Liaison Committee and a panel discussion on the future of education for the surveying profession across Canada.

At 1:00, we will have our first keynote speaker. Our keynote speaker this year is Barry Pokroy. Barry is a clinical psychologist and will be talking to us about organizational behaviour and people performance. After coffee break this afternoon, we will have Vice President Al Jeraj lead a presentation on our transparency policy. This will be followed by Part 1 of our Open Forum. The Veterans' Dinner is tonight and is open to veterans and their accompanying persons.

The Exhibitors' Welcoming Party is also tonight and will be in the exhibit hall. I trust all will attend. This year our hospitality suite with an open cash bar is in the Regatta Room next door to the reception area in the hotel across the street from the conference centre.

It will be open after the Welcoming Party if you wish to continue conversations, and I believe last call is around 12:30. I would like to take a moment to remind everyone to drink and act responsibly. This would apply to our hospitality suite as well as other

locations. We cannot have a repeat of last year where hotel security was involved due to noise and actions of one firm that held its own gathering.

Thursday is our education day. We will start with our second keynote address by Robert Hawke, and that will be taking place in this room. Robert is a comedian, author and a speaker. On Thursday morning, we will also have a presentation from James Ferguson on behalf of the Expanded Profession Task Force.

We will continue the morning with concurrent sessions in various rooms in the conference centre. The Convocation Luncheon where we support our newly commissioned surveyors will be held at noon in the adjoining hall known as Metro Centre.

Thursday afternoon, we will continue with a second round of concurrent sessions. Thursday evening, we have our President's Dinner and Dance. I hope to see you all there to show our support for our new resident Al Jeraj and for the recipients of the AOLS awards.

This year, we will be honouring Bill Buck, who recently retired after being a Registrar for the last 19 years. We will also have entertainment by Soul Power Productions, widely recognized as Toronto's premiere entertainment production company that is guaranteed -- it says that here -- guaranteed to get you on the dance floor.

Friday, we will complete our business session with reports and a second session of the Open Forum. Most of the reports were circulated prior to the meeting and available on our website, so they will not be read verbatim. We will present the highlights and make some commentary and add any new information that has surfaced since the writing of the report.

The meeting will end at 12:00 p.m. We will have time left for some good discussion, and I urge all of you to contribute to that discussion and provide feedback. Please participate to the fullest.

It is your meeting and it is only as good as you make it. You can find all the information I just gave you in the three-fold brochure that has been inserted in the back sleeve of your name badge holder. It is now my pleasure to introduce your current AOLS council. Please stand as you are announced and remain standing.

INTRODUCTION OF AOLS COUNCIL:

Myself, President, Dan Dzaldov; Vice-President Al Jeraj; Past President Russ Hogan; Senior Councillors Peter Lamb and Andrew Mantha; Intermediate Councillors Gavin Lawrence and Trevor McNeil; Junior Councillors Anna Aksan and Andy Shelp; Surveyor General Susan MacGregor; Lay Councillors Patricia Meehan, Kathleen Gowanlock, Miranda Paquette -- Peter is not here; Peter Meerveld is not here -- and George Wortman.

We also have staff members Blain Martin, Executive Director, and Kevin Wahba, Registrar. Ladies and gentlemen, this is your 2018 council.

Again, this year, we have a number of sponsors who have contributed greatly to help offset the cost of running our meeting. We want to thank these sponsors for their tremendous support.

INTRODUCTION OF 2019 AGM SPONSORS:

Our sponsors this year:

The Event Sponsor: Arthur J. Gallagher Canada Limited

Platinum sponsors: Protect Your Boundaries, The Connectors Insurance Group, Cansel, Sokkia, and iLOOKABOUT.

Gold sponsor: Eastern Regional Group

Silver sponsors: Teranet, Pimarc, PRL Info Systems, and Logan Wealth Management.

Meet and Greet sponsor: Eastern Regional Group.

Welcoming party sponsor: South Central Regional Group.

Veterans' Dinner sponsor: Gordon McElravy.

Convocation Lunch sponsor: South Central Regional Group.

President's Dinner and Dance sponsor: Schaeffer Dzaldov Bennett Limited

Coffee break sponsors: Land Survey Records Inc., Eastern Regional Group, and Georgian Bay Regional Group.

In total, this sponsorship contributes \$25,000 to the success of our AGM. The AOLS wants to thank all our sponsors for their generosity.

At this time, I would like to welcome all the articling students in attendance this year. I ask that the articling surveyor proceed to the microphone and introduce their students, one or two sentences only. The student can stay at their seat but must stand. I ask the audience to hold their applause until all students have been introduced.

ATTENDEE: Jason Wilband from London. I have articling student Tom Stirling here.

ATTENDEE: Roy Simone from Windsor. I have David Morgan, articling student, geomatics degree from Melbourne University, Australia.

ATTENDEE: Dan Quinlan, City of Toronto. I have Gerard Smith with us, articling student.

ATTENDEE: Travis Hartwick, Stantec Geomatics out of Ottawa, and I have articling student Dominic Chen.

ATTENDEE: Trevor McNeil, MTE, Kitchener and Stratford, and I have -- I don't know if they are here yet, but if not, they are on their way -- Mike Masciotra and John Monahan. There is John.

MR. DZALDOV: I would like to thank the surveyors for affording their students an opportunity to attend, and I encourage the students to participate in the discussion. Don't be shy. We want to hear from you.

Also joining us over the course of our meeting are a number of guests representing other survey associations. I would like to now introduce our guests. I have asked one representative guest to speak at our closing ceremony Friday, but I do extend an invitation for all of them to take part in our deliberations over the course of our meeting and provide input as they wish.

INTRODUCTION OF ASSOCIATE GUESTS:

I am certain that they will prove to be valuable assets during our meeting. From the west to east, our guests are: Association of British Columbia Land Surveyor President Roger Galibois and Beatrice Von Schulmann; Alberta Land Surveyors Association President Bruce Clark and Sarah Cornett; Association of Saskatchewan Land Surveyor President Akbar Karsan and Guru Bhullar; Association of Manitoba Land Surveyors President Arno Stoffel and Kim Stoffel; Ordre des Arpenteurs-Geometres du Quebec President Jean Taschereau; Association of New Brunswick Land Surveyors President Jaret Guimond and Nada Guimond; Association of Nova Scotia Land Surveyors president Nathan Clark; Association of Canada Lands Surveyors President Dominique Fecteau and Executive Director Jean-Claude Tétreault and Johanne Chesnichesky; Professional Surveyors Canada Ontario Director James Dorland; New York State Association of Professional Land Surveyors Patty Brooks and Rick Brooks. Did I miss any of our guests?

TRIBUTE TO DECEASED MEMBERS:

Fellow surveyors, our guests for this year's AGM. Unfortunately, there are Ontario Land Surveyors who could no longer attend our meetings. I will now read the names of those members who have passed away since our last annual meeting. Please rise and remain standing for a silent tribute.

James Harry Bleaney, 870, October 13, 2017
Richard Edward Hatton Fearnley, 1117, November 6, 2017
M. Neil Simpson, 683, March 16, 2018
Gordon C. McRostie, 632, June 9, 2018
Andrew Kenneth Orr, 1329, June 17, 2018
David B. Searles, 1225, June 25, 2018
Charles Robert Morgan, 876, June 29, 2018
George Glenday, 875, July 16, 2018
Douglas A. Harrington, 871, July 29, 2018
William "Bill" N. Wildman, 967, August 12, 2018
James W. Walker, 960, September 10, 2018
George P. McFarlane, 1485 and CR 204, September 12, 2018
Robert George Holder, 961, October 2, 2018
Marcus J.T. Nouwens, 1873, November 29, 2018
William E. Bennett, 1292, December 2, 2018
Ross W. Arnett, 725, January 5, 2019
David P.J. Schultz, 1023, January 5, 2019
Daniel Cybulski, 793, January 8, 2019
Kenneth R. Amer, 932, January 9, 2019
Ernest W. Kerr, 1277, January 21, 2019
Donald F. Yates, 964, January 25, 2019

Does anyone know of any other member who has passed away since our last annual meeting? Let us take a moment of silence for our deceased members. Thank you. Please be seated.

INTRODUCTION OF NEW COUNCILLORS:

As there was no election this year, there was not a need for scrutineers. Therefore, I can report that we had great candidates nominated for both Junior Councillor and Vice-President.

I am pleased to announce that your 2019 Vice-President is Andy Mantha and your 2019 Junior Councillors are Colin Bogue and David Kovacs. Please join me in congratulating these new members to our team of leaders.

I would now invite Vice-President Mantha and new councillors Colin and David to say a few words. Andy?

MR. MANTHA: First, I would like to thank everyone for their support. The whole thing about Council is you start as a Junior Councillor and you work your way along. By the time you become President, theoretically you know what you are doing. I would also like to thank my partners Roy Simone and Brian Coad for their support.

As part of transparency, we are always available for you to come and express your concerns or ideas, and we see ourselves more as a representative of you people

coming up rather than a top-down kind of organization. That is the way this Council works. Thank you for your support again.

MR. BOGUE: Colin Bogue, J.D. Barnes. I think I know or recognize most of the faces in the room as I have been a land surveyor for 33 years and then some. I would like to thank J.D. Barnes for giving me this opportunity to serve the membership and give something back.

It took me 30 years to realize that this is probably a great opportunity for me to serve the membership as well as the Association, and I really appreciate your support for the next year or so. Thank you.

MR. KOVACS: Hi, everyone. I am Dave Kovacs, a man of few words. So, I would just like to say thank you for your anticipated support. I can't really say thank you for your votes because we were acclaimed, but I look forward to working for you. Thank you.

MR. DZALDOV: We will hear from our President-elect Al Jeraj at our President's Dinner and Dance on Thursday evening. I would like to thank the nominating committee chaired by Murray Purcell for putting forward a solid list of names for our 2019 Council.

As part of our business, we must address the minutes of the 126th Annual General Meeting. Executive Director Blain Martin, please present the motion regarding the minutes of the 2018 meeting.

MOTION TO ACCEPT THE MINUTES OF THE 2018 MEETING

MR. MARTIN: Thanks very much, president Dan. Be it resolved that the proceedings of the 2018 annual meeting as printed in the 2018 Annual Report be received. I have a copy of the report. That is moved by me and seconded by Registrar Kevin Wahba. That felt funny. Kevin, could you stand up?

I actually want to use this as a welcome to Kevin for the position. He has been there now for about eight weeks, and he is fitting in just wonderfully. So, I want everybody to see him. He is seconding this motion. Thanks very much for taking on this role, Kevin.

MR. DZALDOV: Any discussion on that motion? All right. All those in favour, please raise your hand. All those opposed, please raise your hand. Okay. Motion is carried. Thank you.

As you all are well-aware, over the past several years, there continues to be a lot of discussion about the aging demographics of our profession, and there have been considerable efforts to raise awareness of the surveying profession and the career opportunities available.

Our membership numbers are no longer in decline, and as such, I believe the efforts to recruit are paying off. In fact, I believe this year marks the first time our total numbers have increased since 2004.

We had 15 new surveyors at the Convocation Lunch in 2016, 14 in 2017, 17 at our 2018 convocation lunch, and we will have 25 new surveyors receive their certificates tomorrow. We currently have 97 articling students in our system, which is the highest number since 2006. I believe the key is for the surveyors and survey firms to support their articling students.

You will probably hear more about our demographics, the need for surveyors, and the recruitment efforts throughout the day. We have seen a great example of supporting our students earlier when those in attendance were introduced.

Another great way is to financially support students who are enrolled in a geomatics program through our Education Foundation. Since 1975, 97 award winners have become Ontario Land Surveyors. Currently 17 of our articling students are Education Foundation award winners.

We have a number of presenters today and I am sure that some will be open to questions and answers as time allows.

The business portion of our meetings are being recorded and in order that the minutes and proceedings of this meetings can be properly transcribed, I would ask anyone wishing to speak during the course of this meeting, that you approach a floor microphone phone and wait to be recognized by the Chair.

I think I said that already. After being recognized, please state your name and hometown affiliation before speaking. The Chair may find it necessary to restrict speakers to one appearance on any subject. I want to encourage everyone to participate fully throughout this meeting.

Council is very interested in receiving input from the membership, and the agenda is designed to generate discussion about the Association's strategic priorities and other issues facing our profession and to list ideas for coming year.

What is the future of our profession as our members get older? We are well-aware of the demographics of AOLS and that 75 per cent are over the age of 50. Will we be able to develop new members quickly enough to continue to service the public's demand for surveys?

We need to get more secondary students to pursue a career in surveying now. How do we do this? We need your help. We need to ensure that there is a clearly defined path for students to follow to obtain the education required to become a surveyor, and then we need to make sure that the students in university geomatics programs choose surveying as their profession.

How do we do this most effectively? We need to hear your ideas. The demographics of the Association's AOLS staff is no different than the demographics of our membership as a whole.

Bill retired earlier this year, and Blain is retiring at the March. We are very fortunate to have found two great and energetic replacements. I am certain that they, combined with Tom Packowski, who started last year as the new manager of our Survey Review Department, will be very effective and will make certain that the AOLS office continues to function effectively.

In my travels across the country, I have observed that for the most part, the issues we are facing in Ontario are much the same in other provinces. Discussion at all the Presidents' forums I attended focused on collaboration probably more than ever before.

In fact, a great example on our part is our decision to rejoin the Canadian Board of Examiners for Professional Surveyors, CBEPS, this year. Surveying is a relatively small profession, and there are many issues that could be dealt with more effectively as a group nationally as opposed to individually.

How do we go about collaborating with other associations and Professional Surveyors Canada? Personally, I feel communication year-round is a great start, but this meeting is designed to get your input, and council wants to hear from you and needs to hear from you. Please participate in the discussions and voice your ideas for improvement.

Supporting a local charity at our annual general meeting by making donations in each speaker's name has become a regular part of our meeting. This year, we are supporting Jacob's Ladder, a charitable organization founded in 1998, which aims to benefit children with neurodegenerative disease and reduce the occurrences of neurodegenerative disease in the future. The founder of Jacob's Ladder is speaking on Friday morning to the accompanying persons as part of their program.

COMMISSION REPORTS

Our first Commission Report this morning will be presented by our Senior Councillor, Gavin Lawrence. Gavin will present an overview on Outreach and Professional Education. Ladies and gentlemen, please welcome Gavin Lawrence.

OUTREACH AND PROFESSIONAL EDUCATION OVERVIEW

MR. LAWRENCE: Thank you, president Dan. Good morning, everyone. Welcome to our AGM. I am glad to see so many faces. My name is Gavin Lawrence. I am the Chair for the Outreach and Professional Education Commission.

I would like to also thank all the members on these committees for their dedication and time. I think what I am going to need is some assistance with the clicker. Good. What I will do is I will go through each of the committees, highlight the chairs.

You can read the members' names and I will also touch on how much time they met last year. I also want to touch on what they did last year and what they are planning to do this year.

So, the Academic and Experience Requirements Committee, the Chair is Mark Tulloch. They met face-to-face, four times, last year, in 2018. I am hoping that the Registrar later-on would touch more on the Committee in his presentation.

The major tasks and milestones for 2018 included reviewing academic evaluations and articling applications. Currently, we're working on modifying the professional exam. The major milestones for 2019 include continuing to review academic evaluations and articling applications.

They plan to roll out the modified professional exam for November's sitting. Education to students and articling surveyors will be provided throughout the year.

The Continuing Education Committee, Tom Packowski is the Chair. They met four times last year. They normally meet six times a year, but given the transition, they have only met four times. The major tasks or milestones for 2018/2019 included the SurveyMonkey.

Two topics sort of floated to the top there. One is blunders, and the other one is plan checking. Those will be a focus in the future. One- and three-year plans will be finalized at the spring meeting. Own Your Own Safety, "Know Before You Dig" is a course offered on underground utility locates, and there were nine webinars held in 2018.

CPD opportunities. This AGM has 11 hours' CPD professional activities and three hours' formal activities. But there are other opportunities for you to gain those CPD hours. Some of them include seminars, regional group meetings, annual Geodetic Picnic and self-study.

The Geomatics Recruitment and Liaison Committee. Chris Oyler, I am hoping he would present after me. I am not sure if he was able to make it in yet. They had 10

meetings last year.

The major tasks or milestones for 2018 included, executing the 2018 tactical plan and e-file a flyer for the Ministry of Education newsletter, engaged high schools and boards with respect to SHSM training and career fairs, and developing a presentations tracker and assisted with various exhibits.

For 2019, they plan to implement the tactical plan for the year, create project-specific flyers and brochures, staff various exhibits and job fairs and attend job fairs, pursue the SHSM construction surveying program, publish In Sight articles.

The Expanded Profession Task Force, James Ferguson. I do believe that he will be presenting at the Open Forum. Last year, they had five meetings and one face-to-face meeting.

Natalie Vibert, the Public Awareness Committee Chair. They had six teleconference meetings last year. The major milestones for 2018 included a promotional coaster and website QR code.

They created a banner: "Good Boundaries make Good Neighbours", published an article on monument protection, and a webinar guide for staffing an AOLS display booth and booth staffing guide, writing online and offline guide, presented to second-year students at the geomatics class at York University, staffed exhibits and produced a flyer.

The milestones continued for 2018 included facilitating a school workshop, published a brochure for the real estate sector, staffed exhibits, attended the Women in Engineering Summer Research and Mentorship program, presented to Lassonde School of Engineering, produced title protection flyer; published article, "Protection of Ontario's Land Survey Monuments," in Association of Ontario Road Supervisors publication.

Major milestones or tasks for 2019: new general ad promoting the profession, exhibitor training, attendance at several conferences and trade shows, promotion of women in land surveying, presentation of monuments protection at Ontario Good Roads conference, upgrade exhibit booth accessories.

I am not sure if you noticed this, but there are a number of members whose names show up more than once in a few of these committees. The reason for this is that there is cross-pollination, as well as collaboration between these committees, and it is important to do that to ensure that there is no duplication and to share resources as well.

The University and College Student Liaison Committee. Murray Purcell is the Chair for that committee. They met eight times via teleconference call.

The major milestones or tasks for 2018 include they have acknowledged 16 Canadian universities and 18 Canadian colleges with at least two surveying courses, researching details for 34 post-secondary schools, sent introductory letters to each school rep and will follow up, attend the York University career day, created a 2019 tactical plan and delivered it to Council.

They continue to research missing school contacts, follow up with schools to receive details on career fairs and seminar opportunities. They are looking for AOLS membership in outlying areas to assist with the committee career days, and they are willing to assist institutions whenever they can.

What I wanted to do here is just to show you the amount of effort this committee has been putting into their work. The first slide here shows the colleges that they are focusing on, as well the leads who are assigned or designated to those respective colleges. This slide shows the universities.

The Website Maintenance Committee Chair is Ken Wilkinson. They have met a few times, and a contract for a new website was executed. The developer will start soon. The online payment tool was developed, and security is acceptable for the payment portion of the website.

Municipal Surveyors Committee. Normans Taurins is the Chair. They have had three meetings. In previous years, they have met, but informally. They will have a face-to-face at the 2019 AGM.

Major milestones for 2018 included reviewed and accepted the terms of reference, prepared an article for the AOLS insight, reviewing the impact of the Council policy on sketches regarding municipal surveyor operations, and reviewing changes to the Ontario Provincial Standards regarding the protection and restoration of survey monuments.

Major milestones for 2019 includes discussing the PSRI as it applies to municipal surveyors, continue to review standards regarding the protection and restoration of survey monuments, and continue to review and discuss the policy on sketches. They are also planning to consider education, and outreach, and educational initiatives or offerings by the committee.

That is all from me with respect to the various committees. I would like to once again to thank the chairs. I would like to thank the members on those committees for doing all the heavy lifting in the back end.

Thank you very much. Are there any questions? Thank you very much.

MR. DZALDOV: Thank you, Gavin, for a very informative report. It is a pleasure to present this small token of our appreciation. We have made a contribution in your name to Jacob's Ladder. Our second commission report will be presented by Vice-

President Al Jeraj. Al's commission is Professional Standards and Practice. Ladies and gentlemen, please welcome Al Jeraj.

MR. JERAJ: Thanks, Dan. I was hoping I would go first because Gavin is always a tough act to follow.

PROFESSIONAL STANDARDS AND PRACTICE OVERVIEW

I had the good fortune of chairing the Professional Standards and Practice Commission. The quality of work put out by this commission is nothing short of amazing. The members of each committee, and especially the chairs, dedicate a lot of their time to ensure their objectives were met or advanced.

Without further ado, I would like to highlight that work that was done by the committees under this commission. The first slide just lists all the committees and the chairs of each committee. So first starting off with the Complaints Committee, chaired by Kevin Thom.

The Complaints Committee met 11 times in 2018 and reviewed 14 complaints. Of those, four were referred to Council and one was referred to the Registrar. The Complaints Review Councillor responded to three inquiries and submitted recommendations to the committee.

It is important to note that the Complaints Review Councillor provides an independent review of the complaints process and cannot overturn a decision made by the committee.

There were also three articles published in the OPS magazine that educate the members on how a complaint is processed, the powers of the Complaints Committee, and some interesting stats that can be analyzed to help identify ways in which we can reduce the number of complaints.

The most recent article highlights the importance of communication with your client, which is a common theme among the complaints reviewed by the committee this year.

Next, we have the Discipline Committee. The Discipline Committee meets as required. In 2018, they received four referrals from Council, of which two hearings were complete, and two have been scheduled for this year. One hearing is carried over from 2017, and in 2018, the committee spent -- or the Association spent \$293,915 on discipline matters.

Next, we have the Professional Standards Committee with Gavin Lawrence in the Acting Chair position. The committee met five times. They presented a sketch -- sorry, a policy to Council on sketches early in this year, and Council adopted that

with some changes.

The sketch issue was really difficult to conclude, and I would like to recognize the efforts of the committee in helping to bring this matter to an end. The EDM baseline topic was covered, was being reviewed by Council in the Surveyor General's office.

A SurveyMonkey was completed. The results indicated that a few of our members are using the baselines at specific locations while the majority of members are not. University of New Brunswick has commissioned a study of baselines in New Brunswick and have agreed to share the report with us.

The Committee is also sourcing calibration reports for the baselines in Ontario, and once they get all the reports, they will make a recommendation to Council. The committee is continually updating the standards manual. Some of their updates reflect the new fee increase, the sketch policy and updated URLs.

They also collaborated with the SRD Manager to publish an article in the OPS magazine on field notes, and the work planned for 2019 includes working on updates to field note standards and working on a guideline for title searching.

The Committee has been operating without a chair since Bob Halliday stepped down. Since then, Gavin has been serving as Interim Chair, but with his new responsibilities as Senior Councillor, this will put a strain on Gavin's time.

Therefore, if anyone is looking for a leadership opportunity, I can tell you that this is a great one. This committee is really involved. It does a lot of work, and it is a great committee to chair. If you are interested, please contact Gavin or anyone on Council.

Next up, we have the Monument Protection Committee chaired by Mart Himma. The Monument Protection Committee met five times in 2018. They published an article in the Ontario Good Roads Association magazine and just this week have led a technical workshop on monument protection at the Ontario Good Roads Association AGM.

The committee completed a PowerPoint document as part of an information package that members can use to make presentations at conferences and seminars or at local municipalities or boards.

The committee also awarded a contract to Anne Cole to produce an animated video on monument protection. The video will be of similar format as the one Anne produced for the Canada Lands Surveyors. For those who haven't see this video, it is posted on the ACLS website. It was really well done and provides a lot of good information that is easy to digest.

For 2019, the committee is willing to make presentations at regional groups about monument protection and will showcase the materials they have prepared.

Next up, we have the Survey Review Department Committee chaired by Marvin McNabb. This committee did so much work that they have two slides on this presentation. The SRD Committee held five meetings in 2018, including a face-to-face meeting with the SRD Manager, Tom Packowski in June.

The exit survey was updated and is now in a SurveyMonkey format that is easier to fill and provides better-focused questions with respect to improving their process. They reviewed and submitted 29 exit surveys to the SRD and provided direction and support to Tom that identified new ways to increase the number of Comprehensive Reviews.

They updated their terms of reference and started saving all their documents on the SRD website that is found on the private members only side. I just want to touch on that for a second. Each committee has their own page on the private members only website.

It is important that the committee chair save all the documents to that website or on their page for that website because it really captures all the historical information that the committee has done. So, they have agendas and minutes. For anyone coming on to a committee, they can review all that information, so they know exactly what has been going on for that committee.

With respect to the committee's work plan for 2019, they will work with the SRD Manager to identify goals. They will review all newly submitted exist surveys. They will work with Council, the SRD and the Expanded Profession Task Force to implement a project-based system in addition to a plan-based system to create a Comprehensive Review for all professional members.

They will also investigate expanding the use of stickers. The committee will review SRD Comprehensive Review workflow and make recommendations for updates and improvements, and they will collaborate with SRD to update the Manual of Procedures.

Next, we have the South Central Regional Group Survey Records Index Committee. Contrary to the committee's short name, they do a lot of work. The committee was created to help maintain the South Central Records Index with the creation of the Province-Wide Survey Records Index. The focus of this committee shifted to help replace the SRI with the PSRI.

The SRI Committee was key to the success of the PSRI. They held seven meetings in 2018 and assisted in the development and beta testing of the PSRI. They approved the decommission of the South Central index and helped implement the PSRI as its replacement.

The committee is willing to assist members with uploading their records to the index. Since the implementation of the PSRI, the committee has noticed an increase in usage from the membership.

Next on the roster is the PSRI Task Force. The Task Force is chaired by Brian Maloney. So, Brian is going to be doing a presentation later this afternoon, I think next. Stay tuned for Brian's presentation.

The Digital Plan Submission Task Force, co-chaired by Jeff Buisman and Murray Purcell. The Task Force made a presentation at the last AGM. Pre-deposit submissions are live and are being used by many surveyors. There were approximately 220 e-plans submitted between April and December last year.

If members want to receive training on how to register e-plans, Teranet has published details and provides support on their website. Members can also take training with Four Point Learning as they offer a comprehensive overview of the process.

Last, but not least, we have the Beach Task Force chaired by Andy Mantha. The Beach Task Force was struck to respond to the government's concern over conflicts arising along beachfront properties with respect to ownership rights and boundaries.

The Task Force reviewed a number of different scenarios and published an article in the OPS magazine that outlines some of the best practices for surveyors to follow. In addition, Andrew made a presentation at last year's AGM that was so highly anticipated by the membership that he got a standing ovation even before it started.

So, for those of you who may not remember Andy's presentation, this will jog your memory. I think it set a record for the only report presented at an AGM to receive such a response. Whether or not this record will stand in isolation is anyone's guess.

As I look out into the room, I can tell that everyone is on the edge of their seats waiting to jump up in unison and break out into a thunderous applause -- right? -- but I can't tell if it is because you thought my presentation was riveting or you just want me to stop talking.

Either way, I will end on a personal note. I would like to thank all those on the committees for your time and contribution to our association. It is clear that each committee and task force are highly functional and gets a lot done. I can't stress enough how vital our volunteers are to the survival and progression of our profession.

Most of what we accomplish happens at a committee or task force level. If you are part of one, you should feel proud that you are responsible for the success of our organization.

If you are not involved, get involved. You have the power to make a difference and shape our future. So, to all our volunteers, I can't thank you enough, and I will give you a standing ovation, so please join me.

MR. DZALDOV: Thank you, Al, for a great overview. Before I give the gift card, are there any questions for Al? No?

It is a pleasure to present this small token of our appreciation. We have made a contribution in your name to Jacob's Ladder.

It is now my pleasure to welcome Brian Maloney to give you an introduction to the Provincial Survey Record Index initiative that he has and is working on.

PROVINCIAL SURVEY RECORDS INDEX PRESENTATION

MR. MALONEY: Thanks, president Dan. I appreciate the advice.

Welcome, everyone. I look forward to giving you a bit of an update on this. I kind of was wondering why they singled me out to give a report as opposed to any of the other committees that are doing great work, but I think it is because there is still a little bit of contention around this. I hope I can alleviate some of that. I will give it a go.

Just a quick thanks to those that participated in the task force and certainly provided a lot of guidance and effort in terms of moving this thing forward. I needed to do a refresher in functionality because there is still a bunch of questions around what this is.

We have been out to several regional group meetings and I thought it was there, but even this morning, I had more questions around what it is and what it isn't. I wanted to give you a quick reminder here. This is available only to AOLS members and their staff and their consultants, and it is only for cadastral surveyor purposes limited to research.

So, it is a very specific purpose that this data is being put forward for. Data input remains the property of members, and it is just a licence granted to other members to use it and, again, for research purposes only.

The other thing that needs to be reminded is this is really a catalogue. It is an index. That's it. It does not include copies of plans. It does not include copies of field notes. It is a pointer back to those.

I know people have been concerned about, "Gee, I am giving my intellectual property away." You are really only giving an index pointer back that you have done a survey on a particular property. That is really important. I know there have been a lot of concerns around that.

Although it supports spatial searches -- and for those of you that have actually seen it or used it, it is a pretty powerful tool with a lot data behind it. It does support tabular searches.

For the time being and for the foreseeable future, you are going to have to do tabular searches to be able to uncover most of the records because we haven't georeferenced a lot of the records yet. There is a fair number georeferenced, but clearly you will have to do both searches, for georeferenced records-- a spatial search and a tabular search in order to use it.

We actually just recently put forward the administrative module, so you can actually now start to manage your own users. You would have seen an e-mail that went out I think last week. It allows you to add and subtract users. It allows you to look at your firm's actual usage of the system.

So, if you want to see who is searching or who is adding records, you can certainly do so. So, it is in production. It is complete, functionally complete. However, we continue to modify it. It was actually rolled out in the Fall. As a result of suggestions from members, we have continued to add functionality.

We will likely continue to do that for the next several months. So, you will have seen some small changes as it is moved forward. As an example, we rolled out the ability for you to link your own plans. If you have digital copies of your plans, you can now actually put a link in there and anybody in your firm will be able to see them.

Nobody else can see them, but you will be able to see them as a result of that link. We have also had a request to add a field in there for additional local internal information, and we had a request to add the ability to put records in, so to put index records from your own firm that aren't available to others.

So those might be records that you have acquired from another firm. You have already paid for them. You have got them there. You want to be able to access them for future surveys, but you have no right to give those to anybody else. So, you can actually put those into your system. Your staff will be able to see them, but nobody else will be able to see them.

So, we have continued to kind of enhance this as we move forward. We have got a couple of pieces that are still under development that are not complete. They weren't deemed critical. Hence, we moved forward with moving into production.

So, we have got some PINs that are not accessible yet. So if you are doing a search by PIN and it happens to be on a highway or a road where it was a PIN that was not an accessible PIN, so in other words, there is no assessment roll number, then it would not show up yet.

That is being worked on. We expect that within the next month or so to be available. That was a major piece of functionality that MPAC is actually moving forward with.

There have been some requests for enhancements to the printing. Right now, when you put your report, it sends it out to an Excel file, and we are looking at being able to put a PDF forward as well.

There was also a request for some customized sorting. We have had some challenges in doing that. It is actually way more complicated than we were hoping it would be, as a result of the inconsistencies in data that we have got. So, we were loading the LSRI data, and I will come back to that, and the Pimarc data before we finalize that one. So that is still in the queue in terms of being developed.

We still have the opportunity to make changes. So, if you have got changes you want to see, let me know and we will see if we can move those in. We did issue a data administrator RFP and it was recently awarded. Actually, it was awarded to iLOOKABOUT, and the contract was signed last week.

Their focus for this coming year will be on the South Central data, so trying to clean up the information that we imported from the South Central index. We have had several training sessions, including a number of regional group meetings and -- so we are trying to move forward, and we are going to have sessions again here at the AGM.

We have got a couple of concurrent sessions, so if you have got questions, you want to see how it works, come visit us. As well, Mike Power and staff will be in the booth. If you have got specific questions that you don't want to raise in public around data loading, etc., come see us there and we will help you out and move forward.

As was mentioned, we actually have decommissioned the South Central Survey Records Index, and now it has been replaced by the PSRI. We have had some other firms starting to input data, and I will give you some statistics, and we have agreements in place with both Land Survey Records Inc. and PRL Info Systems, so Pimarc, in moving forward.

We have got their data imported. It is sitting in our development database and will be moved over into production very shortly. The LSRI application program interface is just in test, and as soon as we have got that available, we will be able to serve that up. So that will then dump all those records across, so it will add a significant amount of data.

We are in the same state with PRL Info Systems Inc. It is a little bit further behind. We are still in discussions with the Ottawa surveyors, and we are optimistic that we are going to actually import the points from their Ottawa registry system as well,

which will then give us another several hundred thousand records.

On a last note on the implementation, we have had a little bit of misunderstanding in terms of access to the truncated legal description with MPAC. We are in the process of working through that. I think we are moving in the right direction, so I think we will get this resolved.

So, I touched on training already. I am going to kind of zip through this really quickly. As I said, we will have a session coming up. So, a couple statistics. We actually have 170 firms, so a fair number. I think there is about 260 if you count government organizations out there.

So, we have got quite a few that have actually requested credentials and have access to the system now. We have got 521 users that are able to use the system. Since it has been launched, we have had almost 3,000 searches done within the system.

We have got people loading records as of -- I think it was last week, we had over 5,000 new records actually added. In total, when we move the LSRI and Pimarc records in, we will have well in excess of two million records accessible in the system. So, it is becoming quite a useful tool, I think.

A couple of final notes. I would certainly like to thank MPAC for sharing their platform and data and funding the development of the PSRI. Without them, we would have never had the kind of system that we have.

I also want to thank iLOOKABOUT and particularly Mike Power for their efforts in terms of merging our requirements into the MPAC platform. They have been very attentive. They have listened to all our requirements. They have made a number of changes and put a lot of energy into it.

Obviously, the Task Force, certainly appreciates their effort. On a final note, if you haven't gotten credentials yet, flip me an e-mail. We will get them to you. All of the holders were sent a little spreadsheet they had to fill out to get access.

Please look for it. Send it to me. If you don't have it, let me know. My e-mail address is there. If you have got any issues, concerns, certainly let me know and I will try to resolve them.

So, we still have work to do in terms of funding, by-laws, in terms of deciding how we actually move this into production from a regulation perspective, making it mandatory. I know we have had a lot of conversations with people.

We had a good meeting in Ottawa where they raised a number of legitimate concerns that we need to consider as we move forward. There is some work to be done yet. But I think we have got a useful tool.

Even if it doesn't have all the data in it yet, it still is a great research tool and I think there is a number of other data-sets available. If you come see us in the concurrent sessions, we will give you more details. Thank you.

MR. DZALDOV: Thank you, Brian. It is a pleasure to present this small token of our appreciation. We made a contribution in your name to Jacob's Ladder.

Before we break for coffee, I have a few announcements. Since 1975, our Education Foundation has awarded \$497,000 to 450 students. Did you know that all the proceeds from the draw at the Exhibitors' Welcome Party held this evening will be directed to that foundation? Please buy tickets.

Just a couple of notes about our name badges. We would like to do our part for the environment and reuse the name tag holders, so please return them to the registration desk before you leave the meeting on Friday.

Also, you will notice that again this year, there are no printed event tickets. The events that you have registered for are printed on the back of your name badge. We are using a system of QR codes printed on the name badge. For each event, staff will be at the door to scan the code rather than collecting tickets. This has saved staff a lot of preparation time, so remember you will have to present your name badge when you enter an event.

Right after our break, we have a panel discussion on the future of education. You won't want to miss this update on what is happening that should, could, and might very well change the face of education not only in Ontario, but across Canada.

Vendor presentations will take place in the Wellington Room. Please see the schedule posted by the presentation area for those presentation times.

Finally, if anyone is presenting this week with slides and you have not submitted them, please get your USB to Julia at the registration desk.

So coffee is in the Exhibitors' Hall, and our next presentation will start at 10:30, so please be in your seats and be settled by then. Enjoy your coffee and see you back in about 45 minutes.

--- Recess taken at 9:45 a.m.

--- Upon resuming at 10:34 a.m.

MR. DZALDOV: Welcome back, everyone. Just a quick reminder to turn your phones off again, because many of you probably had them on during the coffee break.

Our next presentation is a panel presentation by Blain Martin, AOLS Executive Director; Izaak de Rijcke, owner of Four Point Learning; Jean-Claude Tétreault, ACLS Executive Director; and Robbie Kingdon from the University of New Brunswick.

This group of gentlemen have been working on an initiative that could change the face of surveying education not only in Ontario but right across Canada.

I am going to call on Blain to start the discussion.

FUTURE OF EDUCATION PRESENTATION

MR. MARTIN: Thanks very much President Dan. Let's see how this clicker works.

So, I am going to start off by talking about Erindale College. In the early '70s, Erindale was really created by the Association of Ontario Land Surveyors. It had a profound impact on surveying education in the province.

I would like to see what sort of impact it had by asking everybody in the room, 20 years after the program closed. I would like everybody in the room to stand up if you took courses at Erindale. Wow. That is a profound impact. Andy would like you to stand up again so he can take a picture of you. Please stand up again if you took courses at Erindale.

So, on my slide, I've got two of my favourite professors, Gordon Gracie and Bob Gunn. I also put Brian Maloney in there from his Erindale days. Is Brian in the room, or is he in the Exhibit Hall? Way in the back. Brian, stand up again. Brian is taking over my job as Executive Director and I am absolutely thrilled to have him do that.

So, as I said, that was ground-breaking, starting that program at Erindale. Absolutely amazing. The topic today that the four of us are talking about, could have the same impact not only in Ontario but right across the country, right across all of Canada.

We are talking about education for the surveying community, right across the country on a distance-learning environment. Demographics-- I have kind of become known as the demographics guy because I have been putting these slides up right from the beginning of my tenure as Executive Director.

Things have changed a lot. We have gone through two cycles of CPD. At the end of each of those cycles, we do lose some members, of course. At the end of the first run, we lost 66 members.

I don't know whose phone that is. I would say to turn that off, JC. Jaret was trying to set up my president Dan. It is just not a good thing to do that.

Our demographics have changed in that for the last couple of years, we actually seem to be growing. Oh, my goodness. At our convocation lunch tomorrow, as President Dan said earlier, we are going to have 25 new surveyors, which is phenomenal.

But I would say when we look at this slide, we are not out of the woods yet. We really do need an education program that addresses our needs. I don't think we have been particularly clear in terms of how a student has to -- what school they have to go to, to become a member.

Just during the break, I was talking to Dan's brother, and he said that his son is at Ryerson in geomatics. He is in Ryerson in engineering, and he is not quite clear in terms of what course he has to take. Back in the Erindale days, we knew exactly what we had to take.

We had to finish the program, and we had to article for one and a half or two or three years, and we would become a surveyor. Now we have so many, different ways that we become members.

So, I put this slide up because we need a great educational program. The next one really talks about what the future dream is. This is the dream that we have, a national distance/blended learning online degree granting program for students wanting to enter the surveying profession.

We came up with this idea at the beginning of the summer, really, last summer, and have gone through a number of things in terms of making it happen. It really seems to be moving forward. We have got four of us up here who are going to be talking about it.

The first step was really to identify where a complete course syllabus can be created. Very quickly we thought that CBEPS, the Canadian Board of Examiners for Professional Surveying, would be the environment if we wanted to have it as a national program. Then we brought existing universities into it.

Some people were worried about the existing universities, that doing such a thing might be cannibalizing some of the programs that exist. We have Robbie from UNB, and from the very first time we talked to him, he was incredibly enthusiastic, and the whole department is enthusiastic because they feel it is going to add value, add revenue, add students, so it is great.

Some of the background. As you know, during my tenure as Executive Director, we have a Strategic Planning session in the spring of each year. This past year -- I do this place mat that has the strategic planning. Many of you will have seen that. This past year, there were three places in that place mat where we talked about a Canada-wide education program. So, it really became important for Council and all the people who participated in that strategic planning.

Then President Dan, at the Presidents' forums -- as you know, the president travels across the country and goes to all the AGMs and there is a Presidents' Forum at each one. President Dan talked about it at the Presidents' Forums, which was another step. There was, I think, a lot of good buy-in from the presidents each time it was spoken about.

Questions about "Oh, my God, what a good idea, but it can't work." What other hurdles, but we seem to be moving forward with it. These are some of the things that Dan said.

Then one of the things that came out of the Presidents' Forum was that it should be presented at the Executive Directors' Meeting. We had an Executive Directors' meeting. All of the Executive Directors from each province in Canada came and attended a meeting on August 5th at the Association office, and JC presented the idea to them. Again, we had really strong support for it.

The first steps were a motion that AERC prepared where it was recommended to Council that Survey Law 1 and 2 can be reported to AERC and really, the course can be given via Four Point Learning as opposed to necessarily the student having to take it through university.

We have had a number of students who have gone that route. So AERC recommended that to Council. AERC also recommended that we join CBEPS, specifically because of this possibility of a national distance learning program. That was the main driver in CBEPS.

Council adopted both of these recommendations, and I sent a cheque to CBEPS just last week to rejoin. I think that is a great initiative, because again, it talks about collaboration, and collaboration on a national scale, I think, is the way we need to go.

So, some of the rationale for rejoining CBEPS, it really has an accreditation program that looks at many of the universities. Talking to JC yesterday, I think there was a big meeting last week that may have to re-evaluate that. It is a constantly evolving thing.

Significant learning programs, they are really involved on a national level, a few of the things that AOLS will benefit in terms of joining their organization. The last one, helping with evaluations. We actually -- AERC does all of their own

evaluations.

I don't see that changing, at least in the near future. There would have to be quite a bit of evolution for that to happen, but some of the other things agreed. From a CBEPS point of view, their hope was that one day there would be a blended learning course. I think JC will say he has had this dream for ages.

So, some of the obstacles to overcome -- and I always like to list the obstacles. There is lots of them. But I think we can overcome them. Everybody I talk to, I have yet to find a person that doesn't say that this is a fabulous idea if we can make it work.

Some of the benefits. Students can participate from anywhere in Canada. Somebody in Sault Ste. Marie could take the courses, somebody in Winnipeg, somebody in Saskatoon. They don't have to— actually, physically, move to Toronto or to Fredericton to take the courses.

It builds on existing programs, which is what the other people will talk about a little bit. I think Robbie identified this right off the bat. It really creates a new revenue stream for the universities. Universities are a business. Creating a new revenue stream for them is not a bad thing.

The foreign-trained professional program that JC has underway with ACLS— it will help with that. So, there are lots of benefits. I am going to turn it over to JC now. He will talk about CBEPS and his dream and that sort of thing.

Then Izaak is going to talk about some of his ground-breaking teaching that he does with Survey Law through Four Point Learning. He has some other courses as well, but the students in the Survey Law wanted to -- we get phenomenal reports from the students in that yes, it is a blended learning course, but they really do learn. Then finally, it is great to have Robbie here to get a perspective from the university. With that, I will turn it over to you, JC.

MR. TÉTREAULT: Thank you, Blain. Good morning. I am Jean-Claude Tétreault. I am both the Executive Director for the Association of Canada Lands Surveyors and also for the Canadian Board of Examiners for Professional Surveyors, CBEPS. Okay. All ready to go. Okay.

So, a little bit about CBEPS. The Canadian Board of Examiners for Professional Surveyors establishes, assesses and certifies academic qualifications of individuals who apply to become land surveyors and/or geomatics professionals in Canada.

I want to take this opportunity to express CBEPS -- they are ecstatic about AOLS joining CBEPS. I think it is critical for the future of CBEPS that we have Ontario on board. We are very happy about that.

So how does it do it? Candidates are assessed by the CBEPS Registrar and a committee of volunteers. If a candidate is from a recognized or accredited institution, like UNB, University of Calgary, they get automatic exemptions. We have also colleges that are recognized by CBEPS.

If not, well, their file is reviewed by a candidate evaluation committee. It is a committee of volunteers. For gaps in their academic qualifications, they either take courses or write CBEPS exams.

But most candidates in our experience, have a life, so they can't just pick up and go to Toronto or Calgary and attend a full-time university program, which can be hundreds of kilometres away from their families and their job, and most of them do work for survey firms.

So, a little bit about the—I am now wearing my ACLS hat—about what is called the Pathways to Foreign Credential Recognition Project (PFCR). The objective, quickly—I won't spend too much time on that—is to streamline the process to assess and process applications from Foreign-Trained Land Surveyors, what we call FTLSs.

More specifically, it is to establish a national process. Presently, there is a process that CBEPS uses. There is a process that the Order of Quebec Land Surveyors uses, the AERC uses. So, it is to come up with a national process to assess Foreign-Trained Land Surveyors and create a Canadian central point of contact.

So, it is a big problem for foreign-trained land surveyors to find information on how to become a land surveyor in Canada and develop a national bilingual website with information related to credential assessment and recognition process for foreign-trained land surveyors. So, this is a project that the ACLS took on for the surveying community.

We have got federal funding, \$185,000, to make this project work. We came up with a process. We had a meeting on October 15 where all the stakeholders, meaning all the surveying associations were represented, as well as universities that have a survey or geomatics program were present, and we came up with a process which was approved by all the surveying associations.

And it has officially been adopted by CBEPS. CBEPS will be running, managing this new process. So, at this time, we are at the implementation stage, and it is going to be launched on April 1st. Everything is green light. The new website has been worked on. Everything has been translated. So, we are going to be ready to go.

This is the logo that we came up with, Foreign-Trained Land Surveyors, and of course the French acronym. New website, and it is going to be under the wing of CBEPS, but it is going to be a really different look and feel for Foreign-Trained

Land Surveyors.

As you know, Blain being the demographics stats guy, so he was -- these statistics really are an eye-opener. As you can see, people that are assessed by the AERC, for example, people from York -- the AERC evaluated 38 candidates, and 100 per cent went to articling for AOLS to get their surveying commission.

But if you look in red, the people that come from international, the Foreign-Trained Land Surveyors or others, not Ryerson, York, UNB or Calgary, the others, well, only— within the case of international, only 46 per cent from the people assessed that go through to articling and even less for people coming from other learning institutions.

So, what that means is there is a barrier to entry to the profession for these people, definitely. We are losing good people that could become land surveyors and could be part of the solution of our demographic issue.

So, conclusions. We may be missing 30 to 40 potential candidates per year— in the case of AOLS, we extrapolate that to CBEPS. You can multiply that by 10 per year— due to the difficulty of completing their academic requirements after they have been evaluated.

This does not include potential students who do not want to move to a big city or who are already working. They don't have access to this. Most courses are still only available through attending university, in-person, during the day.

So, the solution? For many years, BCIT and York University have been offering distance learning courses. UNB recently is offering courses for four of the national syllabus subjects. They are offering more, but four are dealt with, with their online courses.

At this point, already nine of the 15 national syllabus subjects are covered by online or blended courses. So, it is already happening. It has already started. I wanted to mention mentoring and apprenticeship program. People will say there is not only the classes, attending online classes, there is practical.

There is a practical side. Some courses you need— there is hands-on experience that is needed, but most of the candidates are already working for survey firms. There is a way, I think, that we can formalize some sort of mentoring to deal with that aspect.

We are not alone in our thinking. The University of Maine is now offering an online survey engineering program. So, the dream. Well, a national, distance, blended-learning, online, degree-granting program for students wanting to enter the surveying profession.

Existing initial universities invited to consider participating were BCIT, Calgary, York, Laval and UNB, each university to provide some of their existing online, distance-learning and virtual classroom courses to make up the content of the degree.

Existing universities contacted to see if they want to take the lead as being a degree granting university, based on the development of courses throughout. So CBEPS has put together a task force that started work— I believe, it was December. So, we have on this task force, representatives from academia.

So UNB, Laval, York, Ryerson, Calgary and BCIT are participating in this task force. We also have, four land surveyors in private practice, and also me, and Blain. We are actively participating in this task force. I think we have had three meetings.

We are making, I believe, very positive progress in looking into this, and see what the barriers are, and how we can deal with them. So that is it for me.

Sorry. Izaak, you are next. Sorry. That was my job.

MR. DE RIJCKE: Thank you, Jean-Claude, and thank you as well, Blain.

So good morning. In January, I travelled to Fredericton and I had the privilege of meeting with a group of students at University of New Brunswick. Why, you ask? Why would you go to Fredericton? How did this happen?

Well, the privilege for me was not only in terms of being able to meet with the students. There was a meet and greet. What had happened by the 1st of January was the start of the delivery of a Survey Law course at UNB through distance learning.

The other benefit of travelling to New Brunswick was an opportunity to meet with the faculty and to also connect with them in order to of course build the kind of relationships that involve face-to-face discussion and connecting with like-minded people, academics.

It was as a result of discussions in the fall of last year, that the relationship between UNB and Four Point Learning was created, in order to allow for distance learning delivery of the two survey law courses to University of New Brunswick students.

You can well imagine, you know, wow, this looks like -- if you are talking about a relationship that is in place come January, how much lead time do you need? Well, I am rather pleased to report that we scrambled and basically moved mountains. We took down barriers. We made it happen because there was a will and a desire to make it happen.

That is not to say that, it wasn't without a number of challenges. For example, there is the question, of course, for a syllabus. What do you do? There is a CBEPS syllabus. UNB needs to comply with the CBEPS syllabus.

What Four Point Learning has been teaching as a Survey Law course syllabus for the first course is in fact defined a lot by the Ontario requirement for AERC. That has been retooled so the focus is Canadian, Canada-wide.

Many of the examples are Ontario based, but this is a course that students will take through the UNB. They will get a degree credit for the course at UNB, but it will end up being compliant with the syllabus prescribed by CBEPS.

Another barrier, software. There is a distance learning facility at UNB. You think you just fire up your computer, log in, and you are good to go? Not a chance. There are open-source platforms.

There are learning management systems. There are learning resource cataloguing systems. There are proprietary systems, and we work through it all in less than four weeks. It works. They are integrated and it works like a charm.

Another challenge, which we thought would be a deal breaker. There is a commingling of cohorts. So, some of these students, and I am pleased to say right now, you have 65 candidates at the present time in Survey Law 2. Fifteen of these are a cohort taking academic credit at UNB for Survey Law.

Approximately, 50 other students is another cohort which represents people who have been approved, or evaluated, I should say, by CBEPS, and CBEPS simply wants them to present with a credential something that says you have taken a Survey Law course, which we have previously accredited, or recognized as part of an accredited program.

You would think UNB would protect its turf. You would think this would be a deal breaker. To the contrary, to my delight, UNB said, no, not only are we able to make that work, we can work with that. We realize that this is the future.

There will be Cohort No. 3. There will be Cohort No. 4 in the future as other universities realize that this is a sustainable model. This is a sustainable plan going forward for the delivery of cadastral surveying subjects, if not a broader science program.

All barriers, all things that people would initially say this is impossible, we cannot do that, all reason to raise barriers, in fact, fell by the way. They not only fell by the way, but there was an intense desire to make this happen, and with mutual desire and will to make this happen, that is exactly what occurred.

The relationship with UNB and Four Point Learning was a logical one. It is a

natural fit, and with about seven years of experience on the part of myself with Four Point Learning as platform, that experience and delivery and teaching of Survey Law courses through a blended learning platform is now something that I am pleased to say it is not something where we are taking out the bugs.

It is not like a technical problem where the software crashes. It is not like we have bandwidth issues. It is not like we have to say we can't take more than 30 students. The capacity is over 100 students in a course at any one time. Previous experience in delivering conferences, delivering online seminars, which, really, I think most of you have had experience or exposure to as well.

There is right now a very popular experience that many of you signed up for, and that is the one for Service Ontario and Teranet involving the Digital Plan Surveyor Registration course as a first-hand experience as to how this is all possible through blended learning, through a whole series of resources, the learning, the exposure, the introduction to what it is that you need to know is ultimately achieved.

So, the stated goal that you will see at the bottom of this particular slide is, in fact, to make an online course and experience not just equal, to what you might have experienced in the past in the classroom. The goal is to actually make this better.

To my delight, we have in University of New Brunswick, a mindset and a culture in the Department of Geomatics Engineering; we have a culture and a mindset where they are interested and motivated in saying, we want to develop a blended learning distance learning initiative that actually is the gold standard.

We want the experience to be better than what you might have experienced sitting in a desk in a bricks-and-mortar classroom where if you didn't show up for the class at 6:00 in the evening on a Wednesday night, you skipped a class. It is as simple as that. Not so with this opportunity.

It is an opportunity to actually deliver the new standard, the gold standard, if you will, as to what education can actually be and how it is an education that completely aligns with people who have been assessed, evaluated for foreign experience, foreign credential recognition, who have families, who work for you perhaps.

They are already working on your field crew or they are working in your office. They go home and they take a course online. They take the course on the weekend. They take the course when their family commitments allow them to collaborate and fit this in.

So, in the last six years, as Ontario Land Surveyors, we have had plenty of experience as well with formal CPD and getting our necessary hours. It is a continuation, really, of our original education. It is part of our life learning -- lifelong learning, desire, appetite, if you will, our thirst for lifelong learning that we never have arrived.

We never will know it all. This is a continuing experience, and it doesn't stop, just because we get our licence as OLS, or other professional, a CLS, as the case may be.

So, using boundary or cadastral surveying topical resources -- for example, even last night, many of you will have received in your e-mail this monthly Boundary Point, a commentary on case law.

Our platform ensures capacity, adaptability, and so the idea of a virtual university program is no longer just a hope or even a wish. Blain described it as a dream, a vision whose time has actually come.

It is attainable and is becoming more robust each year, as every year, and with each teaching cycle, the quality of the content and the lessons learned from the previous year are integrated in order to improve the experience for the next year.

This of course is not without challenges, and the road to date to this point has not been an easy one. First and foremost, just so nobody thinks that this is a matter of you just build it once, you record a class or a lecture once, and then forever after, for every year following, you just hit the replay button?

Uh-uh. That is not how it works. That is never how it works. In fact, that is not only a disrespectful treatment or assumption, it also gets rapidly stale and dated. Instead, we have to have personal involvement with students. We create virtual office hours. We have time slots where we can have 15-minute meetings in a virtual space with a student.

You know, how you used to drop in on a professor's office saying, I need some help with this assignment. Can I ask you a few questions? We can do that. We can do that when the student is taking a course at UNB in Fredericton. They happen to be in Manitoba, but the source of the course delivery originates in my office in southern Ontario.

This is all possible. There must be a compelling, fresh, new build every year in order to engage the curiosity of learners, of students. The curiosity has to not just be assumed. As an instructor, as a teacher, I don't assume that students get excited about what I teach. My job is to stoke their curiosity.

My job is to light a fire in order to end up stoking their desire to learn. So, the idea that we just do it once, that Robbie can record a lecture once and therefore hit the replay button next year, that is not where we go. That is not what we do because that is dead boring. That is not what this vision is about. It is not what blended learning is about.

So, every year, rather than assuming you take your lecture notes from the previous year and you put yourself in front of a camera and hit the roll button for video, each

year, there would have to be freshening up of the delivery. There has to be new examples.

There has to be integration with current events so that -- for example, with respect to Indigenous title issues, new developments are taking place every day on the news. National news talks about Indigenous title land claim issues.

How can we not make a reference to those events in the here and now, to make the learning of Indigenous title, boundaries on Canada lands, what it means when we talk about First Nation land claims. Relevant. It is what people are hearing about every day.

So, there is new technology. There are software upgrades. There is new legislation. There is new case law. It is never a same old as last year, and my notes, I just pick up and go. So, these kinds of challenges -- and this is just a sampling -- is part of what the job really entails.

This is how distance learning will become the gold standard, rather than just being a video recording of an old-fashioned classroom lecture. So, the orientation towards online teaching, blended learning, the delivery and the sustainability must therefore change also on the part of universities.

We often use this overused word called disruptive. If it sounds disruptive, you bet. It really is. Think of yourself as being a university administrator and your whole budget has been focused on what is the depreciation cost of a building with 5,000 square feet?

How do we end up ensuring that the life span of the windows, which have to be replaced in 20 years get factored in as a reserve fund? How do we end up costing out the cleaning expenses for the— and so on and so on.

It is a bricks-and-mortar financial model, and the shift for universities has got to move now to— all of a sudden, we are retooling from bricks-and-mortar classrooms to virtual teaching space. So, it goes without saying that cadastral surveying, or survey law, lies at the core of what we do, the people in this room, what we do as licensed surveyors.

The transfer of benefits or insights in teaching Survey Law through the Four Point Learning platform is also transferable to other courses, to geodesy, to statistics, to planning. These can all be delivered through a blended learning platform with a cadastral surveyor, a geomatics engineering student focus.

It is also a platform that can be easily integrated with existing university distance learning platforms. But next steps -- and you may well be interested in the details. What do we have to do to support this or to make a vision like this turn into a reality?

Well, we need to collaborate. We need to support universities in terms of understanding how the faculty delivering courses in this kind of a modality needs support from you, how you can assist in that delivery.

For example, there would be the term, the expression that many of us use as educators in a distance learning context, of death by talking head. No. We don't want a talking head video.

Configuration. Things have to move quickly. So, from slide deck to video vignettes. We have to, move to whiteboard. We have to, move to reading material. We have to move to other things, and it has to move not only quickly, but this has to move with an energy level that beats out the competition.

Who is the competition? Let me tell you. When a student is taking a lecture, a course, something in which they are wanting to understand a cadastral survey topic, and you are 25 years old or you are 55 years old, I am competing.

I am competing with the kids that need to be put to bed. I am competing with the hockey game in the other room. I am competing with other members of the family who say it is dinner time; where are you? I am competing and have to succeed in winning out in that competition by being more compelling than a hockey game or a football game.

I have students who need to understand that what it is that I am inviting them to engage in is not only going to equip them for their future, it is going to end up being, yes, more entertaining than the hockey game.

All of this means that in an online course with blended learning, we typically never stay on any one modality for more than five minutes. We shift. We move from whiteboard. We shift to talking head. We move to slide deck. We move to video vignettes or the Internet as the case may be.

So, as you can imagine, I think this is all pretty exciting. I think the future of education and this particular task force is exciting. I appreciate your interest in time. I think there is going to be lots more happening in the months to come. Thank you.

MR. KINGDON: Good morning. I am Robbie Kingdon from the University of New Brunswick. I am an instructor and the Director of the Undergraduate Program in Geomatics Engineering there. Sorry. I am just learning some new technology. Here we go.

All right. So, the department at UNB, we call ourselves the Department of Geodesy and Geomatics Engineering. The reason we kept geodesy in the name, unlike most departments, is that we really believe that a geomatics professional, including a surveyor, is strongest when their understanding it built from the ground up.

So, we are not just teaching sort of the practical, the geomatics side of what they are doing. We are also teaching them the fundamentals, what this is all about.

Our department has been around for a while, since 1961, and in that time, we have trained over 1,000 graduates from over 56 different countries. We are, I think, quite well regarded in Canada and throughout the world as a very strong program both in terms of our teaching and in terms of our high-profile research.

UNB itself has a long history in teaching of surveying. It is a history that is over 100 years long. It first started in the 1840s. I like to think that we are fairly innovative in our approach. I have got a couple of pictures here that I think illustrate that.

The one at the top is the Brydone Jack Observatory. It was built in 1851, and it made the first determination of a longitude in Canada. So, it determined the longitude of Fredericton relative to Harvard in the United States. So, I think we were ahead of the game then.

The bottom one, this is a picture that was presented at the International Union of Geodesy and Geophysics Conference in 1983. So, this was presented by Peter Vanecek. I guess you guys might have heard of his name. He is one of our faculty members, retired, but we always fail to retire in our department, so still active.

He presented this to show his impressions of how technology was changing. This was specifically about technology for GPS positioning. So, if you look on the left of the slide there, you see this box. That was a GNSS receiver. He has two, sort of, axes there. On the bottom, you have year, and on the vertical axis, you have size. So that is the size of the technology.

So, his impression was that the size of this technology was shrinking and shrinking and shrinking, and his prediction was that by 2084, we would have GPS in a watch. He got the time wrong, but still I think it was pretty progressive, and forward thinking.

So that is a bit of who we are. This is who we are right now. I thought that I would show you who we are through this photo because, really, our department is all about the people, and the people in our department are really a strength. This includes the faculty members that you see here, the staff here.

We are a very close-knit group. We are all very passionate, which, you know, it can make for a lot of controversy when we feel strongly about things. But at the same time, it is a really great benefit. It is not just the faculty. We also have a very passionate, engaged student body that we appreciate very much.

If it weren't for all of those things, we wouldn't be the department that we are. So right now, we have two programs that we deliver that can train land surveyors. One

of them is a Bachelor of Geomatics Engineering. It is a four-year program. This is our longstanding program.

You have students take this, and they take a certain selection of courses including Survey Law and Land Use Planning. Then they can become— as recognized by CBEPS, so they can become a cadastral surveyor.

This program also allows them to register as a professional engineer. Since 2011, we have had a second program called Bachelor of Geomatics. So, this one is directed at training surveyors. They are doing something similar at York now with their geomatics science program.

So, this program for us is a three-year program, and the idea is to get somebody working as soon as possible in the surveying field, although it has actually been adopted now by people with other interests who just want to get through the university degree faster so they can get into graduate school and things like that.

So, strengths of our program. Like I said, I think we are a very strong program. We have a good reputation. We have dedicated faculty and a dedicated student body, and we also have a diverse student body.

So right now, about two-thirds of our students are not coming directly from high school into our program. They are actually coming into our program as transfer students, sometimes straight out of a college. Some of them are coming in with 10, 15 years of work experience.

So, you have a high school student who is in a group. He is doing group work alongside someone who has been surveying for 10 years. They really benefit from each other, and I think that gives us a lot of strength. It gives the students a sense of the relevance of what they are learning.

Challenges. So, we have a very large enrolment in our program overall, and that has been tough for us. Traditionally, we are all used to small class sizes. You know, 20 students, something like that. Now we have 40 students or 50 students in a class. That is difficult to deal with.

At the same time, we are still concerned about enrolments because this sort of influx into the student body of adult learners, that is not necessarily stable, and we recognize that. That is going to fluctuate a lot with fluctuations in the industry, but we still have a relatively low enrolment coming from high schools.

So, I think that there is an issue, and we do want to be bringing more students into the fold. Also, we have a relatively low faculty complement, one of the smallest in Canada for a Geomatics Engineering program. We only have eight full-time faculty members.

That creates challenges for effective delivery of the program. We are all passionate,

but what that means is we all work way, way harder than we probably should be, and struggle with work-life balance, and everything that comes along with that.

So that is who we are. What do we think about this online learning initiative? First of all, I should point out that what I am going to say is how one university feels. This isn't necessarily going to be universal, but within our university, we are all for it.

I first brought this up at a faculty meeting. I thought I was going to have to sell it really hard. I came in with some strong arguments, and I just kind of presented it. And to my relief, I guess, I was met with enthusiasm universally. So, eight out of eight faculty members at UNB are really excited about this. Part of that is that we are passionate, and we see this as a way to bring geomatics education to more and more people, and quality geomatics education. That is what we care about. That is why we do a job like this.

We know that there are a lot of challenges that are going to be associated with moving to online delivery. Izaak has mentioned some of these. We are all busy faculty members. There is a lot of work that goes into developing a course into an online forum if you are going to do it right.

So, there is a problem with time commitments, how to bring the practical experience that is so essential to learning surveying into an online learning environment. So, we are aware of these things and we are looking at them very carefully.

It seems to me sometimes that out of every 10 online courses that you see, about nine of them are done fairly, poorly. They are done in a way that is not necessarily engaging to students.

Then you have the 10th one, something like what Izaak does, and a lot of you have experienced that— where it is interactive. It is engaging. It is actually bringing something extra that is not available in the classroom. That is really what we want. We want all of ours to be that 10th one. This is good for us.

It helps with our low faculty complement problem now that we have Izaak delivering some courses that will be useful to our students. We are bringing in some expertise from outside that is stronger in that area than what we have at UNB. We have two fewer courses that we are going to need our UNB faculty to be delivering. So that is a great win for us.

If we bring this into a Canada-wide program, if we have the best experts from York teaching some of their courses online, we have the best experts from UNB teaching some of their courses online, then we are actually able to draw from across Canada the experts in all different fields and be delivering to students a program that is bringing to bear all of Canada's expertise in geomatics, which is significant.

We are a very strong country. We are well recognized for our geomatics teaching. We expect to be gaining students from this. Overall, this online learning program is going to be accessing students who previously didn't have access to this kind of education.

So, they will be taking courses through us and through the other universities. I think this also has a lot of potential to draw applicants from overseas, whether they want to come to Canada and be a land surveyor, or whether they just say, oh wow, I get a UNB course in GIS. Okay, I will take it.

Again, we can rely on that strong reputation that we have in Canada, to really amplify the participation in our geomatics programs and also to raise the profile of Canadian geomatics throughout the world.

Finally, I think that this conversion program can do a lot to actually improve course delivery. Izaak has already emphasized this. There is a lot about online delivery that forces you -- if you are trying to do it right, that forces you to apply good teaching practices.

So, let's say that a student doesn't learn that effectively from lectures. They have gone and they have done the online class session, and they have understood it a little bit, but they really want to understand it better. Now they have that opportunity. They can review as much as they need to until they get everything. I know that if you look at how Izaak's courses are delivered, there is sort of a chat that is going on at the same time. A lot of students are afraid in class to put their hand up. But we as instructors, we really need to know when you are not getting something.

So, that creates the facility for students to actually ask those questions and for us to respond and correct what you are not getting. We can bring to bear a lot of different types of learning, a lot of different ways of expressing information. So really what we can do is we can create, as Izaak says, the gold standard of education through this mode.

So, how far away are we? I did a little bit of a simulation in the context of the UNB program because that is the one that I am familiar with. If somebody today decided that they wanted to do a Bachelor of Geomatics degree, that is our three-year one, and they wanted to do as much of it online as possible, right now, it is a 31-course program.

The restriction by UNB, and all universities have something like this, is that half of the courses have to be done at that university. So right now, they would be able to do 11 of the 31 courses online from UNB. They could do about 12 online courses from other institutions and transfer the credit back.

So, that means that they could do approximately two-thirds of the program right

now as things are in an online forum. There are about eight courses that aren't available in that way. Three of them are practical courses where that is going to be a little bit more tricky to work out, and the rest are just specialized courses that aren't offered somewhere online.

So, this isn't abstract. Actually, we have some students right now who are getting a jump on their UNB program by doing a term of studies online before they actually come to the university. So, this is something that is already starting to happen.

One point that I do want to make is that whatever we come up with initially for this, it shouldn't be the end of it. So right now, what we are trying to do is find courses that can cover this and this and this syllabus item from CBEPS.

But what we really want in a graduate, and part of the strength of surveying in Canada is that we have graduates who we build up not just in terms of being able to have knowledge about this topic, and this topic, and this topic, but students who have an in-depth understanding, something that is built up, and students who are not only strong because of having learned certain facts, but students who are strong because we have developed them in certain ways as professionals able to work on a team, able to think creatively and to solve problems.

So, we would also want to develop this into a program that is going to develop someone as a whole person, as a whole surveying professional as they go through it. So that is where we stand on it. I will turn it over to whoever is next.

MR. TÉTREAULT: I want to present my apologies to Izaak, because Izaak and Four Point Learning is also part of the task force, and he wasn't on the list that I presented on the slide. Very sorry, Izaak. Izaak has been a critical member for this task force. Sorry.

MR. DZALDOV: Just before I give my thank you to the panel, I did want to mention a couple of things.

It is actually hard to believe how quickly this is coming together. We already have courses in play. We started talking about this in the fall. At the Presidents' Forum, we talked about it. We all kind of looked around and said, this is a great idea. Okay, who is going to take this on?

Eventually, a team was put together, and they have been doing a fabulous job. I had the pleasure of visiting the campus in New Brunswick, and I certainly -- we met a few professors, and I certainly felt the passion that Robbie has mentioned. It actually felt, a little bit like Erindale, which was kind of nice. I can tell you that I believe Sophie-Rose was actually a graduate there.

My personal hope with this is -- and I think in the beginning, the elephant in the

room was the institutions and how they would all react to it. We tried to be very careful on how we did that because we really do want everyone on board.

So, my goal is a national initiative, where the learning centres actually compete for the best course, not the best students. So, every institution that is part of this has a fabulous course, and that is what they work on.

We actually don't have time right now for questions, but I do encourage you over the next 48 hours to speak to the panel and get their thoughts and give them your ideas so this can keep moving forward.

So, I would like to thank the panel. It is our pleasure to present a small token of our appreciation to each of you. We have made a contribution in your name to Jacob's Ladder.

So 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 schedule to join us. They are a vital component of the AGM in demonstrating the latest technology and support services to our members.

I would like to ask Greg MacDonald of our AGM task force to now please escort the exhibitors into the room. Each of them will be given a few moments to introduce themselves to us.

INTRODUCTION OF 2019 EXHIBITORS

ATTENDEE: Good morning, Toronto. Welcome to the AGM. It is always great to see a lot of old faces, but there is also a lot of new faces this year. Last year when I was up here, I spoke about tilt compensated GPS measurements using IMU inertial, and it worked so well that we decided to incorporate it into our latest LiDAR scanner along with some high-speed, high-definition video.

You really need to stop around our booth and have a demonstration on this. This is a game changer. You can scan a room like this from four or five positions in likely 10 minutes at several millimetre accuracy. So, it is certainly a game changer. Thank you very much.

ATTENDEE: Good morning, everybody. I am Dilip from Sokkia. Thanks a lot for having us here today, over the next two or three days.

We are promoting all kinds of exciting technologies in the survey world. I have here with me what we call hybrid positioning. So, there is a real-time GPS unit combined with a 360 prism that is guiding a robot and doing integrated surveyors, flipping on a push of a button between total station and GPS and giving you a complete service solution. So come to our booth, have a look and see what you like. Thanks so much.

ATTENDEE: Hey, everybody. Mike McMillan, Horizon Measurements. I just want to thank everybody for having us out again. Really appreciate all your continued support. So, thank you very much.

Come check out the booth. We are running some interesting programs this year. We are giving away free network subscriptions and run a program where we drop off brand new equipment every two years. So, come chat with us and we will tell you how it works. Thanks again, everybody.

ATTENDEE: Hello, everyone. Susan Muleme Kasumba. I am wearing a different hat than how you usually see me with Airborne Imaging. I am with BeSpatial, formerly Urisa Ontario. I am the Eastern Section Director. We have got a table out front with some information.

We are re-branding as BeSpatial. We are an organization of professionals and students and educators in anything within the geospatial realm. We are partnered with AOLS. They have a booth at our AGM in May, and we have a booth at this AGM here.

Our membership consists of all levels of government, primarily municipal. We also have provincial and federal and also educators, students and private sector companies like Airborne Imaging. We put on webinars and seminars on topics of interest to our membership.

Thank you to AOLS. They have allowed us to use the GoToWebinar software so that we can put on our webinars. As a private sector member myself, I have been able to deliver four different LiDAR seminars and webinars to our membership which were of great interest.

So, if your firm is doing something that is interesting and innovative that you think your membership and our membership might be interested in, let AOLS know and we can talk about doing a joint webinar or joint seminar.

Our AGM is in May. It is a two-day meeting. If you would like to have a booth, let us know, and if you have a presentation of something of interest that you are doing, also let us know, and we also have openings on our board coming up in May. So, if you are interested in becoming a board member, pop by the booth and I can give you some more information. Thanks very much. Have a good AGM.

ATTENDEE: Good morning, everyone. I am Julie Brough from Logan Wealth Management. Some of you, I have met before. Some of you, I have not.

We are an independent investment management firm dealing with high net worth individuals as well as some institutions such as the AOLS. As I have been here before, we have talked a lot about one of our goals, that is to help educate people about investment management so that they can make better individual decisions.

Some of you have listened in to some of the webinars that we have done for the AOLS in the past. Based on that, we have actually launched our own series of webinars. If anyone wants to stop by the booth, we have a card that has the next events coming up if you would like to log in, listen in. We encourage that.

Tomorrow, I will also be doing a presentation as a vendor which will be talking about rolling your money from an RRSP to a RRIF and all of the little rules you need to know in going about that.

As I said to some people, I was actually quite surprised when I sat down to do the presentation because being in the industry as long as I have, you just take some of these things for granted about how many little things there were to think about in that process.

So, anybody that is thinking about retirement, take half an hour and come on out. We also have a regular mailing list here for people wanting updates on either our chart of the month, our regular commentaries or any of the educational pieces that we publish or to be notified of future webinars.

Kimberley has asked me to remind anyone that has signed up in the past that may have changed e-mail addresses to come give us your new e-mail addresses. We are starting to have a few of them returned where people, I assume, have changed jobs. So come by, say hello, and hopefully we will talk to you, and hopefully we will see you tomorrow for that little half hour session. Thanks.

ATTENDEE: Good morning, everyone. My name is Grant Piraine. I am the president of Own Your Safety. We have developed over many years a course to teach utility infrastructure awareness to the excavation community.

Everyone here knows that during surveying work, you are driving iron or plastic bars in the ground and having to obtain locates. The process in Ontario is very complicated when it comes to understanding public utilities and private utilities. We have hopefully put together a complete course to give everyone the awareness that they need to dig safe here in Ontario.

Please stop by our booth if you want some more information about our course. Thank you very much.

ATTENDEE: Hello, everyone. My name is Gary Rosen. I am the Regional Sales Director for Canada for Carlson Software. I am glad to be back at the Ontario AGM. I cover Canada coast to coast, so my goal this year is to do all 10. I haven't quite done that yet, but two down, eight to go.

As I look out there, I recognize a few more faces each year, which is great. I have really enjoyed travelling the country and meeting folks, so if I know you, please stop by and say hello, and if I don't know you, please stop by and say hello. Have a

great conference. See you at the booth.

ATTENDEE: Good morning, everyone. My name is Scott Paterson with Tulloch Mapping. For the past seven years, our group in Ottawa has been delivering high accuracy engineering grade surveys using mobile LiDAR, primarily for highways here in Ontario, rails and large municipal infrastructure projects.

To date we now own two mobile LiDAR units and have them deployed mainly in Ontario, but in the northeastern United States. If you would like to learn a little bit more about our services, please drop by our booth. We have got a few demos to show, and we can also show you how we integrate mobile, airborne and static LiDAR data sets with conventional surveys. Thank you.

ATTENDEE: Hi, everybody. My name is Cliff Sheehan with Phoenix Measurement Solutions. We are here today to see everybody that we haven't seen all year that is too far away. Good to see all of the new faces and some of the old faces.

Come by our booth. We have the full line of geomatics positioning system products. We have factory reps with us that can answer some questions, explain their new expanded software if you are interested in that. We have the Septentrio GPS and the SitePro accessory line, which you have probably all seen or heard about. Nice to be here; and come on by and say hello. I look forward to talking to everybody after. Thanks.

ATTENDEE: Good morning, everyone. We are from multiVIEW Locates. We are an Ontario-based company. We have been in business for 30 years.

We use a wide range of technology to locate a variety of subsurface infrastructure. We also offer private and public utility locating, subsurface utility engineering. We also create CAD and GIS maps. We also offer CCTV pipe inspection, hydro excavation and concrete scanning. We operate out of four offices: Mississauga, Kitchener, London, and Ottawa. Thank you very much.

ATTENDEE: Good morning, everyone. My name is Morgan Worobec. I am here to represent MicroSurvey Software. For you guys that don't know about us, we have been creating software specifically for surveyors since 1985, and in 2012, we were acquired by Hexagon, who is also the parent company of Leica and GeoMax. Since then, we have been busier than ever.

As for me, I have a diploma in Geomatics Engineering Technology. I recently completed CBEPS so I can become a land surveyor in training. That was actually my first winter, not outside chipping pins out of the cold. It is quite a nice change to say the least.

Typically, our customers include surveying, engineering and construction firms

who are looking to increase productivity in their surveying departments. We offer field and office solutions for drafting, data collection and network adjustments.

We offer different levels for each of the products as well, so you can choose a product that matches your business needs. If you ever wondered why you are stuck paying thousands of dollars in subscription fees when you only use 10 per cent of the software's features, all of our software is subscription-free, which will just keep more money in your business.

Our support and help resources are second to none. We have online training classes, training videos and tutorials, as well as all of our support staff is based in North America, so you are able to understand what they are saying when you get a hold of them.

We have free demos for all of our software. Our most recent release of MicroSurvey CAD, we added BIM and Revit file support, so you can now take those files and add it to MicroSurvey CAD without having to use AutoCAD.

There has never been a better time to check out our product line. We are at Booth 9, so come by for a quick chat, and drop off your business card because we doing a draw at the end of the conference. Thank you.

ATTENDEE: Good morning. My name is Murray Hunt from Canadian UAV Solutions. We are an aerial data collection service with images and data for topographical surveys.

We operate both a fleet of fixed wing and UAV drones and are insured and certified for operations anywhere in Canada, complex operations in the airspace. Thank you.

ATTENDEE: Good morning. I am Blaine Hunt from T2 Utility Engineers. We supported AOLS through all the years and at AGMs, and we continue to reach out to your members for education mostly on utility engineering.

We would like to help you with your proposals when they include the words "all utilities." We have a booth set up outside. Stop in and see us, and at 2:00, we have a breakout session as well to talk to you about some interesting things that we have been involved with, with the ASC and here in Ontario as well. Thank you. Have a great snow day.

ATTENDEE: Morning, everyone. My name is Eric Timoshenko and I am representing Urban X. Our company specializes in utility mapping and subsurface utility engineering.

We have been around for about five years, but collectively, our illustrious leader John Scaife and I, have been doing this for a good 25 years. Surveyors represent -- definitely represent one of our best client groups. I have already caught up with a

bunch of you. I would like to invite you to our booth to discuss your utility mapping requirements, if any. Thanks a lot.

ATTENDEE: Hi, everyone. I am Maude Pelletier, the Executive Director and President of Genidrone, which is a company based in Quebec City.

So, we are— we have been one of the first companies in Quebec to offer complete geomatic solutions using LiDAR on monorail vehicles or UAV. We also use different auto sensors and RGB cameras. We are here to help a company to integrate those solutions into their business, so we offer consulting, also training and technical support. I hope to see you all at my booth, Booth No. 20. Thanks.

ATTENDEE: Hello, everyone. My name is John Singh and I am with a company called Teranet. We offer a product called GeoWarehouse, which many of you are already using. That will give you direct access to the Ontario land registry system. There you can purchase your plan images, your instrument images, your parcel registers, as well as within the subscription, you will receive the ownership information, legal description and the sales history of that property.

Many of you are already our customers. If you have questions, definitely come by our booth. If anyone is interested as well, definitely come by our booth. We are just right next to the lunch room. Thank you very much.

ATTENDEE: Good morning, everyone. My name is Dave Gauer representing GeoShack. My first show here, so I am excited. Looking forward to meeting most of you. So have a good show. Take care.

ATTENDEE: Good morning, everybody. Doug Culbert representing your Archival and Historical committee. We have a booth in the exhibit hall, as you probably know.

On occasion, Charlie Wilkins is there. If you want to talk to him, come by the booth. If you don't want to talk to him, there is a good chance he might want to talk to you. So, we also have some new old equipment donated by Jack Young's estate and some other things that are happening there. So, drop by sometime when you get a chance. Thank you.

ATTENDEE: Hi. Mike Power with iLOOKABOUT. I have the good fortune of standing in the AOLS booth today to help you unleash the potential associated with the new Provincial Survey Record Index.

Most people who have come by so far have already called us the most exciting booth in the exhibit hall. Make sure you drop by, because I have also got a parting gift for you, and that is your log-in credentials to the site. If you don't have them already, I have got them for you. Make sure you spend a couple minutes and come by the booth. Thanks.

ATTENDEE: Hi, everyone. Mark Sampson, Gallagher Insurance. I think most of you guys know me. Just more of an FYI that tomorrow I am giving a concurrent session on retirement liability that surveyors face as well as some cyber liability.

I am going head-to-head in my seminar against a cannabis presentation. Just so you know, contrary to popular belief, they are not giving out cannabis tomorrow. However, if you want to come to my seminar, I might be giving out free samples -- actually, I am not. But you should really come to my seminar. It should be a good time.

I am not in the exhibit hall. I am just actually outside the front door with Laura. She is my Office Manager. Come by and say hi on your way in. Also, the number one question I have been getting is are you guys getting cheques this year? Unfortunately, no, you are not getting cheques. But I am crossing my fingers that I can give out some cheques next year if all goes well. All right. We will see you tomorrow. Thank you.

MR. LAWRENCE: Next door, Booth No. 22 is for the Future of Education Committee. This is something that we have spoken about for the last hour before the exhibitors came. Drop in. There is always going to be somebody there. Talk to us about anything that is of interest, questions.

There is also an opportunity to follow up this afternoon during Open Forum if you have questions for any one of us on the panel making the presentation in the second half of this morning. Thank you.

ATTENDEE: Hi, everyone. I am Pat Hills from Cansel. Hi, Dave. You are right up close there.

Always new acquisitions at Cansel, so I am going to refer to some notes here. Last summer, Cansel acquired the radio detection, the RD business, from Trenchless in Ontario, so Doug Niles is in our booth to talk to you about our utility locating services.

Scott Kimura is there representing our Autodesk side of our business. Ken Foster, if you want to talk about your HP plotters. Sebastian Long is our representative for Microdrones UAV. Mark Halsey, of course, with our product line, and of course our usual cast of characters, Bruce and James and John to talk about the award winning SX10 scanning total station.

Just one other thing. Blain Martin, if I could have you come up just for a second. I asked to go last because— and I will talk while you are walking.

On behalf of all the exhibitors, we wanted to extend to you our heartfelt appreciation for all the work you have done for us and the Association over the years, in particular, the care and attention you have shown to us around this AGM

every year.

A lot of us up on the stage here attend professional annual general meetings around Canada, and I think we all agree that Ontario's is the gold standard largely because of your leadership and the team that you have grown here in Maureen and Lena and Julia and Penny. If you name one person, you have got to start naming them all. So, we wanted to thank you and I will personally miss our impromptu brainstorming sessions and gut checks and pep talks and that kind of thing. So good luck to you and Paula in the next chapter of your life.

MR. DZALDOV: We have a phone in case someone is missing one.

I would like to thank the exhibitors for joining us at the AGM. A special thank you to the returning exhibitors and a very warm welcome to the exhibitors who are new this year. I encourage you to visit, meet and greet the exhibitors.

Refreshments will be available at the exhibitor hall throughout the course of the meeting. Lunch today will be available in the exhibitor hall and there is also an eating area in the exhibitor hall. Please take the time to visit the exhibitors during lunch.

Our keynote speaker session will begin immediately after lunch at 1:00 sharp. 1:00, so please be in here before that time.

The vendor sessions will be held in the Wellington Room, which is on the level below the exhibit hall. Drop by for the 45-minute presentations from the exhibitors. Learn about new technologies and talk to experts about implementing efficiencies that will give you a competitive edge.

The presentation schedule is posted by the presentation area. I am told that there is a bit of a glitch with the bar code, so if everyone can just have their name tags out and ready when you go next door for lunch. Enjoy your lunch and, as I said, please be back here for 1:00. Thanks.

--- Recess taken at 11:55 a.m.

--- Upon resuming at 1:05 p.m.

MR. DZALDOV: Welcome back, everyone. Just a quick reminder for everyone to turn off their phones. You may have had them on during lunch.

KEYNOTE SPEAKER'S ADDRESS:

At this time, I am very pleased to introduce our first keynote session speaker Barry Pokroy. Barry is a clinical psychologist, organizational, behaviour and people performance expert, a go-to resource when it comes to training, executive coaching and long-term counselling.

Barry Pokroy helps organizations make lasting and sustainable changes in the performance of their people and the business itself. Drawing on his extensive background in clinical psychology, Barry's approach accelerates performance and drives lasting results by focusing on factors that traditionally impede both personal and business performance.

Please join me in welcoming my good friend Barry Pokroy.

MR. POKROY: So, when one is briefed before a keynote— because you don't just arrive on the stage and talk. You get briefed beforehand. So, I would like to just share with you a little bit of what happens behind the scenes.

So, I have a call with the conference organizers, and really it is just to understand. One, what is the demographics of the audience? Two, is there a theme to the conference, in this case, building on professionalism? And then I always ask one question. I ask what does success look like to you?

When I walk down and walk out of this room, what is going to make you feel this was a successful talk? The answer I got was I want people to walk away thinking wow, and just to take one thing that is going to really play in their mind over the next few days. So, in other words, create a noise in their head that they are going to have to really think about something.

So, this is post-lunch, a most difficult time to do a talk. So, I am going to give you everything of value in the first three to four minutes, and thereafter, you can choose how to best use your time.

There are two takeaways that I am going to create a noise in your head, and the first one is when I was preparing for this keynote, I work around a number of other professional people, and I thought, I am going to ask them, do they know what a land surveyor does?

So, I go up to the first person, who is an economist. I said, tell me, do you know what a land surveyor does? Surveys land.

That is really good. Could you explain more? No. Then the next person was a consultant, 15 years at Deloitte, 10 years an executive coach. Do you know what a land surveyor does? I have got no idea. Without even thinking, I have got no idea.

A chemical engineer, a CPA, and a lawyer. Not one of them knew what a land surveyor does. And I have to be transparent now. I also didn't know what a land surveyor does. But what I have learned is there isn't a part of this city that isn't touched by you, and yet, nobody knows who you are.

I am going to hopefully help you tell people who you are because you have a

significant impact. You should be disturbed that no one knows who you are or what you do yet you have such a profound impact on people. That is one piece of noise in your head.

The other one, I want to ask you a question. I would like you to raise your hand if you have ever had this thought on one or multiple occasions. Why don't people listen to me? Please raise your hand if you have thought that at least once or multiple times.

Good. So here are the two take-outs for that. The first take-out is that if you look around you, you are not alone. So, there may be comfort in numbers. But secondly, and probably the most important takeout is it is your fault.

It is your problem that people don't listen to you. So today, we are going to look at how do we talk so people listen and listen so people talk? If you want to leave now, you are welcome.

So, this title actually emanates from a book that was written by a person by the name of Adele Farber. It was called "How to Talk So Kids Will Listen and Listen So Kids Will Talk." It was a parental guide for effective communication with children with the expressed aim of developing meaningful relationships.

This book got rave reviews. A parental bible. A parental survival guide. Yet, when I finished reading the book, I was immensely disappointed, and not because of the content. The content was brilliant. But why did they stop where they stopped, how to talk so kids will listen and listen so kids will talk?

Effective communication. What about our partners, how to talk so our partners will listen? I am sure many of you would like that to happen, and how to listen so your partners will talk. Our friends, our clients, our employees, our leaders, our service providers.

How do we talk to all of these people in a way they will listen and listen in a way that they will talk? Because Adele Farber, the author of that book, didn't continue the series, it has created a wonderful opportunity for me. Today, I am going to talk to you about how to talk so people listen and listen, so people talk.

One of the biggest lessons I have learned in life as a clinical psychologist, as a father, as a husband, as a friend, as a service provider, but most importantly as an in-law, is that all people are born or given to sensitivity.

Now, what is sensitivity? That is an ability to recognize and acknowledge other people's emotions and our own emotions and experiences. We were born with that incredible gift. But sadly, some people came along with life experience and started to change the sensitivity, and they have become insensitive.

What is insensitive or insensitivity? They do not see what is placed right under their nose. They do not get the emotional world of other people, do not get other people's experiences. These people, we call emotionally blind.

Please raise your hand if you are currently involved in a relationship with somebody. Good. Please raise your hand if your partner is emotionally blind, they do not see your world. Right, two people. Two, one struggling. Okay. Very good.

So, for those of you that think your partners are not emotionally blind, the sad news is then you are, because they are emotionally blind. Then, some people come along, and they take this gift of insensitivity and they flip it on it's head in the other direction, and they become hypersensitive.

What is hypersensitivity? These people have a remarkable talent or remarkable skill to see things that do not exist. So, they have what we refer to as X-ray vision. My sister-in-law suffers from this illness. One day, she is walking down the sidewalk, and at a distance, I didn't recognize her.

When she got close, I said, "Wow, I didn't recognize you at a distance." She said, "What are you saying? I have put on weight?" Now, I wasn't even thinking that. I get a call from her husband 10 minutes later to say, "Why did you tell my wife she has put on weight?" Now you understand how family wars begin.

So, looking around the room today, I see that there are many of you that are not ready to end your careers or stop working. If any of you are looking for a change in career, moving away from surveying land, I am going to recommend surveying people, clinical psychology.

Why? Firstly, it only takes seven years. Seven years, then you are done. But why is it so important to do clinical psychology? Because people that suffer from emotional blindness and people that suffer from X-ray vision, they get involved. The demand for psychologists far exceeds the supply. So, you don't even have to be good. You just need your certificate of registration and you will be very busy.

I have met a couple in Toronto. Of course, I am not going to share their name with you, their real names, but I am going to call them Mike and Cathy. Now, Mike, interestingly enough— coincidentally, happens to be a land surveyor. He is brilliant at what he does.

When people say to Mike, "Tell me, what is it? What is the secret of your success?" he said, "You know, one of the many things is I need a good night's sleep."

One cold winter's night, Mike and Cathy are in bed, 9:30, downtown Toronto, and he feels an elbow in his ribs. He says, "What, Cathy?" She says, "I am cold." He jumps out of bed, goes to the kitchen. He makes her a hot water bottle, brings it

back, tucks her in.

You look very surprised. You should be doing this. Impressed, yes. You have been impressed, actually, most of this talk. I am a bit worried. You are connecting too much.

An hour later, he feels another elbow in his ribs. He says, "What, Cathy?" She says, "I am still cold." He goes downstairs and fetches a blanket and tucks her in nicely. An hour later, she wakes him up for the third time. He goes to the kitchen and he makes her a big beer mug of hot chocolate thinking this will sort it out.

But at 12:30 when she woke him up for the fourth time, he had had it. He had had it, and he was just about to say something to her, and she said, "Hold on, Mike. Before you get upset with me, I just want to share something with you. When I was young, and even now when I tell my mother I am cold, she holds me. She snuggles up next to me."

He looks at his wife in absolute disbelief. He says, "Cathy, you are unbelievable. You tell me you are cold. I get you a water bottle. I then get you a blanket. I then get you a hot drink. Now at 12:30, you want me to drive to Barrie to fetch your mother?"

I am just laughing at your reaction. So, you see it is clear that Mike is deficient in the hearing department. He couldn't hear or see what Cathy was saying. But equally, she had a challenge in the communications department. She couldn't articulate her needs clearly.

Whilst this is a funny story, it is actually a very tragic story. This is the story of our modern times. February 27, 2019, today, we are all Mikes. We have all lost our sensitivity. We have all lost our capacity to hear what other people say.

There is a gap between what other people say and what we hear them saying. There is a gap between what our spouses say and what we hear them saying, what our friends say and what we hear them saying. But very importantly for today, there is a gap between what our clients say and what we hear them saying, what our employees say, what we hear them saying, and what our leaders say and what we hear them saying.

Unless we close this gap, we will never be able to extract the maximum value from every interpersonal interaction we are having, whether it is with clients, with employees or with leaders.

Phrased differently, by closing this gap between what people say and what we hear them saying, we are taking one big step towards building on professionalism and learning to communicate more effectively and more impactfully in order to develop more meaningful relationships.

Through closing that gap, we can harness the power of human connection to elevate performance, to elevate your presence, to elevate your image, and to elevate your impact as individuals and as professional land surveyors.

So today, we are going to look at how do we close that gap. How do we hear differently? In order to hear differently, we need to take a look at how we hear today. I want to take it away from your industry for a while, and let's just look at customer service in general.

When we are dealing with customers or clients, there are three components. There is a task, something that needs to get done. There is a customer service representative, somebody who is doing the service, and there obviously is the customer.

As you can hear, I am not born in Canada. I have a pretty strong accent. In fact, I have only been here for five and a half years. In case you don't know this, you live in the most fantastic country. It is brilliant. It is so bland that it is phenomenal. Nothing happens here. Nothing happens. Politics is uneventful. There is very little pulse.

That is a gift when the rest of the world is falling apart. So, it is a privilege to live in this country. For five and a half years, I have very seldom thought to myself, I want to go back and live in sunny South Africa, except when I talk to Rogers. Then I think: "What am I doing here?"

Now, Rogers gave me an incredible gift. For eight months, they showed me the art of consistency. For eight months, they overbilled me, not \$70 or \$80 but \$700 or \$800, and every month, I had to pay it and get on the phone and have a fight. But after the eighth month, I had really had it.

I called the call centre. As somebody answered, I said, "I am extremely angry and extremely frustrated at your inability to solve this problem, and I am asking you please, can you solve the overbilling problem?"

What is the first thing the person said to me? "What is your mobile number?" I got such a fright. I thought, what are you asking me what is my mobile number? I have told you how angry I am. I told you how frustrated I am, and all you want to know is what is my mobile number?

What is happening there is this consultant is focused on the task and not the customer, the person behind the task. So, they hear what I am asking, but they don't hear the person behind what has been asked.

I will give you a second example. Because of the work that I do, I am always looking for examples of customer service and employee engagement. I walk into a

bank, and I am not going to give you the name of the bank for fear of litigation, but it was beautiful and green.

I walked in and there is a woman that walked up to the information desk, and she was really excited. She said, "I have just got married. We found a house that we are really interested in. Who do I speak to about a mortgage?"

The first thing the woman behind the information desk said is, "What is your account number?" I thought wow, here she is coming in and she has shared who she is, what is exciting her, and all the person focused on is the task.

Now, that is the correct question, what is the account number? You need to know it. But the timing of it completely demonstrates an insensitivity in hearing what the person said. This doesn't just happen at Rogers and at banks. This happens in your own home.

I walk into a friend of mine's house. His wife is busy sponge painting the walls. Her husband walks into the room. She says to him, "I am exhausted. Please, will you move the ladder?" Very enthusiastically, he takes the ladder, and he moves it.

We walk out the room and he said to me, "How is that as customer service?" I said, "Terrible." He says, "What do you mean?" I said, "Your wife said two things. She said, 'I am exhausted.' 'Please move the ladder.'" "But all you heard was, 'Please move the ladder.'"

So, in today's world, we have been trained to hear the task and not the person behind the task. In all three of the examples that I have given you, the person or the customer came in and made two statements.

I am angry and sort the problem out. I am excited and tell me how to apply for a mortgage. I am exhausted, and please move the ladder. In all three situations, the person heard the task and not the client or the customer behind the task.

If we want to create a differentiated experience with our clients, if we want to create a professional image, bold trusting relationships, we need to focus on both the task and the customer piece.

What that means, it requires a shift in mindset from task-focused performance or process-driven performance to customer-centric hearing, from developing a functional connection with the client to developing a meaningful engagement, or a shift from transactional management to relationship management.

When we do that, then we are building on our professionalism in the communications area because we are lifting our communication to another level. Now, if we want people we work with to operate that way with our clients or the people they manage, we need to equally manage people that way.

We can just substitute the customer service representative with a manager and the employee with a customer, and today, we manage our employees in the same way. We manage the task and not the person behind the task. So, to help manage this both internally and externally, we have got a formula.

This formula goes like this. It is C over T equals R. It stands for connection over task equals relationship. Today we know how critical relationships are if we are going to have a meaningful impact on the people we serve, our clients, whether they are private clients, whether it is construction companies, whether it is municipalities, utility companies.

We need to have the ability to develop strong relationships. I am sure I don't need to sell that concept to you. What constitutes a relationship? That is having both an ability to connect and engage the task. If we have no connection and all task, you have no relationship. If you have all connection and no task, you have also got no relationship.

You have just perhaps got an advanced self-help group. To have a relationship, we need to have a very strong consciousness of both the connection and the task. So today, I am not going to teach you your job on the task perspective. If I do, that is dangerous.

What I am going to say is what do we mean by connection and how do we connect and advance in an effective and meaningful way? So, the first point, what we need to do is understand the concept of mentalization.

There was a world-renowned psychologist that did an experiment with three and four-year old children. In this experiment, he got them -- he was an expert in the field of autism. In this experiment, he got these children to watch a play.

In the play, a young girl by the name of Sally walked onto the stage pushing a stroller. In the stroller, there was a doll. She left it there and she walked off. Unbeknown to her, Anne came onto the stage. Anne took the doll out of the stroller, hid it under the couch, and she walked off.

Sally came back, and they stopped the play, and they asked the children, where do you think Sally's going to look for this doll? Now, interestingly, the three-year old said she will look under the couch, and the four-year old said she will look in the stroller.

What is the difference between the three and four-year old children? They saw exactly the same thing. But three-year old children are not cognitively and emotionally developed enough to recognize that people have thoughts, feelings and experiences, different to their own.

They think if they know something, if they think or feel something, everyone else

experiences the same thing. That is why they answer under the couch. The four-year old children have an ability to what we in psychology, call “mentalize”. That is an ability to engage the world of the other person.

They were able to recognize, hold on, Sally wasn't on the stage when Anne came and took the doll out of the stroller. So, they could put the pieces of the puzzle together and obviously give the correct response.

That skill of mentalization is critical in our ability to engage effectively with others. What it does, it allows us to understand the intentionality behind people's behaviour. It helps us understand why people say what they say and why people do what they do. That is the very first important lesson.

Today, unfortunately, in many corporate spaces and in many areas of our lives, we operate like three-year old children. We see the world through our lens. We see the world through a land surveying lens. We see the world through our process, our governance, and we don't necessarily engage the world of the people that we are dealing with.

That is a critical skill if we are going to talk about effective communication and how to talk so people will listen and listen, so people talk. If we engage the world of other, then we know how to talk to them in a way that is going to create a meaningful dialogue.

So that is the first way we connect, is engaging the world of other. The second is understanding who we are and understanding who we are talking to. So, I am going to take you through a psychological model that was developed by a person by the name of Eric Berne. He was a psychologist.

Eric Berne said we have all got three parts to ourselves. We have all got a parent, we have all got an adult, and we have all got a child. These different parts he called ego states. Now, the parent ego state was divided into two.

The first one is your nurturing parent. That is the part of us that is very loving, giving, caring, helpful, supportive. Typically, a nurse, if he or she is doing their job properly, they are there to look after, take care of the patient. That is what the nurturing parent is.

The critical parent is that part of us that is exactly that, critical, impatient, judgmental, performance driven, a fault finder, will push you -- will put you back on track when you are off the beaten track.

A doctor could be an example of a critical parent. Your blood pressure is high. Your cholesterol is high. Unless you start eating properly, exercising, you are going to be in serious trouble in the next number of years. That is the critical parent.

The parent part of us guides. The nurturing parent guides through nurturance, the critical parent through criticism. Now, if you think back to your families of origin and your primary caregivers, your respective parents, you would have noticed that one parent was more critical, one was more nurturing, and you knew exactly how to navigate the conversation with them.

Now, in my house of origin, my household where I grew up, my mother was the nurturer. My father was the critical parent. My brother arrived home with his report card in grade 7. It was 3:30 in the afternoon, and lucky for him, my mother was there.

She opened the report card and she saw six Fs. Now, I was very excited because I did not like my brother, and I loved it when he got into trouble. So, I was just in my element. So, I was waiting, and this is what she said: "Don't worry, my boy." I thought what did you mean, don't worry, my boy? He got six Fs.

She says, "I know you tried hard, and you spent a lot of time playing sport and with your friends, and anyway it is the summer now. There is not much we can do. Let's take your bag, put it in the cupboard, buy you a swimsuit. You can swim away your troubles. In the new year, we will see what to do."

I just thought wow, I am not even going to bother going to school if that is the consequence. But I had 20 or 30 seconds of swimming in that luxury thought, but then I realized 6:32, my father would arrive, and he opened the report card and he saw six Fs, and he added a seventh, which I won't share in this forum.

He said, "No more sports. No more TV. No more friends. No more normal. We are going to get a tutor who is going to the whole of the summer sit with you and fix up the mess that you have made." So here you have same situation but managed differently by the two different parent ego states.

The next part of us is the adult, and the adult is that part of us that is rational, logical, objective, task focused. The adult is that part of us that likes to deal with facts, with numbers.

Lawyers typically are adult. They can go and defend a criminal. Why? They don't allow their emotions to cloud the issue at hand. That is one way to understand the adult, is they don't allow emotions to cloud their judgment. Accountants are also very typically adults.

Then we have three children. The first one is called the free child. That is part of us that is energetic, creative fun-loving, can't delay gratification. They want it all. They want it now. Very friendly, sometimes they need— they have got no boundaries between themselves and other people but have wonderful spontaneous energy.

Robin Williams in many of his movies played the free child. Patch Adams, he dressed up in a clown suit to treat cancer patients. That was his way of challenging the medical fraternity in a creative manner.

We then have the rebellious child, which is that part of us that goes against. Oppositional, defiant. The rebellious child loves conflict. In fact, if it is not there, might create it. The rebellious child likes to say no even if they may mean yes. They just enjoy being oppositional and defiant, but they do challenge status quo, and that is a very positive side of it.

That is the second reason why I love Canada. I teach this model in different parts of the world, and I always relate it to political figures. In Canada, you cannot find a rebellious child.

I think the worst that I have seen in my five and a half years here was the late Doug Ford— Rob Ford, who smoked some crack. Just look across the border, what is going on. Then you know what rebellious child is about. I think he has got the patent for the rebellious child.

Then we have the adaptive child, which is that part of us that is a people pleaser, accommodates, tolerates, doesn't like to disappoint people, doesn't like to put people out. The best way to understand adaptive child, they say yes when they mean no. How pathetic is that.

When Eric Berne developed this theory, I am convinced when he got to adaptive child, he just had to think of me. That is exactly what I do. I say yes, when I mean no. So, if any of you today, after this talk, ask me for a ride home, every cell in my body is going to say no except my lips.

They will say yes and with a smile. Then you get into my car and I hate you. I resent you. But I am still smiling. Why? Because I said yes, when I mean no, but I didn't want to disappoint you. So, the child part of us feels. Any emotion comes from the child.

This is a wonderful lens with which to view many different things. Which is the best day of the week? Anyone? Friday. Of course. Why? Because Friday, 12:00, your souls leave the workplace. They are in the weekend. Your bodies stay at work, but your souls have gone into the weekend.

Worst day of the week? Monday. Why? You have got to go to work, be responsible, reliable. So, what is happening there? Friday at 12:00, we start to access the free child in us. We start to think about the drinks on the weekend perhaps, the time out, so we start to access the free child.

Monday, why don't we like it? It is very adult. We have got to be responsible, reliable, dependable. Which days do people stop habits or start new habits?

Always on a Monday. Start dieting on Monday, stop drinking on Monday, stop smoking on Monday, start gym on Monday.

I have never heard anybody tell me on a Friday afternoon at 4:00, I am going to stop drinking. The free child in us will never make that comment.

So, it is a model that we can view many different things, but very importantly, a model that we can view ourselves. So, I am going to get you all involved now. I have some people that are apparently going to help me hand out some notes. Just put a bunch of those notes on different tables.

When you get these notes, there are two sides -- one piece of paper that has got two sides to it. What you are going to see is a graph like this called an ego gram. It is going to be blank. I am going to ask you to plot yourselves how much of each ego state you live in.

In other words, what do you look like? The best way to do this is ask yourself: How much time do I spend as a critical parent? How much time do I spend as a nurturing parent? It does not have to add up to 100, for those of you asking that question in your head.

Should you plot yourself higher at work or home, you are the same wherever you go, so just plot yourself as a whole person. Once you have done that, I want you to write your name on it, your SIN number and give me the information. Please plot yourselves. I am going to give you a couple of minutes to do that. I will walk around in case anybody has questions.

Okay. So, it is very interesting. I walked around. I found many problems. I am going to leave my business card on the corner there. You can just walk past. If I tapped you on your shoulder, then you know you need to see me.

So, I started off -- actually, I went to this table first and there were problematic people here. I thought, "Is this representative of the audience?" Fortunately, I went over there and there were some very nice people.

So, let's look at what makes people nice or horrible. No. Let's look at how to interpret this. Really what this graph shows us is how do we show up in the world? What are our strengths? How do we engage the world, and what are the areas that may be our blind spots, or we perhaps need to work on?

So, when analyzing ego grams, the first thing that we look at doing is the relationship between the critical parent and the nurturing parent. Who in this room has a higher nurturing parent than a critical parent by more than 20 scaled points? Right. You people are very nice people. You are very nice.

If I had to ask others that know you, I am sure they will describe you as he or she is

so warm, and so helpful, and you can ask them anything and they will do anything for you. They will say how kind and generous, given you all that list, and then they will leave out the one part, generally, that they often look exhausted.

Those that are high in nurturing, low in critical, this is my message to you. The nurturing parent is your talent. You mustn't let go of that. Marcus Buckingham, in his book on the strength finder talks about we are a society that focuses on our weaknesses, not on our strengths.

So, he says if your child comes home from school with an A-plus in math and an E in English, what do we do? We send them for extra English, and he said no, send them for extra math. He says that is their talent. You agree, sir. Thank you. Marcus Buckingham will be happy.

And he said but they can't fail English. They don't have to get the A-plus, but they can't fail English, otherwise that is going to really undermine what they can do with their talent.

With that same logic in mind, those of you that are higher nurturing parents, you are very good at connecting. If you look at the formula, connection over task equals relationships, you people are good at relationships. You invest in relationships.

It is easy for you, but the challenge is that you are not firm enough. The challenge is that you don't draw enough boundaries. So, you give, give, give, and there isn't enough self-preservation. You need to raise the critical parent. You need to learn to draw appropriate lines.

This ego gram is mine. Let me give you an example. If I look like that and I am bringing up children, what will it mean? If my child when they were eight came home from school before marijuana was legalized and had a big joint in their mouth, what would this parent say?

Look, I understand you are trying to experiment, but don't you think that is a bit big for an eight-year-old. Okay. That is inappropriate parenting. As a leader, if people come to work late, what do I do? I say, "Is everything okay?" They say yes. The next day, they are two hours late. Are you sure everything is okay? They say yes.

On Thursday, I am saying: "Don't you think maybe you should consider leaving home a bit earlier to get to work earlier?" That is inappropriate leadership. So, to be a good parent or a good leader, we have to have access to both the critical and the nurturing parent. My job is being to raise the critical parent like those of you that put up your hand when I asked you that question.

Who of you have high critical, low nurturing of more than 20 points? Yes. This table was the problem. You are not nice people. You are not nice, and people are scared of you, and you are judgmental, and you are impatient, and you are a fault

finder, and you are never good enough.

Your talent is in everything that I have said. You will get people to perform at a level that nurturing parents will never get them to. So, I don't want you to drop your critical parent, but I do need you to be mindful of something.

If people are afraid to approach you, if people are scared of what you are going to say, or what you are going to criticize, they are not going to come and talk to you. If your clients don't come and talk to you, or if your service providers don't come and talk to you, or if your employees don't come and talk to you, that is dangerous.

You want those channels of communication to be open all the time. So, your challenge is to raise the nurturing parent. Let me give you the motivation why you should do it. Because high critical, low nurturing, what happens is people hear your criticism. They don't hear the message. Then you are definitely losing out. So please wake up to the softer side of human interaction.

Those of you that have plotted yourself reasonably close together, doesn't matter which is higher, but less than 20 points, what you are saying is you are equally comfortable to engage the nurturing parent and the critical parent, and the situation or the context will demand or define which ego state you will bring out. So that is a very good place to be.

The next thing we look at is the adult and the free child. Who here has high adult, low free child of more than 20 points? It is going to be many of you. Right. You people are boring. Really. You are boring, very, very slow, unimpressive pulse rate.

Now, I used to say if you have high adult, low free child, you need to grow the free child. Absolutely not true. You do not need to. There is no reason to do that. If you have a high adult, low free child and you were genetically wired that way, it is not your fault, but you are happy. Everyone else around you is not, but you are. No.

So, you can be very comfortable in having a strong adult, low free child. However, if any of you have that configuration but think to yourselves I wish sometimes I could lighten up a bit, I wish sometimes I could let go, then I would say to you, I would encourage you to engage more of the free child and lift the free child.

Who has high free child and low adult, more than 20? Not many, as I expected, and you either are creative people, work in marketing, in sales, or you haven't held your jobs down for very long periods of time.

The reality is in the working world, the corporate world in most of our work environments, you cannot survive on a high free child and a low adult for a sustained period of time, because we have got to come to work and we have got to

deliver. However, that free child is a very critical part in terms of creativity and an ability to do things differently.

The last thing we look at is the adaptive and rebellious child. Who here has got high adaptive, low rebellious? You, sir, you are like me. Are you quite unhappy? It is a very tough place to be. Let me just see that again, high adaptive, low rebellious.

You need therapy. Message to you: Grow the rebellious child. None of these ego states must be given bad press. They all have a very definite role to play. The rebellious child at an extreme is destructive.

But at the less extreme, what it is, it is constructive. It challenges. It pushes the boundaries, which is important if we are going to grow and evolve as individuals, as professionals.

We have to have the courage of the rebellious child to challenge the status quo. So please don't think that any one of these ego states are bad in and of themselves. It just depends how they sit in relation to one another.

High rebellious, low adaptive. You really -- do people say that you are very argumentative? Yes? All of you are the same? Do you work with them? All three of you are high rebellious, low adaptive? All four of you? Did you copy each other? You look very adaptive. You are just saying yes to everything.

So, if you are high rebellious, low adaptive, my worry is that people stop listening to you. They think you just argue always for the sake of arguing. Even when you have got something really good to say, they have stopped listening.

So, my appeal to you is, don't stop pushing the boundaries, but learn to be more accommodating and adaptive as well that people will hear the rebellious tone as well.

So that is a very quick lens into what you all look like and how you approach your world and how you receive the world in terms of your interpersonal engagement. This is really important. We are talking about building on your professional development.

We are looking at the formula of connection and task and how to develop those relationships. Take a good look at where your strengths sit, where your areas that you should put some energy into so that you can maximize and extract the maximum value from every engagement that you are having.

This model is called a transactional analysis. It is about analyzing transactions. There is a young boy sitting on a park bench, and he is eating many chocolates. He has got 10 chocolates, and he is having a fantastic time.

This old man, some people say he looks like me. I am going to change the picture. This old man is looking at this young boy, and he cannot tolerate it and eventually turns around to him and says, “Do you know, young boy, that chocolates are bad for you? They are bad for your sugar levels, for your kidneys, for your concentration, for your energy.”

The little boy turned around and said to the old man, “Do you know that my grandfather lived till he was 106?” The old man said, “Oh, really? And did he eat a lot of chocolate?” He said, “No, not at all. He just learned to mind his own damn business.”

What do we see here? When this young boy was eating the chocolate, what ego state was he in? Free child. Who wouldn't be? Along came the old man and said, “You should not be eating those chocolates.” He was the critical parent. And what did it do? It evoked the rebellious child in the person.

What I am going to ask you now if there is one thing you are going to remember about today's talk, it is this. I want you to remember that we create our own transactions. We create them. This old man took a happy person and made them miserable. Why? He didn't talk in a way that the person would listen.

I may have gone in differently, maybe from a nurturing parent ego state, and said, you know, “Wow, ten chocolates. You must be really happy, but I am worried about tomorrow. Do you think you might wake up tomorrow and think I should have left some?”

I would have got a very different response from the child than, “Do you know that my grandfather lived till he was 106?” So, what is really important is to know that we create our own transactions. But we also sometimes unintentionally get hooked by other people's way they engage with us.

So, I am just going to share a quick story with you about my daughter Rachel. Rachel is a fantastic, fantastic human being. She is 21 years old. She is in her final year of, guess what, psychology. She is really just brilliant. She was put on this earth for one reason, one reason only, and that was to test my patience.

I am the most patient human being. Rachel tested that to show that I am not. She can get me from day one, even before she was born, from zero to a hundred in less than a second. So, I am going to give you a story of when Rachel was three years old.

She came to me and in a very angry voice, she said to me, “Make me a chocolate drink.” She is three. What ego state was she in? She is in ‘rebellious child’. But she was talking to me, her father, a clinical psychologist. I have got years of experience on her.

I go to my critical parent. I say, “Rachel, that is not the way you ask for a chocolate drink. When you ask for it properly, I will make it for you.” That is brilliant response. That is textbook response, better than any of the textbooks. So that is what I say to her.

She comes back to me and says, “Did you not hear what I said? I said make me a chocolate drink now.” Same father, same clinical psychologist, same wisdom, same experience. I said, “Rachel, when you ask for it properly, I will make it for you.”

“Is there something wrong with you?” she says. At which point I lose it, because there is. I say, “Who the hell do you think you are?” And I am dragging her to her room screaming and shouting at her. What has happened is I have gone to my rebellious child, and we have got two three-year olds in battle.

What I love about this is, I know this theory. I dream it. I sleep it. I live it. Too much. I can't get it out of my head, and yet I am human. I still engage in the wrong interactions. What I love about it is, it guides me when I am in the wrong place.

My job is to then, to move out of the rebellious child, get back to the critical parent, and manage that engagement more effectively. You may say, “Barry, thank you for Psych 101, but do you know that you are talking to the Association of Ontario Landscapers -- Land Surveyors?”

I was practising last night not to say that. It shows you, don't practise. What relevance does this have in your lives? What relevance does this have to the topic of building on professionalism. Each, and every day that you arrive at work, each, and every time you have a conversation with an employee or a customer, they are in an ego state.

Your job is to identify what ego state they are in. If you can recognize what ego state they are, in you know what ego state to go to so that you can get the best value from that interaction, that you can create client experience, that you can create trust because you are interacting at the absolutely correct emotional and psychological level.

So, here is a question for you. Which ego state do you think is the most difficult ego state to manage if your client is in that ego state? I want to just see by a raise of hands. How many of you think the critical parent is the most difficult ego state out of all the ego states to manage if your client is in that ego state? Nobody. You are right.

Nurturing parent? Nobody. Adult? One. Good. I am worried that people aren't listening. Free child? One, two. Rebellious child? Many. Adaptive child? Many. Not many, but six or seven. You are very clever people. The adaptive child is the most difficult client to manage.

Now, we think it is the critical parent or the rebellious child because it feels horrible when you are dealing with those people. You deal with a rebellious child, you come out of that interaction, you feel like you have been in a boxing ring.

But there is no guessing what they want or how they want it or when they need it. I will show you today how to manage rebellious children. Easy. The most difficult is me, the adaptive child. Why? I say yes when I mean no.

So, you need information from me, or you are asking me if I understand something, and I am just saying yes because I don't want to disappoint you and say no. In the meantime, I walk away from that interaction and I potentially feel resentful towards you.

That is very dangerous if we are wanting to create meaningful client experience, if we are wanting to create effective communication and bold relationships with the people that we engage with on a daily basis.

The ideal ego state that we need to have is two adults. Two adults, that is when you are going to have effective communication. At any given point in time, when you are talking to people, you need to ask yourself what ego state they are in.

Don't ask them. Ask yourself. Are they being rational, logical, objective, engaged? That is the adult. If they are sitting with heightened emotion, then that is the child. If we don't manage that heightened emotion, when we talk, they do not listen.

So, we need to manage the emotion before we manage the task, otherwise we do not get the outcome that we are looking for. Let me give you an example that all will be able to relate to.

I am sure many of you in this room have had this experience at least once, probably multiple times in your life where your significant other has for some reason lost the plot and is very angry and screaming and shouting and ranting and raving, not necessarily at you. It could be about something.

You in your wisdom turn around to them and say calm down. Yeah, calm down. Don't you think you are overreacting? And you know what you are going to get. Don't you tell me I am overreacting. And what is happening there?

All that is happening is they are in their rebellious child, in their child mode. They are overcome with emotion. And what you are doing by making that comment, you are making a very adult comment. Calm down. Don't you think you are overreacting? That is all in the head.

But there is no adult to receive that message. That is why they do not hear it. So, your job actually is to go to the nurturing parent and let them vent their anger. Help them vomit the anger.

When they do, what it does is it reduces the heightened emotion and neutralizes the ego states, and now they can get back to the adult, and now you can make that comment, don't you think you are overreacting, and you will probably get the response yes, I think I was.

So in so many interactions that I have demonstrated today, whether it is with TD or Rogers or whether at home, how we communicate both an emotional component and a task component, and if we only address and hear the task and not the emotional component, we will be increasingly frustrated by the fact that we feel people don't listen to us.

And the reason people don't listen, not because they don't want to, but they are in the wrong ego state. So, if you can recognize what ego state they are in, it helps you talk to that ego state and then maximize that particular interaction.

I am going to summarize what I have said thus far. In terms of building on professionalism and creating a differentiated experience, enhancing your image, building trusting relationships and having a professional presence, I am going to remind you of the concept of sensitivity, how we have lost the ability to hear what other people say.

There is a gap between what people say and what we hear them saying, and our challenge is to close that gap. How do we close that gap? Through mentalization, through recognizing— going to a four-year old level, seeing where the other person is at and not operating at a three-year old level thinking everybody thinks and feels the same way that we do.

Look at analyzing the different transactions, what ego states people are in in order to maximize that interaction, and very importantly, the formula, both connection and task is critical in terms of developing the relationship.

One point I want to make on that. Connection does not mean, “Hello, how are you?” That can be disconnection. Connection is an ability to read where the other person is at and meet them where they are at. If they are in the task and that is what they are asking for, you don't distract them from that.

So, if I phone Rogers and I say, “Please, can you sort out this billing problem?” They can say, “What is your mobile number?” They mustn't stop and say, “Hold on, sir. We attended a very good talk by Barry Pokroy and he told us we must connect. ‘How are you? How is your family?’”

That is not connection. That is disconnection. Connection is reading what the other person is dishing out and what you need to take from what they are dishing out in order to connect in an advanced and effective manner.

Finally, the ego gram is a tool to help you recognize how you operate in the world

and how perhaps others that you interact with frequently, what does their ego gram look like. If you have that insight, it can help you maximize the communication between the respective parties.

So, I am hoping today that you have learned something other than that people don't know what you do, and I am hoping you have learned how to talk so people will listen and listen so people will talk.

I am going to end off with one of the most important lessons I have learned in life, it is about how do we actually change people's behaviour, which is something that we are constantly trying to do in all aspects of our communication. To do this, I am going to take you through a very quick story of a couple that came to see me for therapy.

Now, as therapists, we are trained to be neutral. You don't take sides. Even though sometimes you feel like it, you don't. I asked, "Why are you here?" She said, "Because I do this whole relationship. I do the children. I do the finances. I do the social arrangements."

She went on for 20 minutes, and when she had finished, I said, "Sir, and tell me why you are here." and she said, "No, I will tell you why he is here." So very quickly, I learned she does the whole relationship. I called them 95-5. She is 95 because she does 95 per cent. He is five, but he is disempowered. She is resentful and he is disempowered.

I was a new psychologist. I still had faith in the human species' capacity to change. I sent them out, and I said, Next week, come back 90-10. That is easy. Sit down and get involved. They come back the following week. I asked them, "How did it go?"

And he said, "I took responsibility for the social arrangements. I booked for a movie. I booked for a restaurant. I phoned to tell her, and she said, 'I don't believe you. Why would you book for that movie, and why that restaurant, and really on a Wednesday night? Just leave it. I will sort it out.'"

She booked for another movie, another restaurant a different night, and nothing changed. This went on for two months, week after week. I became systematically disheartened and disillusioned at my career of choice. I rang to my professor for a moment of truth.

I said, "Please, I am asking you to really give me the truth here. If you think I have chosen the wrong career, let me know. If you think I would have been more suited to become a land surveyor, tell me. But I know it is early. It is seven years, but I am still young."

She said to me, Barry, fortunately this is not about you. It is about your

methodology. She said, “To get people to change behaviour, you have got to take them through a particular process.” She says, “I am going to tell you something now that hopefully you will remember throughout your career.”

That is that people are not dolphins. To get people to change a behaviour, you can't offer an incentive, a directive or a reward. What you have got to do is engage them in a particular process. She told me what to do.

I went back and I asked them their respective background histories. She was the eldest of six children. So, at a very young age, it was clear she had learned to be a mother, a parent. He was the youngest of three. He had two older siblings and parents. So essentially, he had four parental figures who did everything for him.

So, when they met, it was fantastic. Mom met child, child met mom, and they thought that would really last. But no relationship can sustain itself like that. So, in them recording their background histories, they started to recognize their contributions to the current situation.

In the next two months, they moved to 80-20. Behaviourally, that is brilliant. You don't want people to have more than that. If you make her 50 and him 50, they are going to be miserable and resentful for other reasons. 80-20 is enough for her not to feel resentful, but to hold onto her core self, and for him not to feel disempowered.

Why do I share this story with you? Two reasons. One, as you can see, I get results. So, if any of you having challenges in relationships, I am good. So, I will leave my card there. I was always told to use the stage for business development, so there is my—I am joking. I do not practise, so please don't come to me afterwards.

The other day, I did say that, and somebody came to me, and they said, “Can I make book a time with you?” I said, “No, no. I was only joking.” She said, “That is not funny.” Let me just share with you, it is quite funny, but I do have other people of course I can refer you to.

But why do I share this with you? We have got to ask ourselves the question, what happened in the first -- the second two months that were successful that wasn't happening in the first two months?

The process they went through in order to change their behaviour was firstly to raise their consciousness, move them from the unconscious to conscious. I am not talking about Freud. I am talking about things we do every single day habitually that we are unaware of.

Perhaps you drive home some days and you get home and you get a fright. You think "How did I get here?" That is unconscious. You don't remember turning left or right. Bring our habits to consciousness.

When we do that, it forces us to reflect. When we reflect, we gain insight. It is with insight that we have a shift in attitude or mindset. It is only with a shift in attitude or mindset where you stand an increased chance of behaviour shift or behaviour change.

What I did in the first two months is only focus on trying to shift their behaviour. Go do this. Try this. Come back next week and do that. And that was a big mistake. To get people to change behaviour, actually what we have got to do is shift the attitude or mindset.

When we shift the attitude or mindset, only then will be able to -- we don't even have to shift the behaviour. They will engage the new behaviour. It is just do they need the skills and insights in order to do that.

I am hoping today that you have gone through in this last hour and 20 minutes or so this process and that at least you have got some insight and in continuing with your theme of building on professionalism, that you will maybe take some of the learnings and start to shift your mindset or attitude and start engaging a new behaviour. Thank you very much.

MR. DZALDOV: I wasn't going to say this, but on the rebellious child thing, I had it at the bottom of the page, but then the people at my table saw it and moved it right to the top. I am not sure what that is all about.

So, I want to be very transparent, tying into our next topic. I have actually known Barry since he came to Canada. We are good friends. By the way, Barry just became a Canadian citizen two weeks ago?

MR. POKROY: Yes.

MR. DZALDOV: I have actually never heard him speak like this before. It has been amazing.

I got two major takeaways. I just want to step back for a second and say the story about Mike— he does only know one surveyor, but that story wasn't about me, and my wife doesn't paint walls. But what I did learn from that is if she did and she said she is exhausted, not to just take away the ladder.

The other takeaway is I didn't know that Barry is an adaptive child. Some people know I like drinking Jack Daniels and Coke. I often come up to Barry and say, "Just have a drink with me." He doesn't like to drink. But he always just smiles and takes the drink from me, similar to the story about the car. Now— do you hate me?

Thank you, Barry. That was a powerful message for our membership. It is a pleasure to present this small token of our appreciation. We have made a

contribution in your name to Jacob's Ladder, a local organization that aims to benefit children with neurodegenerative disease.

MR. POKROY: Thank you.

MR. DZALDOV: All right. So now we have a break. We are going to reconvene at 3:00. So again, refreshments are available next door in the exhibitor hall, and immediately following the break at 3:00, we will continue our business session. Thank you.

--- Recess taken at 2:21 p.m.

--- Upon resuming at 3:03 p.m.

MR. DZALDOV: Welcome back, everyone. Just a quick reminder to turn off your phone. Actually, leave them on. Let them ring because we don't have any funds for the Education Foundation yet.

Our business session continues with a presentation on transparency. Ladies and gentlemen, please welcome Vice President Al Jeraj.

AOLS TRANSPARENCY POLICY

MR. JERAJ: Thanks, Dan. Good afternoon, ladies and gentlemen. As a self-regulating profession, transparency is of utmost importance from the public's perspective and from our members' perspective. The public desires regulators to be fully transparent.

The reason is obvious. The public wants access to information so that they can make informed decisions. It is not an unreasonable request. How many of us can think of a situation where, had we had more information, we probably would have made a better decision on something.

The trick is to balance the public's appetite for full disclosure with protecting our members from being unfairly judged or misrepresented. Therefore, in order to evaluate the Association's current policies on transparency and to update it, a task force was struck.

The task force was chaired by myself and the members include Blain Martin, Executive Director; Bill Buck, Registrar at the time; Trevor McNeil, Senior Councillor and Financial Councillor; Gavin Lawrence, Senior Councillor and acting Chair of the Standards Committee; Anna Aksan, Intermediate Councillor; Dave Kovacs, Junior Councillor and former Chair of Complaints; and Peter Meerveld, the Lay Councillor.

To help guide us through the process of deciding what should go into the policy, we hired Richard Steinecke. Richard practises law exclusively in the area of

professional regulation at the firm Steinecke Maciura LeBlanc and is considered by many to be the subject matter expert on transparency issues affecting self-regulators.

He is the editor of the widely read "Grey Areas" newsletter, commenting on recent developments in professional regulation. He authored a book titled "A Complete Guide to the Regulated Health Professions Act," and due to the comprehensive nature of the book, courts and tribunals have cited it many times in cases dealing with non-health professionals.

The book is updated twice a year. Richard spends most of his professional life teaching, writing, speaking, training and consulting on professional regulation activities. He is a lifelong learner and reads every Canadian common law court decision on professional regulation that he can find.

He has a Certificate in Risk Management from the University of Toronto. In 2015, he received the Regulatory Excellence Award from the Council on Licensure, Enforcement and Regulation.

So, Richard worked with the task force to write the policy which went through many iterations before we felt it was ready to present to Council. He provided the task force with sound advice and encouraged us to gauge what other self-regulators have done, and also to view transparency from the public's perspective.

I have asked Richard to join us this afternoon and present the policy and explain why it is vital for our association to move forward with it and to answer any questions you may have. Ladies and gentlemen, Richard Steinecke.

MR. STEINECKE: Thank you so much. I am amazed at how many people are here. I was saying to Al that if we had an Annual General Meeting for the Law Society, we would be lucky to get 1 per cent of the profession to attend.

I want to set the context for this concept of transparency and openness. There has been a lot of comment, especially in the media and by politicians, on this.

Going back to 2013, the Toronto Star did a series of articles about what information of health professionals is kept secret and where cautions were imposed for medication errors for misdiagnosis that had life-and-death consequences.

As a result of those articles, the Minister of Health directed the regulatory bodies, 26 of them, to change their by-laws to make more information public, which they did. Then the Minister was still not satisfied, and so at the next opening of the legislation, the government imposed even broader disclosure obligations about individual practitioners.

That was no sooner done than the Toronto Star did another series about information

about medical practitioners that was not available on the public register, on their website.

In particular, if a physician was disciplined in, let's say, the United States, it would often take months, if years and sometimes never, before that information would be available to the public if they searched the public register about the individual physician.

And so, the saga continues. In my profession a few years ago, there was a controversy about when a lawyer is disciplined for something that is potentially criminal, like stealing trust funds, or engaging in fraudulent activities. The lawyer would be disciplined but the police would not be informed.

So, the media went after them on that. As a result, the Law Society and other regulators changed their policies to indicate that they would often report such matters to the police.

In the course of that series of newspaper articles, the journalists called up the individual council members and asked them for their opinion on the issue. The individual council members said, you know, speak to our spokesperson, and the media went after them for not being transparent about their views on the issue and their direction on the issue.

Similarly, and again, about five years ago, there was a series of articles about justices of the peace, not only that not enough information was made available, but that it took years for the information to get put on the public register so people could find out about it.

So, that again led to a lot of embarrassment. That is not to say that regulators are not taking action. Many regulators make more information public than is required by the statute or requested by the minister.

Another profession, the Professional Engineers of Ontario, did a comprehensive review of the information it held on individual practitioners and developed a very far-ranging policy of making information available to the public.

Recently in California, they have developed an app that you can download the app and follow up to 16 physicians, your treating physicians, and you will find out instantly if they haven't paid their fees or if they have a discipline hearing upcoming.

So, there is a tendency, a trend, towards making more and more information available to the public. So why is there this degree of transparency being demanded of professional regulators? I would say that there are seven reasons for this.

The first reason would be accountability. So, regulators, like the Association, act in

the professional and public interest, and they collect and spend money from the profession. So, it only makes sense that the public would have some misgivings.

Are the people that are elected by the profession acting in the public interest or in the professional self-interest? By making yourself—openly demonstrating that you are achieving your public interest mandate as a regulatory body, then you would satisfy that concern.

The second reason is public confidence. There is an expression that I just love. It says secrecy excites suspicion. There is a distrust as to when regulatory bodies are not being open as to whether they are actually doing their jobs. So, the nothing-to-hide approach by regulators will instill public confidence or at least prevent it from being undermined.

A third reason is that all of us tend to make wiser, more cautious, more considered decisions when people are watching us. Having your processes open and allowing people to express concerns and considering those concerns and publishing each step along the way, helps you make improved decisions.

The fourth reason is to foster choice. Employers and potential clients, they want to make an informed decision as to who to approach, and they want to have accurate and reliable information to make those decisions.

If that information is not available, then people who are choosing you can't make their choices in confidence and, even worse, if they choose someone and then find out the regulator knew all along that there were a lot of problems here and didn't bother to make it public, the clients and employers will be legitimately upset.

The fifth point is to remain relevant. Policymakers are consistently reviewing and evaluating whether regulators are doing their jobs and are making changes. Recently, the Ontario College of Trades was disbanded. In British Columbia, a number of changes have been made, ending the ability to elect your regulators and appointing an independent oversight body to make sure that they are doing a good job because there has been a lack of confidence.

People, when they choose, where are they going to get their information? Most people go to the Internet, or at least younger people, or social media. Rate MDs is where they go. So, if you don't provide the information and people go to the internet, you become irrelevant.

There are some U.S. jurisdictions that have said we are going to abolish the regulatory body and we will just set up a Yelp site. So, people can go to that website, see what the reviews are and decide, whether or not they want to use that practitioner. That is way more useful than having a regulatory body. So, remaining relevant is important.

You also want to look at consistency with other regulators. You don't need to be the same as everyone, but if you are providing a lot less information than other regulatory bodies, people will be saying why, and you need to have a good answer for that.

Finally, you want to be proactive rather than reactive. A change is coming. We are seeing it all over, including Ontario and British Columbia. If you are talking about these issues, if you are taking action on those issues, you will be part of the consultation process. If you are viewed as being intransigent as a profession, then the changes will be made without consulting you.

So, those are some of the reasons why regulators are looking at transparency much more actively. So, what are the proposals? The proposals are in two broad categories. The first broad category is information that is not about individual practitioners, so statistical information about complaints.

How many complaints came in? What were the areas in which the complaints covered, and how many went to Discipline? Those sorts of things. In addition, where there is an individual complaint that has a good learning lesson for the rest of the profession, or the public, there could be publication of that case without identifying the practitioner so that education can be achieved.

In addition, if there is financial information, general financial information, or if there are special initiatives being taken, that kind of financial information can be made public.

Finally, Council meetings, publishing in advance what the schedule is and providing publishing summaries of the Council deliberations would be useful.

The second broad category is member-specific information. So, the proposal is that, there would be details of upcoming Discipline hearings -- who is it, what the allegation is, where they are located -- so that the public can choose as to whether or not they want to attend those hearings.

Discipline hearings are open to the public, but it doesn't make sense if the public doesn't know about them in advance. That is really undermining it.

Secondly, the decisions and reasons of the Discipline Committee ought to be made available so that people can see what you are doing and can see that you are regulating effectively and can make decisions about their own behaviour, for example, members of the profession.

In addition, some information about each practitioner in the public register, such as what branch of the profession they are in, perhaps their registration status, for example, are they in good standing, would be useful information to have on the register. Also, the date of registration, so that people can see how much experience

the individual practitioner has.

The other individualized information that could be made public, is where there is significant legal proceedings. This won't be every legal proceeding.

But, for example, if someone is being prosecuted for improper use of title or illegally practising the profession, then perhaps that should be made public so that the public knows and the profession knows about it and steps can be taken if the person continues to practise, or if there is a particularly expensive judicial review proceeding on a discipline matter, the profession and the public might be interested in knowing about that.

So, it wouldn't be every legal proceeding, but it would be the relevant and significant ones. So that is the proposals that are being suggested. Then how would the information be made public? That really varies in the context.

Perhaps the website of the association would be the most common source of this. But let's look at some context. If there is a prosecution of an unlicensed person for illegal practice, there should be broad dissemination so that the public can be warned: This person is not a member of the profession and is not being regulated.

So that could be so far as an ad in the local newspaper so that the public in that area know. Another example would be the financial affairs of the association. That might be posted on the website and perhaps even an e-mail sent out to all the members.

For an upcoming Discipline hearing, that could be posted on the website and perhaps on the doorway of the Association in the days leading up to the hearing so that people know that it is coming up.

So, that is just -- there is no set way of doing it, but just flexibility in doing that. So, why have a by-law amendment? There is in fact a lot of this that can be done without a by-law. So nonspecific member information, we can already do that.

Disclosure in the course of administering legislation. So, let's say that a complaint is being investigated. Well, certain people will be contacted and told about the complaint so that the complaint can be properly investigated.

When you have a constitutional duty under the Charter of Rights to hold a public Discipline hearing, to make that duty effective, you would give notice in advance of the hearing, and you would publish the decisions afterwards. So that could be implied from that already.

You already have an existing public register provision that talks about things like terms and conditions, limitations and suspensions, and revocation, being on the public register already. However, putting a by-law amendment would do three things in my respectful submission to this court.

First of all, you would be transparent. You would be saying: This is the information that we promise we will make available to the public and to the profession.

Secondly, there are some grey areas. Not everything that is proposed here is for sure publicly available. So, let's make sure that we cover off any grey areas so that there is no doubt. This also sets a precedent for the future so that if there is an opportunity to discuss additional information or perhaps re-looking at this, we have a precedent as to how that should be achieved.

So that is why a by-law amendment is being proposed to you today. I would be happy to take any questions you might have about the context for this or the proposal and next steps. I think there are a couple of microphones. I see one over there and there is one here as well.

Thank you very much. Too soon. I almost made my escape.

ATTENDEE: Dave Wiley from Ottawa. So, this proposal, how would this change our current mode of operation? We currently go through disciplinary hearings and it is published in a quarterly. Is there a larger impetus on them doing public broadcasting other than through a quarterly?

MR. STEINECKE: I don't think the changes are going to be huge. I think the changes are more about having consistency and having a known approach. For example, we make clear in the by-law proposal what information about an upcoming hearing ought to be provided: The name of the member, the allegations, the location of the practitioner, and then the scheduling, when and where it is and if it is adjourned, etc.

So, I don't think you will see a huge change, but there will be a few changes in terms of current practice that are just codified and made a little clearer.

ATTENDEE: Question. Who makes the decision to publish a decision in the quarterly?

MR. DZALDOV: Sorry. Can you please identify yourself before—

ATTENDEE: Helmut Grander, Port Perry. So, if there is a hearing and the party is found guilty, who makes the decision to publish the information, like in the quarterly? Is that automatic?

MR. STEINECKE: The publishing of discipline decisions?

ATTENDEE: Yeah.

MR. STEINECKE: That will be automatic, and I think it already is being done. It

is already being done, so –

ATTENDEE: I just wanted to—

MR. STEINECKE: It just makes it automatic—

ATTENDEE: Yeah, it is automatic. Okay, thanks.

MR. STEINECKE: Right now, it is done under the notion that discipline hearings are open to the public and therefore, an incident -- that is a word lawyers use -- an incident of the public hearings is that the decisions and reasons are made public. Now it is going to be in the by-law so that it is not just assumed. It is spelled out that it is going to happen.

ATTENDEE: Wally Kowalenko, Toronto. I was wondering if you could just clarify one thing for me. Whose proposal is this? It all sounds like a great idea, and I have been following some of these things in the newspapers and so on. It is very interesting, and it is an important thing to do, but is this something that has been proposed by the provincial government, or is it just a trend that you are personally identifying and proposing to our Association?

MR. STEINECKE: My understanding is that this is a proposal from Council. So Council, its usual role is to monitor trends. They saw that this was happening elsewhere, and they said we need to look at this. So, Council established a task force.

The task force looked at it. The task force came up with an idea of what they thought would be appropriate, at this point in time. It was taken to Council, and Council is now proposing it to this meeting.

ATTENDEE: Wally Kowalenko, Toronto. You are absolutely right. I remember that was mentioned prior to your addressing us. Thank you very much.

MR. STEINECKE: Okay.

ATTENDEE: Saša Krčmar, Toronto. I was just thinking about what aspect of the quarterly where there is a regular kind of notification of people who haven't paid their fees and their C of A has been relinquished and then it gets re-issued.

So, I guess I am wondering— imagine online, everything gets posted going back 10, 15 years. Every time somebody didn't pay their fee, lost their C of A, got it put back on— I am just giving that as an example— would they be, I guess, penalized with a bad reputation online with respect to that?

I don't know why they would have not been paying their fees. My point only is: How far do you go with this transparency, and can you actually slander a member's

reputation for something that is really not that critical?

MR. STEINECKE: I am not sure of the details of how far back that is going to go or continue, but the registration status is one of the items, so that could conceivably fall under that. I can tell you that most regulators, at least today— maybe not 20 years ago, but today— put that all online.

So, every suspension is shown. There are reasons for it, beyond just motivating the profession to pay their fees on time, which is not really why it is done, but so that people can check whether the person, was in fact registered, or licensed, when they were performing— practising.

So that is valuable to know. It is also— I think I would want to know— if I went to a physician, I think I would want to know whether they were chronically not paying their fees. I would say to myself, “What is going on here?” That is something that would affect my choice.

ATTENDEE: John D'Amico, Orillia. You said secrecy breeds suspicion. Power breeds corruption. You know, I— this is great, the move that is— the proactive move. I read the draft by-law, and I really hope that everyone supports the direction we are going in light of the fact that self-governing professions are coming under scrutiny, and you don't want that removed.

So, we have through time taken steps, and transparency is one and accountability, and I know some years back, we looked at things. We had a consulting group and we were concerned about how things were operating. It is in -- it is the public interest that is the most important.

I have been asking this one for a number of years, to remove any inkling of suspicion, and to have the counting of votes at arm's length and removed from it being done. I know we have scrutineers, and I know the way we are going about it. We probably have that, and if the public asks, we have that.

But I think that is one of the things that— in tweaking as we move forward, and I have been asking about that one for some years. Why—I know cost. Cost is our thing. We have no money. So hey, why do we hire an outside firm, but at arm's length, then that removes any inkling of doubt.

MR. STEINECKE: Okay.

ATTENDEE: Lorraine Settingington Petzold, now in Toronto. I am very interested in your remarks. When I came in with the Association in 1976, the government was starting to rumble about self-governing professions, and were they doing anything about good old Charlie who always bought beer, but we knew he wasn't a very good surveyor or dentist or lawyer or whatever.

So, an informal group of all the professions got together. We didn't make up a reason for having our survey department. It came from that, that we had to start looking at different aspects of how we were going to monitor our members.

And I see what you are doing as a natural follow-up from all the work we did back in the '70s and '80s. You mentioned publishing the name of a surveyor who had—or a professional who has been suspended. We were doing that in the legal notices. Anytime anybody lost their licence or, as we called it, was cancelled, we always put a legal notice in. We had a Discipline hearing once where the lawyer convinced our Discipline committee not to put the legal notice in. It was in a small town.

About six months later, I found out the surveyor was still surveying, and the legal community in that town was very angry with us because we hadn't notified them. So, there is a plus and minus of embarrassment of having to put it in, but it is also the plus of the people knowing. I think it is a very hard line to balance.

The question was asked: How did this come about? Did you sort of make it up and get started and do it? No. It started back in the '70s, and that is where the -- we had many meetings at Osgoode, and it sort of nurtured from there, what the professions had to be doing.

One of our members, Will Spooner, a former cabinet minister, was probably the most adamant and vocal with our Council on being transparent with the public, and think we have grown from that, and I welcome what you are doing, and welcome your remarks. Thank you.

MR. STEINECKE: Thank you.

ATTENDEE: Hugh Coutts, Newcastle. A point was brought up about transparency, and all for that. I read the cases that get put into the quarterly with great interest, not just to see who is doing but to see the process and see that Council is being open with the public, or at least they are being open with the members of the Association so we can all see that.

My concern with it is, what happens when someone is accused of something, that gets published, and then it is found out that they are not guilty of that? That— now you have put a blot on someone's reputation that is going to be out there in the public. Everybody knows that once you take the feathers out of the pillowcase and throw it to the wind, there is no getting them back.

MR. STEINECKE: It is always the concern. It is a legitimate concern. I think you have to balance that against— that if you don't tell anyone about the hearing in advance, then it is not really a public hearing.

What some regulators have started to do is to have publication if the person is found not guilty, to have publication of that as well, so there is enough flexibility in this

policy to allow that to happen as well. Sometimes they give the member the choice, and sometimes they just do it automatically.

Thank you again.

MR. DZALDOV: Thank you, Richard. It is a pleasure to present this small token of our appreciation. We have made a contribution in your name to Jacob's Ladder.

OPEN FORUM – Part 1

MR. DZALDOV: So, we are now going to start the Open Forum. The motion is being brought up. Okay. So, we have a motion, and this was actually a motion by Al Jeraj and seconded by Russ Hogan. Whereas Council has accepted the Transparency Policy as presented to the members on Wednesday, February 27, 2019, at the Annual General Meeting in Toronto, and whereas Section 8 of AOLS By-law 2004-02 requires amendment in order for the transparency policy to take effect fully, and whereas Section 8 of AOLS By-law 2004-02 states:

“The Association may disclose personal information about an individual without the consent of the individual: (a) if done for purposes related to its regulatory activities; (b) if otherwise required or authorized by law to make the disclosure.”

Be it resolved that Section 8 of By-law 2004-02 be revoked and replaced with the following:

“8. The Association may disclose personal information about an individual without the consent of the individual: (a) if done for purposes related to its regulatory activities; (b) if done to promote transparency and inform public choice, as described in Article 8.1; (c) if otherwise required or authorized by law to make disclosure.

8.1. The Association may disclose the following personal information if known by the Association unless the Association reasonably concludes that the public interest would not be served by the disclosure: (a) information relating to upcoming Discipline hearings, including the identity and practice location of the member, the nature of the allegations, and the status of scheduling of the hearing, disciplinary decisions and reasons, the branch of professional surveying, registration status and date of registration of members, and (d) notification of significant legal proceedings as decided by Council brought against or by the association before a court or a tribunal.” (As read.)

So, we have a motion on the floor. Is there any discussion?

ATTENDEE: Hugh Coutts, Newcastle. It is the same point I brought up before. Where is the safeguard to protect someone who has been falsely accused and the charges are withdrawn? What is to protect their reputation? Nothing in this by-law is going to protect that.

ATTENDEE: Helmut Grander of Port Perry.

MR. DZALDOV: Just hold on. Al is going to respond to that.

MR. JERAJ: Hugh, to respond to your concern, it is like Richard said, in order to make the hearing a public hearing, it has to be disclosed to the public. I think that the decision of the hearing would be made public.

So, if the member is found to be innocent, I guess is the right word, of the allegations, that would be published. So, it would be there for the public to see that the allegations were made, and the member was found innocent.

ATTENDEE: Helmut Grander, Port Perry. So, I guess the question is: At what stage is this information made public? I mean, you can be charged with something, but once you go through the whole process, you are found innocent or there is no basis for the charge.

So, I guess the damage -- like Hugh says, the damage is done up front. So I wonder at what stage you are obliged to disclose that initial charge. Thank you.

MR. JERAJ: Again, it is important to note that before a member goes before discipline, there is a very involved process to get there. So, the member has been in front of Complaints. It has been peer reviewed. It has been before Council. Council has reviewed it. It has been before the Registrar. The Registrar and his or her team have reviewed it.

So, before it even gets to Discipline, it has already gone through a really rigorous peer-review process. Then when it gets to discipline, they make the final decision.

ATTENDEE: Bruce Clark, Far Western Regional Group, St. Albert, Alberta. Just a question on the second part, the 8.1, the "unless the public interest would not be served.

Can you explain what those -- give an example what those might be? In which case you wouldn't publish?

MR. JERAJ: I am just going to call Richard to—

MR. STEINECKE: That is a catchall just in case. But an example would be if someone is being stalked, you know, like someone is stalking a practitioner, in that case you might not publish the location they practise in, or you might publish nothing at all. The examples are pretty rare, but there are examples where perhaps someone is suicidal and they are going to be resigning, something like that.

ATTENDEE: Perfect. Thank you.

MR. DZALDOV: I just wanted to second what Al said about the process. We have been involved in it for a number of years. The complaint process is very thorough, and I know there have been presentations and articles about it.

But even after it has gone through that process and it is referred to Council, we really, really do deliberate very seriously, and it is very difficult to make a decision to send someone to Discipline.

I can tell you just from my experience, I haven't seen one person on Council ever take it very lightly, and we do know the ramifications, and certainly, we know there is—I guess you might say a little bit more of a ramification now because it is being made public.

Any other comments on this motion? So as mentioned earlier, we are going to use show of hands to call the motion. I am now going to ask everyone to raise their hand who is in favour of this motion. Opposed? Abstained? Carried.

So, we are going to continue with Part 1 of the Open Forum now, and the session will end at 5:00 or before. Any unfinished discussion will be the first item of business for Part 2 of Open Forum, which will continue on Friday morning.

I will ask that if you wish to speak, that you please approach a 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 this meeting must be in writing and signed legibly by the mover and seconder and forwarded to the Resolution Committee and Chair before discussion. The Resolution Committee Chair includes the two newly elected Junior Councillors: Colin Bogue and Dave Kovacs.

AOLS staff members Julia and Penny are here to facilitate getting any motions or questions printed up and on the screen. This is an opportunity to bring ideas forward for open discussion with the membership. The floor is open.

ATTENDEE: Doug Culbert from Goderich. I have some comments and questions to make with regards to the 2018 policy by-law— policy statement by Council with regards to Sketches. I don't anticipate that everything will get answered. You can treat them as comments.

How we deal with it today may result in me bringing further questions or a motion to the floor on Friday. I found it noteworthy to learn this morning that the 2018 bulletin was being reviewed by the Municipal Surveyors committee, and I wondered what part of it they were reviewing and why, being as how this is a policy that Council has already published.

I also found it noteworthy that the policy submitted by the Standards Committee was altered by Council, and I am not sure what portions of the policy that the Standards Committee proposed were altered.

At the last webinar, at least one incoming Councillor seemed to indicate that the implementation or the impact of the policy was under some form of review or Council was monitoring it to see how it was being received by the membership.

Across the province, it is clear that planning authorities have different requirements and policies with regards to various documents, including sketches required for severances, minor variances, zoning applications, site plans, etc.

My experience suggests that the location of existing boundaries and structures is deemed necessary by many of those planning authorities to make the decisions they feel are appropriate to the proper planning of the province.

Prohibiting proper sketches based on thorough research and investigation appropriate to the project does not solve the preparation of sketches for questionable purposes and /or with incomplete background work.

I think Council should direct some of their efforts over the coming few months to reinvestigate paragraph 10 of the policy as published. Thank you.

MR. JERAJ: I can respond to the comment regarding the municipal surveyors. I am on that committee. At our last meeting, the municipal surveyors had asked that Council would reconsider, similar to what you are doing, Doug, their position on sketchers for municipal surveyors.

We always encourage feedback to Council so that—the slide was really just to highlight that they are -- they want Council to reconsider. Council will take that feedback and discuss it. I can tell you now -- like I said to our membership in our webinar, I feel strongly that Council has made a decision on the policy.

I think we let the decision play out and see how the members adjust for the next couple of years before we make any changes. The SurveyMonkey on sketches on the last survey we did was 50-50. So, half the membership thought it was a good idea and half the members didn't.

So, there is obviously going to be a lot of members who feel strongly one way or the other, but as Council, I think we always want to encourage the members to voice their opinions so that we can better serve the membership.

ATTENDEE: Yes. It is Robert Harris from Trenton. I have concerns about the Province-Wide Survey—

MR. DZALDOV: Sorry. We can't hear you. Can you identify yourself?

ATTENDEE: Yes. Robert Harris from Trenton. I have some concerns about the Province-Wide Survey Records Index. In my area, we have been exchanging records well for years. We have no index. There are no fees.

Once in a while, I get a call from someone in Toronto. I would rather that person contact me directly than flip through an index of my work. I have a small firm with a partner. We have a lot of work to do. Getting our records into an index that we don't need is going to be an effort and an expense and little benefit.

I think our Association is a small group. Sometimes we get excited about certain projects and not really think it through. In the long-term, I wonder about what benefit there will be and possible costs of doing this. I have some other thoughts on it, but it just really bothers me.

I think if the membership is going to vote on what C of A holders do, then perhaps we could consider adding to the annual dues of everyone that votes to pay for the survey records index rather than having the C of A people do not only the work but the cost.

I also think that there are going to be more field note charges coming for this for sure. In one or two cases outside of my territory, I have had big charges, and I think we have to consider that too. So, I am pretty nervous. I think I am just going to sit down.

MR. MALONEY: This is Brian Maloney, Chair of the PSRI Task Force. As we have been going around demonstrating the application that has been put in place, we have certainly been getting a fair bit of feedback, particularly from those surveyors in small communities.

We have yet to craft the regulation in terms of making it mandatory, and I think we do need to think through some of this. The challenges where we have several firms working in an area, I think the PSRI still makes logical sense, and I think the overall concept is strong for most areas of the province, but there may be exceptions.

We have had discussions with the task force, and those were done prior to our last round of consultation. At that time, the task force was pretty adamant that it would apply to all. But I think we do need to take some time and reconsider this.

Obviously, I can't speak on behalf of where we will end up in terms of Council, but I think there is some opportunity to fine-tune this. It will be a difficult challenge to find that middle ground, but I think we do need to at least go back and think about that again to see if there is some possibility there.

As to the charges for field notes, to be honest with you, I think that is a separate issue. I know we have had a conversation when I was in the Ottawa area about charging for field notes. That is a separate piece and there is a presentation coming

forward on that, I believe, later in the agenda.

So that will come back again for some conversation. So it is not an easy piece, but I think overall in terms of doing research, I think it is important, obviously, that surveyors do research, and if we have barriers in that, that is a problem and I think we have got to address that.

ATTENDEE: Good afternoon. Ed Herweyer from Ottawa. I would also like to share some comments on the PSRI. As Brian did mention, we had a pretty productive meeting in Ottawa. Some things were aired, and it is evolving. But I have a few more thoughts that I wanted to share on perhaps the broader stage, if you will.

Probably my original thought was simply that PSRI -- my first thought of it was that it was a fix for South Central and their tabular index and so forth. I think having looked at the software that was presented and so on, it looks pretty amazing. So I think it is a -- it looks like a very good fix.

I am less sure that it is a good fix for -- I won't say for the rest of us, but for many other parts of the province. For instance, in the Ottawa area, we have a digital database. It started off as something that was microfiche and things like that, if anybody remembers what those were, in the '60s.

So, we have a pretty robust base and Brian is very aware of this. It has been digital for quite a number of years. That will simplify many things for the local small group of Ottawa. But that is only part of the story. It is not just the Ottawa story that I am speaking to.

I would say our firm and the firms we have bought over the last number of years, and there have been several, we have no digital database. Certainly, over the last, say, 15 years or so, sure, every plan we have completed, it is an AutoCAD file. It is also scanned.

We keep those kind of things. It is just an efficient way of cutting back on the amount of records and space they take in our office and so forth. But I can say that we don't have -- our company specifically has been in business for almost 60 years.

Two more recent acquisitions have both been in practice for four years, one actually for almost 100 years -- over 100 years. None of these companies have digital databases of their surveys. They don't exist. So, there is going to be some effort required to populate the database. Let's put it that way. There are costs and, quite honestly, I think they are significant.

We talked about it when we had our meeting in Ottawa to try and put a number to it. It is difficult, and I get that. I think part of our problem, my problem perhaps, is that if I am going to migrate -- because we have been looking at it internally for

many years.

The platform wasn't quite there. It didn't seem right. I think the iLOOKABOUT stuff looks really, really, good. But on the other hand, the cost to migrate our data - I am not just going to do a tabular data set. We are going to -- the plans are scanned.

The old plans from the '50s and '60s, we will scan those too. We will create a fully graphic database. We are looking at costs for the smaller firms we bought, which might have forty, fifty thousand records.

It is going to be high end, maybe 250, \$300,000, low end -- you know, cut the amount by about half, it is still \$150,000 maybe or something. So, whatever it is, there is significant cost.

This has come into play in my own office recently where I was approached by another surveyor who has retired not that long ago and asked if we were interested in buying his business. My answer to him was I think I have got to know what is going on with PSRI first.

I am looking at some of this as a liability in terms of bringing another full, fully non-digital set of data into PSRI versus what his business is worth, clients, etc., all the other things we evaluate businesses by. So, I put him on hold.

Not really happy. He was hoping for maybe a slightly more positive answer. But I didn't know how to answer him given the -- not the uncertainty, but -- I guess a little bit of uncertainty as to the costs, a little uncertainty as to where this is going to go and so forth.

When I think of uncertainty— I will refer back to my notes, so I don't wander too far. Well, yeah. I am saying here basically that, you know, I guess regardless of how we react to the cost and whether I am overstated, understated— not likely, probably, but there are greater issues.

I think certainly in my, round numbers, 40 years of surveying, it has been drilled into us all: Research is key to doing a proper survey, doing a good survey and so on. I think we pretty well accept that, and that is good.

But on the other hand, some of the stories flying around— I have been talking to people just over the 24 hours and so forth, and they are doing a reasonably straightforward survey and they get nicked \$650 - \$800 for research.

That is affecting their bottom line, clearly, because it is an added cost. Are we going to have to get used to, you know, if we did that fence mark out for \$2,000 before, it is now \$2,800? I don't know. It comes to fees.

I recognize just what was mentioned as well is that there will be discussion of costs and whether there is a different cost through PSRI for myself and my staff as surveyors or the public that might enter a portal and want plans and use it for a real estate deal and so forth.

I don't know where that is going to go, and I understand that is going to be spoken about in the next 24 hours, I guess. I am also wondering, though, if the costs become daunting, are we going to hear about a barrier to free enterprise, to trade, restriction on practice, because someone is going to say, I can't make my living under those terms and conditions.

We still want to do good surveys, and I think the research is critical to that. I don't think we can ever divorce ourselves from that. But the costs, are they going to expose us to -- I will use with hesitation the idea of a constitutional challenge.

But are we going to look at something where someone says, "Hey, you really screwed with my ability to work in my community." There is not another surveyor within 150 miles, you know -- maybe then it is not an issue. I don't know.

But on the other hand, the reality is are we potentially opening the door for something— you know, the proverbial Pandora's box where we really don't want to open that door. I will say I worry about that.

I survived Competition Bureau and all that kind of stuff, and the work that our Association and members put into that to make that— not go away, but to solve the issue was nothing less than extraordinary, but it was also very expensive.

When I saw this morning that the Discipline— costs for discipline in our Association were in the order of just under 300K. All these proceedings are pricey. I am just wondering if we are opening ourselves up to something that we don't really want to deal with. I am not saying it is not a good idea, but I wonder. I thought I would share those thoughts.

MR. DZALDOV: Okay. I am going to see if Brian wants to respond to that.

MR. MALONEY: Just a very quick response. I guess the first part of my response would be the same as for the previous speaker.

The second part of the response, though, is I think we do need to divorce the issues and consider them separately in terms of the PSRI as an index versus the cost of survey records. I personally agree; there is a problem with the cost of survey records that needs to be addressed.

My understanding is that Council is looking into that. They had a task force moving forward. It is a complicated issue. It is not an easy issue to resolve, but I think it is an imperative issue that needs to be looked at. I would agree with you on

that front.

ATTENDEE: Thank you.

ATTENDEE: John D'Amico, Orillia. On the same subject, the Provincial Survey Records Index and to address some of the comments that were made up at the mike here. Most certainly as Brian said, there is a lot of things that are still being considered.

One of the key things is the funding, the funding model. These things haven't absolutely been decided, if I am not mistaken, and I will give you a chance, Brian, to respond to that.

So to dispense some of the concerns that -- I certainly understand this small town versus Toronto and, you know, look we have had records for years and we share with other surveyors and, you know, up comes a Toronto surveyor once in a while and so on.

I mean, to address that, it probably doesn't hurt. There is a benefit to what is going to come of this record index. And let me finish this first. Let's say someone is from a small town, and for the most part, they have had reciprocal agreements with the other surveyors and they are sharing records and so on.

The likelihood is that there has probably been something done in their town by someone who has come from far other stretches in the province.

Wouldn't you like that chance to have the PSRI in place to go hey, there was that one time that someone came in from elsewhere and I wasn't able to particularly tell because we identified all the monuments in the field and none of them identified that it was that surveyor. It just happened to be that I searched on the PSRI and found out that it was a Toronto surveyor.

So, it has actually got that particular benefit. To address the cost issue, and I can see that again from a small practice of well, look, I have a lot of old records that aren't necessarily digitized. Well, that doesn't matter.

As you said, this is nothing more than a pointing tool, and most companies are going to have some kind of indexing, whether it is old-fashioned on a card or something like that, that indicates they have done something at that location. It doesn't mean that they have to have it scanned.

The person who is going to do the research on the PSRI is going to come to you afterwards. Then that is when you have the opportunity to scan in. But going back to the potential for the funding model, certainly, the index is going to -- I always have this saying, something is only as good as the information that is in it.

It is not going to be the absolute and end all and complete and have all the information. As surveyors we should know that. Research is critical to what we do. So, I am never, ever going to say that is the be all and end all and that is going to tell me what surveyor has done something on that property.

You are going to have to investigate and research beyond this tool no matter what, no matter where we go. It doesn't hurt. It will build in time.

Again, going back to the potential for funding, if you are a firm that is small and you are concerned about the upfront costs, and there is a lot of upfront costs on things that have potential benefit in the end.

There are the records that currently exist, the Land Survey Record Index, protectyourboundaries.ca, and so they have a great deal of records. I am pretty sure you can develop a business relationship— or the way that we design the funding model, we could help those surveyors to get their records in if they can't afford it out of their pocket up front.

We work as a group. We develop a model. There will be business people out there that would be happy to come out there and develop something with you to get that information in there. Thank you.

ATTENDEE: Saša Krcmar. Just a very small comment. Many years ago, when we were looking at the structure of LSR, one of the things that came up— and I remember our dear friend Bill Bennett, he made a comment to all of us. He said, Listen, I am 55. How long do I have on a return on investment?

So, the question that was really interesting to me at the time— nobody has really kind of mentioned it in this kind of clear forum. We are talking about smaller firms. Great. But if you are 22 and you own a smaller firm, you are going to have 60 years to recoup the investment.

But if you are 67, how many years are you going to have to recoup that investment? So, the question that it comes down to may not just be the size of the firm. It may be the age of the owner and how long does he have for that ROI. That was something that really struck me when he said it.

I was fortunate at the time to be a younger surveyor, so I have the benefit of all the work we have done, but not everybody has that privilege, especially with the demographics of our industry.

ATTENDEE: Helmut Piller, Toronto. I have a question to Brian. Since the South Central Records Index is dissolved, I think you said, I take it that we no longer will have to pay for it in the South Central Group. We have been assessed, what, \$250 per OLS in the firm on a yearly basis to maintain that database.

MR. MALONEY: Unfortunately, that is not the case. As you know, the bills did go out this summer. Those funds are actually being put towards the data administrator that are being used to clean up the South Central data.

The data is far from perfect and needs a fair bit of cleanup to make it more useable, and that is where those funds are going to get put over the course of this next year.

ATTENDEE: So, we still will have to pay. You are not talking about the funds you already have allocated to this, but the future funds.

MR. MALONEY: That is correct. We are actually operating under the previous by-law, and obviously, once we put a fees by-law, it will end up replacing that. But until that gets replaced, this is in fact serving as the surrogate for the South Central Region SRI, and we have made sure that the investments that we got from that are being placed into the South Central area and using it, as I say, for the data administrator to clean that stuff up.

ATTENDEE: Thank you. I thought I might save myself some money.

ATTENDEE: Helmut Grander, Port Perry. I was appointed by the Surveyor General to look after some records of a now defunct company. I was doing old searches, you know, for anybody coming along and wants a copy of the records. Usually, there were other surveyors looking for information. But the person who owns the record is a non-OLS person.

My appointment was principally for making sure that an OLS does the searches. But the question is what is my— these records are in my office in paper form, so what is my incentive to scan the stuff and put it on the records? How are you going to force that non-OLS person to do that? That is my question. Thank you.

MR. MALONEY: This is Brian Maloney again. I guess just a couple of quick comments. The PSRI regulation or funding by-law will never deal with the scanning side of the records. It is purely an index. It is purely a pointer to the records.

Having said that, I think if I was in practice, I would consider scanning them because there are a number of other benefits that flow from that. Indexing— unless you have got a Cardex that you can just quickly scan and maybe OCR it or whatever and move it across, there is an effort. There is no doubt about that.

There is a cost associated with that for sure. But I just want to be really clear. We are not dealing with scanning records here necessarily. That is a firm's choice whether they choose to go down that road or not. In terms of how the Surveyor General will deal with those costs, I don't know.

MR. DZALDOV: Just to get a little bit of exercise, we are all going to turn this

way and go to that microphone.

ATTENDEE: Thank you. Ron Mak, Guelph. Reflecting on the earlier presentation, I am trying very hard to put on my nurturing parent hat as well as my inner child. That one comes more naturally.

A couple points is, being one of the youngest members amongst the surveyors here, this is—I see this as the future. I think if anybody steps back and says, “What is the surveying profession going to look like in the next 25 years?” Nobody is going to imagine a world where something like this index doesn't exist. I think we have to keep that in mind.

So, for barriers to moving forward, perhaps our attitude should be more one of, “How do we overcome those barriers?” Following up on that, I am also the proud owner of a newly acquired office with a deep history of undigitized records. I am hearing the fears of the costs to kind of build the index and get the data into SRI.

I am going to offer— unless one of my partners jumps up and grabs me, that I can offer a kind of cost analysis of what it takes me to put roughly 40,000 records into a format that is ready to be ingested by the PSRI. I think that it is scary, but having looked at it, I am not nearly as scared as I was a year ago.

ATTENDEE: Adam Werrell, Markham. Back to the PSRI, if you Google PSRI, AOLS, LSRI, anything along those lines, it doesn't come up. Could we have a link to it put on the AOLS website?

MR. MALONEY: I actually don't know if we have a link on it.

ATTENDEE: You don't. It is not blatantly obvious, anyway. I looked for it for 20 minutes on the website, 25, half an hour on the Google. You can't find it. I had to e-mail the iLOOKABOUT guy to say what is your website?

MR. MALONEY: We will get it on the website.

MR. DZALDOV: I think also to keep in mind that it is only for C of A holders, I believe. Maybe that is why –

MR. MALONEY: All C of A holders would have received a letter with the form. If they responded back, then they would have got credentials and instructions back. But I take your point. We should have that on the website regardless. It is something we will do.

ATTENDEE: Joseph Young. I will say I am from Thornhill, Ontario, so I am not lumped in with those Toronto surveyors.

Two things. I want to compliment— on behalf of our staff, I want to compliment

Brian for his vision and leadership on the PSRI. We are looking forward to having it, and we are looking forward to his vision and leadership as our new Executive Director.

I also want to compliment the work of the committee that is working with the universities to have the online courses. We have about 26 students at various stages of their articles, and they are looking forward to things like this. We compliment that as well.

On the same topic, I had the pleasure of going out a few weeks ago of going to COGS, which is, for those that don't know, the Centre of Geographic Sciences in Nova Scotia. We had a meeting with their faculty, and they are starting— wanting to start an online course, an introductory course for online technicians, as soon as this fall.

They asked us for a letter of support that— they are preparing a package for the Nova Scotia Community College ministry, I guess, for lack of a proper term, and they are asking if they could also get letters from other members of Ontario.

They are hoping to have about a three-month course that would ideally align with a probationary period when you hire someone. It is going to be an introductory technology course to make them hopefully a semi-competent survey assistant within three months.

There will be proper exams. It could be part of your probationary period, as I said. If anyone wants the contact information, I have the contact information to write a letter of support. Thank you.

MR. MARTIN: Thanks very much, Joe, for mentioning COGS. They were at our meeting last year, and the person that was here, one of the professors there, is a graduate of Erindale College, which is kind of neat. A letter of support for them doing a technician's course would be fabulous.

We have talked about a technician's course. As we talk about— as the group that presented this morning, as we talk about an online course for professionals, for land surveyors, many people ask about a course for technicians as well. So, if COGS is interested in doing that, I think maybe the Association should be sending them a letter of support as well.

MR. DZALDOV: I would second that. If that information could come into the Association, I am sure we would want to be involved. We do get a lot of messages about technical courses, so that is great.

ATTENDEE: I am Brent Collett from Brockville. Just to follow up on what we had there as a talk this morning about the education and the online courses and having UNB here with us, that was quite an encouraging talk.

My son graduated last year from UNB and at the time, he was telling me in a bit of frustration that there was no representation from Ontario Land Surveyors as far as bursaries to UNB.

In their data, they said that there was 20 to 25 per cent of the graduates that come to Ontario. So, I looked into that, to see why that was the case, and found out that our Educational Foundation by-law requires the money just to be spent in Ontario.

So, my comment would be that I would like Council to look at that situation to be able to change that by-law to represent— now that we are talking about online courses, we are talking about -- especially UNB, that it should be more than Ontario. That is the way I feel about it.

MR. MARTIN: Thanks very much, Brent, for mentioning that. I will point out that the Educational Foundation is really a separate entity from the Association, and it was established a long time ago, and the criteria -- I would like to turn this over to Maureen.

MS. MOUNTJOY: Maureen Mountjoy, I am the Chief Administrative Officer and treasurer -- not treasurer, sorry, Secretary of the Educational Foundation, and I have been asked several times why the foundation cannot give awards outside of our province.

So, we did look at the letters patent, and the letters patent twice mentioned that the intent of the letters patent, are to be for awards in Ontario. I did look further into the not-for-profit corporations for charities and the only way that you can change the patent is if there is a mistake in the name or a date, but you cannot change the intent.

When you read the patent, there is a list of the original members that form the Educational Foundation, so I think it would be very difficult to change the intent. That is not to say that some of the regional groups -- I know Eastern Regional Group does give awards to students from UNB, so I think there are other possibilities there.

But I think the Foundation has done so much work for students in Ontario, and maybe there are other ways we can help other students as well. Thanks.

ATTENDEE: Ed Herweyer from Ottawa again. Just on that last point, a few of us in the Eastern Regional Group bang heads together, I guess, and we are asking for a legal opinion from— it turns out it is my corporate lawyer, as to whether we are endangering our not-for-profit status if we are specifically creating a fund to disburse totally for educational scholarship purposes.

That ball is in the air. I just don't know where it is going. I think we are trying to

be proactive, because I think we are all of the same mold. We have six students from UNB articling in our office right now. So, the idea -- they keep asking as well, why don't you guys have a presence here? Why isn't there some support?

I don't have a good answer, so we are making -- we are inquiring, if you will. So, nothing to say other than that is a ball that is in the air. Maybe the Association has already an opinion on things like that. I don't know. We will share our thoughts our lawyer's thoughts whenever they come to us, which I have asked for by tomorrow night. So, we will see how that goes.

Shifting gears, one last, I hope, thought on PSRI. It kind of triggered with what you said, Brian, when you said that the notices went out to all the C of A holders. I recognize that as an Association, votes are Association-wide, typically. But this is something that affects C of A holders pretty uniquely, I would suggest.

I know South Central has a unique by-law that lets certain things work there, and it has been there for a long time. It is not new. Is there a mechanism that is available to the other groups, if you will, whether we have to amend our regional group by-laws so that this matter could be considered just as it was by South Central by the C of A holders?

MR. MALONEY: The only way we would be able to delegate that, Ed— the Act itself does not allow us to limit a vote to C of A holders. It is a vote of the membership. There is no provision there to do that. What we could potentially do would be to structure provision by Regional Group and I am not sure I want to do this or agree with this.

But potentially we could structure the regulation such that it was similar to the previous by-law; if you recall back years ago when we went out first of all with the Survey Records Index stuff where it was an opt-in/opt-out model. I don't think that is where our heads were at or are at today.

If you were to do that, then you could potentially within that reg have it as a vote of C of A holders because you can essentially delegate it down to C of A holders. But I am not sure our heads are in that place, at this point in time. But that would be the only way I could see it happening. If it is a vote across the province, there is no way to do that to get a vote of just C of A holders.

ATTENDEE: I support the earlier speakers totally, because this sort of reform has to be done, and it is necessary to make everything go smoothly in the future. I have to admit that I am also making this—

MR. DZALDOV: Sorry, can you just move closer to the microphone? We are having a hard time hearing you.

ATTENDEE: Sorry. I have to say also that I am making this entry into the

discussion so that my wife will know I was really here and not just out partying somewhere.

ATTENDEE: Tom Packowski, Brampton. In response to the previous speaker, what I always do is I always second the motion to adjourn so that my wife knows I was here.

That is not why I am up, though. The reason why I am up is to ask Council what steps they want to take to ensure the success of the initiative associated with the future of education.

To me, the idea of distance learning, particularly when we are dealing with such an enormous province ourselves, as in Ontario, and also all of the other opportunities throughout Canada, I really think this is a great opportunity and, as other people have said, it represents the future of education.

So, my question to Council is: What initiatives does the Association of Ontario Land Surveyors intend to take to ensure the success of the distance learning education that was brought up this morning?

MR. DZALDOV: I can say first-off I feel proud and— comfortable, and proud that we were in the beginning the ones that brought it to a lot of other people. We discussed it at the Presidents' Forum. Presidents' Forum changes presidents all the time. I know that Al is a big supporter of this.

So, I think he is going to continue to pursue it in that venue of collaborating with sister organizations. I know that Blain feels very strongly about this and obviously was a critical important part in getting this off the ground.

And I hope that he is going to continue to be involved. I think there have been discussions to that effect. I don't think Blain is one to leave things like that and let them go.

So, I am fully comfortable that everything will continue and that the Association of Ontario Land Surveyors, that our Council, the new Council will be very much involved and this will hopefully -- it is still going to take time, but I am amazed how far it has gotten so far, and we will see it happen.

I guess that is a good note to conclude. I do have a lot of announcements. So, this wraps up the business portion of our opening day. The Veterans' Celebration Dinner is tonight with a reception at 5:00, and the dinner is served at 6:00. Everything is taking place in Metro Centre on this floor, which is sort of next door but it is actually right in there.

The Exhibitors' Welcoming Party starts at 7:30 at the Exhibitors' Hall, and we trust this will be a perfect opportunity to share some food and drink with friends, to visit

with the exhibitors, and of course to support our Education Foundation by purchasing tickets.

This year as part of the Welcoming Party, we have scheduled a fantastic performance by the Sentimentalists, and they will be walking around the Exhibit Hall entertaining you from 8:30 till 10:30, and they will get on stage at 9:00 for a bit of a formal show.

The Education Foundation is also sponsoring the Graduate Student Poster competition with awards of \$500 to \$2,000 available for fifth to first place winners. Geomatics-related research posters will be on display in the area outside the Exhibit Hall, and I believe the posters are being judged today and the awards presented tomorrow.

This year the hospitality suite is in the Regatta Room close to the reception desk of the hotel and will be open from 10:30 p.m. until approximately 1:00, perhaps last call at 12:30, but I will guess they will decide. Because of the location, you must have your name badge in order to be served.

Tomorrow morning, we have our second keynote speaker at 8:30 a.m. in this room, followed by four concurrent sessions in various rooms in the convention centre. The Convocation Lunch will take place at noon in Metro Centre and a second round of concurrent sessions will follow the luncheon.

There are also a number of committee meetings Thursday morning, so please refer to your itinerary for times and room assignments.

There will be an Accompanying Persons' Breakfast starting at 8:30 in the hotel restaurant followed by a day trip. For those accompanying persons attending the trip, please meet in the hotel lobby at 9:30.

Tomorrow night, we have the President's Dinner and Dance held in Metro Centre. There will be a reception with a cash bar in the hallway starting at 6:00 p.m. and dinner will be at 7:00 p.m.

I have been corrected. The Veterans' Dinner is downstairs in Queens Quay 112. So, thank you, everyone. Enjoy your evening. Enjoy tomorrow, and our business meeting will reconvene Friday morning at 8:30 a.m. Good night.

--- Whereupon Day 1 of the conference concluded,
at 4:26 p.m.

Friday, March 31st, 2019 – Toronto, Ontario

--- Upon resuming, at 8:30 a.m.

SURVEYOR GENERAL'S PRESENTATION:

Note: transcription began while the meeting was already in progress.

MS. MACGREGOR: I am actually quite looking forward to it. No, I am sorry. I shouldn't say that too dramatically. I think that is something that is important and relevant, and I think that is something you should be aware of.

If I am able to hire anytime soon, and I presume that I will be able to, because we are a vital part of what government does, consider a career in civil service. I am going to make an unabashed call. I am going to steal your employees if I possibly can. Consider a career in civil service.

I can guarantee that it will never be boring. I can guarantee that you will develop skills that you never really knew you had, and I can guarantee that you will experience things that put you out of your comfort zone on a pretty regular basis. And let's face it, the Ontario government is actually a really good employer.

That is really all that I wanted to say, unless I just deleted by accident the second half of my speech. I wanted to thank you all. I think I have really appreciated this meeting. There has been a really, solid Open Forum.

The conversations that I am hearing over the course of this meeting and previous years, I hope that we will continue to have these conversations going forward. I feel like the conversation has been elevated. We are actually talking, and we are thinking about public protection. We are getting beyond some of those 30-year old problems, those 20-year old problems.

I really am quite encouraged by what I am hearing here, and I would wish to thank all of you for that. So, enjoy the rest of your meeting, and thank you very much for allowing me to speak.

MR. DZALDOV: Thank you, Sue. Let me take this moment to thank you for all your efforts the past few years. I cannot emphasize enough how important your contributions are to Council at meetings and throughout the year. As a small token of our appreciation, we have made a donation in your name to Jacob's Ladder.

Next, we have our Finance Councillor, Trevor McNeil, who will present the financial statements for 2018 and the budget for 2019.

FINANCIAL AND BUDGET PRESENTATION:

MR. MCNEIL: Thank you, Dan. Good morning everyone. As you are aware, the financial statements have been available at the registration desk for you to pick up and review. There is a few— couple of things on there I wanted to just help explain because we just received these last Friday.

So, to go through them all and look for any things— because accountants sometimes put things in different locations than what we had originally figured on, so it was quite a scramble to quickly review them and get them ready for the meeting this week. So, there is a few things in there.

If you look at the 2018 actuals, you will see that the salary and benefits portion is a little bit higher than expected. Some of that is based on— as some of you would know, we had to terminate one of our employees at the office in the spring. It was— as part of that exit negotiations, we had to keep paying salary for a little while.

As most of you are aware with your own staff, when you let someone go, they count the number of years they have been there, and you have to pay them so much after that. So that was a big part of that increase, as well as benefits. Benefits are always a little bit more than what you anticipate for that.

The other item to make note of is the office in general, administration expenses. In there, the accountant has lumped in non-Discipline legal fees. So, there was some legal fees regarding termination of that employee as well as some other items. He lumped that all into one category where we tend to separate them in our budget.

Then of course the Discipline fees. There is not much we can do about that. We have to make sure that we have good surveyors out there doing the proper practice, and in order to defend our cases and that, that costs money.

So, that is the three main things I wanted to point out from last year's actions. As you see on the screen there, that has got the budgets and the actual. So, the budget for last year was around \$56,000 in profit and an actual of 14. So, considering everything that went on, that is not too bad.

Highlights out of the 2018 year was the Association did receive repayment from ODCC when that got finalized in the amount of roughly \$72,000. So that was a very nice repayment that the Association recognized.

Investment on other investment income was almost \$4,000. And then of course our expenses were Council-approved projects, Constitutional Challenge. We didn't spend anything on that last year because nothing happened with it. With that, the ball is in the other party's court. So, we are kind of waiting to see what happens there. So, we have to keep budgeting money for it, but nothing was spent on it last

year.

Website maintenance, with that, part of that in there was the online payment process. So that was up and running, as well as you know, by the end of the year. Then computer services, copier, lease, and our credit card charges.

On the revenue side, you will notice that credit card revenue was about \$18,000 as well. So, it is pretty much a wash with the expenses due to the convenience fee that we charge. So that has worked out well for covering our costs for that.

So, on to 2019. So, our revenue budget for 2019— some of the others will be up on the screen there. As you can see in there, there is the credit card convenience fee again at 18,000. Cost-related activities, continuing education, legal, recovery, the reserve fund, book sales, and then the other income and cost recovery.

So, that is our highlights and again, that is all in the statement available at the registration desk. Our expenses for next year. So, in there, you will see the office administration. We have cut out and put separately the legal and non-Discipline there at the bottom of \$100,000.

SRD is pretty much a wash because of course they look after their own expenses through sticker sales. So, you notice SRD was \$600,000 revenue and \$600,000 on the expense. It pretty much washes itself out.

We have the building costs in there, the Discipline Reserve Fund, book expense, committee expenses, cost-related activities, \$100 for legislative standards and guidelines when we go to do something like even the transparency issue that we have been dealing with.

Sometimes we need to buy acts or regulations or guidelines, so we put \$100 in there just to cover expense of that. Continuing education, our credit card fees, and amortization. So again, that was all available in the statements.

So, our budget summary for 2019, with our projected revenue and expenses, we are hoping for a profit of \$55,000. So, we are anticipating that. This is always Blain's favourite slide. He always puts this together. Our investments are doing really well, thanks to Julie from the Logan Wealth Management.

We have made a couple changes just because we keep hearing that the economy will eventually slow down, so we have moved some things around just to make sure things are secure when things do slow down. But we continue to do very well off those investments.

Our general operating fund numbers and restricted funds, which again are all in the budget, which you are able to obtain for that.

Challenges that we see for the upcoming year is we are still concerned about decrease in membership. Although we have had a lot of new surveyors get licensed, there are still a lot of surveyors in the over 50 category.

I myself, am getting close, which is starting to worry me a little bit. I didn't think I was that old. But we are all getting there. So that is still going to be something we want to keep an eye on. As people retire, there will be a reduction in fees coming into the Association.

I guess that is what I should mention about on our financial statements, which I forgot, was you will see that cash in the bank account is quite high right now. A lot of that is due to the fact that we were able to get the invoicing out early this year, and we had a lot of payments come in before year-end.

So, with that, the cash is higher than what it was anticipated in there, but of course normally, that comes in in 2019, so that will all take care of itself.

Some of the challenges are maintaining existing service levels, replenishing the reserve funds on a continuing basis, potentially high expenses due to Discipline. Again, that is something that we have to defend the way we do our work and make sure people are doing things properly.

So that is an expense that just needs to be sent. Constitutional Challenge, last year, as I said, there was no expense to that. But we never know— because we don't have control of the next step in there, we never know when that expense is going to come up, so we have to keep allowing for it.

Then also marketing initiatives. When committees come up with ideas and they are good and we want to follow them, we have to make sure there is a budgeted allowance there to do what is required. Any questions of anybody?

Okay, thank you. Almost got away.

ATTENDEE: Morning. John D'Amico, Orillia. A couple of things regarding -- I know we went quickly through those investments. Last year, my eye caught it, and I asked at that time if there was any concern about our investments given the economic climate, and what was pending.

The answer last year was they felt that yes, things were going to slow down but it wasn't going to be until 2019, 2020 when it comes to market investments, and we know what happened last fall. So, I hate to say the "I told you so."

Although you have said Julie has done a great job and you have done some shifting around—I don't know if you can put that screen back very quickly. The shifting around, I mean, it was the equities, and there was still some money that was made last year, am I not mistaken? Am I reading this right?

The percentage that we anticipated was probably less—I think I saw 9.3 per cent or something was what they expected last year. So that could have been maybe partially due to why our revenues were down a little bit last year, unrelated to expenses.

But again, cautious tone on that one, and I was well-aware, so personally, I took everything out of the market before the end of September, and boy, I was a lucky person on that one.

The other thing that caught my eye in looking through these statements was cost of Discipline is about 25 per cent of the revenue from our membership dues, and I know our membership dues are already outrageously high, but that is a high percentage relative to what we—if we didn't have revenue from all the other -- we would be operating just to pay Discipline fees. That is quite concerning.

MR. LAWRENCE: Yes. Every time a Discipline case comes to Council, as Dan has mentioned before, it is quite a discussion around the Council table. Sending someone to Discipline not only affects their career, but it also affects the money of the Association.

We look at those very carefully and look at what the issue is. We don't send it on unless it is something that we think that is detrimental or going to cause issues. So, Discipline is something that we take very seriously. It is just that we also have to make sure things are being done properly and not causing detriment to our way of profession.

Also, with the investments, as I said last fall when things were starting to slow down a little bit, Blain and I met with Julie, of Logan Wealth Management, and we did start to move some stuff over to more secure things.

When Julie went through her assessment, her anticipation of the market, when things slow down, it may be affected and get down to an increase or profit, if you want to call it, by maybe 5 or 6 per cent is the projected. With our investments, when she projected those, we would still be at 10 per cent.

So, we would still be tracking well above the TSX if that happens. But we do monitor that closely and we have monthly meetings with Julie on that to keep track. We don't want to squander away what we have made so far.

ATTENDEE: Good morning. This isn't Open Forum, so I am not going to sit—

MR. DZALDOV: Who are you?

ATTENDEE: Sorry?

MR. DZALDOV: Who are you?

ATTENDEE: Good morning.

MR. LAWRENCE: Dan wants to know who you are.

ATTENDEE: Saša Krcmar, Thornhill. It is not Open Forum and I don't mean it in this way. I think I recently was, I kindly say, put on the Discipline Committee. My eyes have been opened to kind of what happens in that.

So, I just wanted to support the way Council is dealing with Discipline. It is an investment. What scares the heebie-jeebies from me now, is the number of young surveyors. It scares me, because they don't have the experience.

We need to be really vigilant on Discipline so that the younger ones see what some of the bad ones have done. But the same way that ones that are younger, if they do things bad, they have to get caught for it. I see that as an investment.

So, that is probably the most important portion of the budget. If we don't spend that money, we are going to be in trouble. It doesn't only affect the OLS and it doesn't affect—it basically affects all of us as a reputation. I think of the ones that I have been involved in, and the communities have lost respect for their professional surveyor.

We can't have that. So, I think it is an investment and I think it is probably one of the most important expenses that we do. I am going to suggest that as Kevin moves forward, that he looks carefully at the discipline process and invests further in it.

MR. LAWRENCE: Thank you.

ATTENDEE: Emily Murphy, Edmonton, Alberta. I just want to thank Saša for his donation to the Educational Foundation for forgetting to introduce himself. I am one of those young surveyors.

MR. LAWRENCE: Thank you.

MR. DZALDOV: Thank you, Trevor, and a small contribution to Jacob's Ladder in your name.

I would now like to call upon our Executive Director, Blain Martin.

EXECUTIVE DIRECTOR'S PRESENTATION:

MR. MARTIN: Good morning, everyone. Saša, I actually know who you are. That was a great comment you made. Thanks very much for that.

Saša's comment about Discipline was tremendously important. As I have been in this job—I am going off script. As I have been in this job, I have watched the

Discipline proceedings. I am not involved with them in any way.

I sort of keep them at arm's length, but it does kind of amaze me that we have to go through such a process in Discipline. But it is really the life of the Association in terms of protecting the public, and we must do it.

So, my report this morning is a little different than usual. I am not going to highlight really all the things that are in my written report that you already have. As everybody knows, this is my last report as Executive Director.

What I kind of wanted to do was highlight the things that I am particularly proud of in the almost 10 years that I have been here. So, these are those items, and I will talk about them individually.

AOLS staff, I am particularly proud of them. Demographics, you have all heard about demographics before. I am not going to go through the numbers, but I am going to talk to you about the importance of having those demographics. The financial position that the Association is in, I think we are in a very strong financial position.

The engaged profession, we have kind of echoed Susan's comments. I think the membership has become incredibly engaged, and that bodes very well for our future. Of course, I have to mention our book. So, first of all, the AOLS staff. That is the org chart, and oh, my goodness.

All those people like Lena, she has organized this conference for you, with the help Joyce and Penny and Maureen and Julia and Cynthia. They are all fabulous. It is an absolute pleasure to have Tom in the office. He and I have been friends, of course, for a gazillion years.

He just fits in wonderfully well and has increased the morale in the office even more and manages the Survey Review Department, has moved incredibly forward with the Survey Review Department in terms of working with the committee and with Marvin McNabb, who has done a great job as Chair of that, and of course, Tom has his consultants.

Tim is still doing some consulting work for Tom. He is doing the Systematic Reviews, and of course all the other staff in the Survey Review Department. Each year, I tend to highlight one staff member. I am actually going to highlight Kevin. Where is Kevin? There he is. Kevin has only been in this job for eight weeks. During those eight weeks, he has fit in to the office incredibly well. He walks around and talks to the staff. The staff get along with him. He responds well to the public when they call.

He works with AERC. There was an AERC meeting. Bill was there with him. Bill said afterwards, "Gee, I didn't have to do very much at that AERC meeting. Kevin

did it all." We have already had one Complaints Committee meeting.

After that Complaints Committee meeting, one of the members called me and said, "I thought we were really going to be in trouble without having Bill there, but it was seamless. It was as though Bill was there."

So, it is really looking good for our future. We all saw yesterday at Convocation Lunch— Kevin, you did a fabulous job at Convocation Lunch. It was great. I am actually wondering if his real name is Bill because the transition has been absolutely seamless. Thanks very much, Kevin. It is great to have you on board.

Demographics. I actually went through this chart on Wednesday when I talked, but I think it has been one of the drivers in our change and in us getting new members in. Twenty-five new surveyors at Convocation Lunch is kind of amazing.

I remember in 2010, that first line over on the left there, when I first put that up. It was the first time we actually looked at the age of membership. My first presentation was at the South Central Regional Group.

They came up to me afterwards and said, "Blain, you are the new Executive Director. Good heavens, that chart is all about doom and gloom. Look how old all those surveyors are." It wasn't really about doom and gloom. It was identifying the problem so we could solve the problem.

I think we have done -- we really have worked incredibly well to try and solve the problem and working towards it, and it is changing. Back then, we had five surveyors who were under 30. Now we have 14.

A lot of people in the room, you would ask back in 2009: How old were you when you were commissioned? I was 27. Most of the people were that age, but it just didn't seem to be happening. So, I think the demographics, is one of the things— the demographics chart that I build year after year after year after year— and I know you are all getting tired of seeing it.

But I do think it has been one of the things that has really driven the change in increasing our numbers. I think we are in a great financial position with the Association. Year after year, we have a balanced budget. That was a good presentation, Trevor. By the way, you have been a great Finance Councillor. Thank you.

I have put that slide up of the investments again. I put that up because those investments are one of the things that I am particularly proud of, and they really come about because of my friend Bruce Clark, who is sitting right down there, who currently is President of the Alberta Association.

In the 2014 meeting, he got up at Open Forum— I haven't really got Open Forum as

one of the things I am proud about, but Open Forums have become very engaging. I think Susan, you said that as well. Bruce got up at Open Forum and said: You should think about investing in a different way.

We looked at it and moved the investments to Julie in 2014. Yes, they go up and down, but we do, as Trevor said, meet with her. We get our report every month and we monitor it very closely, and we shift things around in terms of how much return we want, how much risk.

Investments are all about risk and return. So, we lower the risk, we don't get as much return, but we are safer. So, we do that according to what Julie thinks the market is, and she is an absolute expert at it.

Trevor, I did say you did a great job as Finance Councillor, but Bruce, who I just talked about, he was the Finance Councillor in the Alberta Association back at this time, and I have heard the rumour that he actually sang his financial report.

Engaged membership. Attendance at AGMs continues to be high. I am stealing a little bit of Shawn's, but he will have a little more fulsome report at the end. Of OLSs, we have 382 at this meeting. I think there are several reasons for this engagement.

I really think in the last 10 years, we have moved away from them, and us. It is not Council against the world. We are all in this together, and I think that is a fundamental change. Fifty per cent of our membership is engaged in committees, which is kind of amazing. That is a big number.

CPD has been a great initiative that has driven behaviour. Of course, I have to mention the newsletter, and the newsletter is not me, but I am particularly proud of it. Julia started it in 2011, and I know I have said this before. That newsletter goes out every two weeks, and since 2011 she has not missed an issue. The webinars. That was our 40th last year. A lot of communication goes out to the members. The OPS magazine continues to be a fabulous magazine. Thank you, Maureen, for that. And of course, we get feedback from the members in terms of SurveyMonkey. So, the whole communication piece between the Association and the members is something I am proud about.

Of course, I couldn't be up here and not mention that one of my particular points of pride is the book "Great Lengths" that Charlie wrote. I am thrilled with how it has been received by the members, how it has been received by the public. The story is about surveying used as a marketing tool rather than just a straight history book.

I really believe that is the way to go. Of course, the level of support from the Association members as we were producing this book was fabulous. I am kind of happy to be working with JC and an ACLS book, written by Charlie, that will follow the same kind of format, the same kind of stories, only on a more national

scale with the Association of Canada Lands Surveyors.

And that will be coming out—I am actually still participating on JC's task force with that. I am particularly happy about retirement. Susan said that earlier. That exercise with Robert Hawke brought this home yesterday. Dave Kovacs was my partner and we had— hi, I am Blain Martin, and I am happy about retirement. Hmm, happy about retirement. What is that about? So that was the exercise.

I really have a feeling that I have made a difference in the last 10 years. I feel I am leaving the Association in a great position with a great staff along with the new Executive Director, who I think is going to be absolutely fabulous. Brian and I have worked together for a gazillion years too.

Seeing him commit— Lorraine called me and said, “You must feel really good leaving it to Brian?” Anybody remember Carl? He sent me an e-mail saying, “You must feel really good retiring and leaving it to Brian.” I think it is a really good thing.

I think about my life after the AOLS where I will be able to spend more time with my wife, and more time at my cottage. I think it will be great fun. Paula said to me, after this meeting, “I am going to get my husband back.” So, I am particularly thrilled with retirement. But it may not be over yet.

I want to bring us back to the future dream. That national, distance, blended-learning program. That is an initiative that, if I do continue to be involved in things, that is an initiative that I think is vitally important to the future of our profession, and it is the one that—I have to talk to Brian of course, but it is the one that I would like to remain involved with. That is it for my Executive Director's report.

MR. DZALDOV: Thank you, Blain.

Blain has—I think I can tell people. You have promised to come to our meeting next year so it will be a more formal acknowledgement and thank you next year, but I am sure everyone here would like to thank you for your many years of fabulous service. While we are in great hands, we will definitely miss you.

So, I would imagine by now and I hope you have all met our new Registrar, Kevin Wahba. I would like to call you up to speak about the Registrar's Report.

REGISTRAR'S PRESENTATION:

MR. WAHBA: Thank you, Dan. Hi everyone. Good morning. I just want to say thank you, Blain, for those words. If the transition has been as smooth as you have heard it has been, I certainly believe that a big part of that is because I had the opportunity to shadow behind Bill for some time, before he officially retired.

So, I really want to thank Bill for that opportunity. It has been valuable.

As you can see on the slide here, I am just going to go through a few of the statistics that are found in the annual Registrar's Report.

It was drafted by Bill, but since the beginning of 2019, there has been a few additional numbers and statistics that have come in since that time. As you can see here, we have an upward trend of the amount of academic evaluations that we have seen come in over the years.

Last year, we have seen 75 academic evaluations that have been evaluated by the AERC. Just in our most previous meeting, we have had 19 applications evaluated, so you can see that it is a few more than we have had at the beginning of the year last year.

We are hopeful that we are going to be getting a few more. We have already received a few more applications since then, which are going to be evaluated in our next meeting. So, we also had 39 articling applications come in and be evaluated by the AERC last year.

This year so far, we have had nine approved by the committee, and we have had a few more applications put forward for our next meeting already. So, we currently have in the system 97 articling students.

At the beginning of the year, we had 100, but we have seen in January six OLSs sworn in, and so the numbers have changed since then to 97 at our most previous meeting. I also have here the statistics, general statistics, for our total number of membership over the past 19 years.

I wanted to provide an illustration of the total number of members. As you can see, there was somewhat of a decline for some time, but now the numbers have been somewhat levelling, and we have actually seen a minor trend of an increase in our past year here.

We have also had a number of complaints in the year of 2019. You can see we have had somewhat of an average trend of eight complaints per year, and since 2001 onwards, we have seen a variety— you can see a variety of trends. But we are hopeful that these numbers are going to decrease.

With this being my first year as Registrar, I had a few short-term goals that I was looking to achieve as well as a few long-term ones. In particular, in the short term, I have pulled and tried to familiarize myself with the various committees, and in particular, those who are sitting on those committees, in particular the Chairs.

Over my short period of time here, I have come to realize how involved most of our Chairs are in our critical committees. In the Complaints Committee, we have Kevin

Thom acting as our chair currently and at the AERC, Mark Tulloch has really been a strong leader for those committees.

All the committees involved -- all the committee members involved have really shown a great attitude and helped me transition into this role.

I have had already in my short time some discussions with members of the public as well as OLSs, and articling students, who have provided me with a few comments and ideas as to how they feel about the articling process itself, as well as the Professional Exams and Statute Exams.

I have really taken those comments, and I have really taken them into account, because I myself went through the new articling process, which I believe was established in 2014, and I have heard quite a number of similar comments between members who have gone through the new system, as well as those who have gone through the old.

It has been a great stride for allowing a lot more opportunities for individuals to become members. It has also allowed for a great transition for the actual articling surveyors to become much more involved with the learning of the students. I have heard from articling surveyors and students that there could be some things that could be a bit more refined.

I am hoping to bring those to the AERC and hopefully further streamline this new articling process that has already been put in place.

Also for the long term, I am very much hopeful in beginning an article in the seasonal newsletter, the OPS magazine, as well as discussing and hopefully continuing to make refinements to Complaints policies and procedures as well as disciplinary matters that have already been commented on even— as Saša has commented on, there is -- there could be some further refinements to these processes that would enable us to help streamline these disciplinary cases that come through our system.

So that is my presentation. So, thank you, everyone, for attending. Thank you.

MR. DZALDOV: Thank you, Kevin. A contribution has been made in your name to Jacob's Ladder.

It is now my pleasure to welcome James Dorland, Ontario Director of Professional Surveyors Canada, to say a few words. In past years, this update would be by Wilson, and we know he is not a man of few words. Hopefully, we don't establish a new similar norm in that regard with the scheduling with you. If you can keep your update to 10 minutes, please.

ONTARIO DIRECTOR OF PROFESSIONAL SURVEYORS OF CANADA PRESENTATION:

MR. DORLAND: I am James Dorland and I am the Ontario Director of Professional Surveyors Canada. I have to admit to you that I am a bit nervous today. I perform in front of people as part of an active musician, or a professional musician quite often.

I don't usually get nervous, but I am nervous today because this is important to me, because professional surveying is important to me, and it is important to all of these people. We have 13 members across the country representing all jurisdictions, and we have quarterly reports, Horizon newsletter in order to keep in touch.

We have started to establish a public relations directive where we want to allow members of the public access to our website to inform themselves about professional surveying. This year we created a whiteboard video to talk about the involvement of a surveyor in a real estate transaction.

As you can see there, you can go to the website. They gave me this deck to talk about various things. I am going to run through it as quickly as I can. One of the things we are quite proud of is our activities involved with C-69.

We made a trip to Ottawa and met with senators and politicians, and we managed to secure a senator to bring our motions to the floor for the amendment of C-69, which will allow us to make some amendments that might affect professional surveyors across the country and federal lands. I will let you read about that on the website.

We also tried to directly advocate for your activities with the Canadian Common Ground Alliance and Geoalliance and the Open Geospatial Consortium. We sponsored the 2019 National Geomatics Competition in Calgary to try to attract youth into the profession.

I am also the Chair of the Legislation Regulation Task Force. So, this particular directive is important to me. We are now partnering with the ACLS, with National Surveyors Conference to help to maintain that conference and provide some financial support.

And at this conference, we are running a full-day seminar on land registration and cadastral reform. We are going to try to bring subject matter experts from across the country to try to get our professional voice. We have no abilities to govern a professional. We want to ensure that our voices are heard during this process.

The idea is that we have a concrete vision or a document or an argument for the 2020 land administration conference in Mont Tremblant, similar to the— like Susan said, the initiatives in Australia and New Zealand.

We have completed our coexistence agreement with the Saskatchewan Land Surveyors in order to have the initials added to any members of Professional Surveyors Canada as part of a branding initiative to allow us a singular set of characters after our names for professional across the country for professional surveyors.

And we want to continue to advocate as strongly as we can for the profession. One thing we would like to do in order to have more resources for this is to try to get Ontario back for an all-in membership.

So, what I would like to put to the floor right now is just a show of hands of how many members here today would be interested in the Association becoming all-in members of PSC. That is pretty close.

What I will do, then, is I will prepare a motion if I get this right and give it to Dan, and maybe we will have a vote during the business session. If anyone has any questions, I am approachable. The new idea is that the individual directors of the provinces or territories will be the face of PSC in every province.

So, if anyone wants to talk to me about anything, please feel free to contact me. Thank you.

MR. DZALDOV: Thank you, James. On behalf of the Association we have made a contribution to Jacob's Ladder on your behalf.

Our new Survey Review Department Manager Tom Packowski is also Chair of the Continuing Education Committee. I am pleased to call Tom up to report on both SRD and CEC.

SURVEY REVIEW DEPARTMENT MANAGER'S PRESENTATION

MR. PACKOWSKI: Thank you, President Dan. When I was being interviewed for the manager of the SRD, one of the things that came up was what was going to be the biggest challenge, and I said the biggest challenge is going to be demographics. I looked at it on the point of view of the number of new surveyors we were going to have, not the older surveyors we were going to have.

So, for those of you who have not met me, my name is Tom Packowski. I assumed the position of the manager of the Survey Review Department from Tim Hartley in June of 2018. The staff at 1043 have done a wonderful job of welcoming me to the Association. I don't know why I would be so nervous in front of you, but here I am.

The Survey Review Department operates under the inspection program of the Surveyors Act, Regulation 1026, Section 40. The department is totally funded by the sale of the \$16 plan submission stickers. The average annual number of stickers sold over the last six years from 2012 to 2017 is just 35,600 about stickers.

In 2017, the sticker sales were 38,860, and last year in 2018, the number was down slightly at 37,070. So, we were down about four and a half per cent. On the plus side, the expenses were lower than the budgeted amount. So, the net effect was a positive cash flow for the department.

The department's budget for 2018 was set at \$600,000 and our revenue and expenses results were set out in the financial statements. I am happy to report that we stayed between the lines for our revenues. We paid salaries for our staff, including our Administration Officer, Sheila Lavina.

Sheila has been a tremendous help to me in getting me organized and keeping me organized. We paid also the salaries of Herman Bernardo, and our part-time OLS Field Examiner, Al Worobec, as well as our consultant fees for two longstanding OLS Comprehensive Review Consultants, Doug Reitsma and Drew Annable.

We have two new Comprehensive Review Consultants, being Chester Stanton and Don Brown. We also pay for all of the office expenses, allocation costs, and our use of the facilities and administration at 1043.

We have a very talented group of staff, including our consultants of the AOLS that we have within the department. Three have been on Council. Two were former presidents of the Association, and one has a CLS designation and an MBA thrown in for good measure.

In 2018, the SRD opened 49 Comprehensive Reviews, which is about average. For example, in 2017, we opened 46 files, and in 2016, we opened 62 files. We plan to open 28 files this year, which is substantially lower than we would in previous years.

This was a deliberate choice on my part. The lighter workload is to allow our more senior staff, senior consultants to be able to get through their workload this year and also to continue with the training of the newer consultants that we have.

It will also allow us an opportunity to chip away at the outstanding list of active Comprehensive Reviews that we have in process right now. The department's plan is to reduce the time between when a Comprehensive Review file is opened until when it is closed to less than 12 months.

We intend to do this first, with the addition of the consultants and secondly, to look at efficiencies for how we deliver our services all while remaining within the parameters as set out in our Survey Review Practice Manual.

In addition to the Comprehensive Reviews, we also do our Systematic Reviews. That would be the ones that you get on a regular basis at least once a year. Last year, Tim completed 254 Systematic Reviews compared to 245 reviews for 2017.

The department is aware of the— the biggest knock against it is the length of time it takes for a Comprehensive Review to get completed. We recognize that it is a real deficiency.

In order for a review to be meaningful, to be effective, to get across the points to you, the practitioners, and also to illustrate our obligation as a profession to protect the public interest— the department recognizes that if it is taking a long time to get a review, to do the review, to complete them and get back to you our results, that is not really an effective way to get the message across.

So, we are keenly aware of this. If you have a problem with the length of time it takes, I understand that. I am ready to hear your complaints or your concerns after my presentation. But believe me, I am aware of it.

When I was hired on, there were really only two things that I had to get done. One, was to get caught up, and the second one was to find my replacement. Speaking of the Survey Review Department, we are updating the practice manual. The department is reviewing the practice manual so that the actual day-to-day practices of the department coincide with the manual.

The manual was written quite some time ago, and we adhere to the general outline that is in the manual. We certainly adhere to the legislation. But what we want to do is we want the manual itself to more accurately reflect the day-to-day activities of the department.

Any changes that we at the department make to the manual to enable us to conduct more efficient reviews will be reviewed by and approved by the Survey Review Department Committee.

The Survey Review Department Committee is composed of Marvin McNabb as Chair. Marvin is a very effective Chair. He really does understand how the process worked. He has been on the committee for a while. I just want to say my appreciation here in front of you to Marvin for all of his guidance in the short time that I have been here as the manager of the Survey Review Department itself.

Andrew Mantha and Gavin Lawrence are current Council representatives. We have Robb McKibbin, Gabriel Laframboise, Julia Meldrum Smith, Paul Francis and Laura Gibson to round out the committee. The committee is also ably assisted by the Executive Director and Sheila Lavina.

So, the Survey Review Department— I should say the Survey Review Department Committee is an integral component of the peer review process. They protect the public interest first and foremost, but they also work on behalf of you the membership.

The SRD Committee reports to Council on the activities of the committee and also

on the activities of the department. So, they are in a sense your conduit to Council. Part of the Comprehensive Review process includes an invitation from you the firms, to take part in an opinion survey regarding their experiences—I should say your experiences with the Comprehensive Review process itself.

These opinion surveys are confidential, or if you don't want them to be confidential, you can put your name on it or your firm's name on it as you see fit. The results of the individual opinion surveys are sent to the SRD Committee where they are reviewed and tabulated.

Matters of particular importance are raised by the committee at regular meetings held between the committee and the department.

On behalf of the committee, I would encourage you to take just a few minutes, because it is done by way of SurveyMonkey—take a few minutes to complete the survey itself as in conclusion of your Comprehensive Review so that your opinion of the review gets back to the committee, it gets back to us, it goes through Council, and we can continue to improve the process itself.

These Comprehensive Reviews are really part of the educational side of what it is that the Association does to protect the public and also to educate the membership. This wraps up my presentation, my first presentation to you as the SRD Manager.

I want to take time again to thank the staff at the Survey Review Department and also the staff at 1043, Tim Hartley, who was the manager before me, and also Executive Director Blain Martin.

Blain has been a tremendous help to me getting me organized and getting me functioning well. So, I can't say enough good about Blain. The only bad thing I can say is that I am trying to talk him out of leaving, but I don't think I am going to win that.

Thank you very much.

CONTINUING EDUCATION COMMITTEE PRESENTATION

Okay. So, I am going to segue right into the CEC, the Continuing Education Committee, part of my report. I am, as you may be aware, the Chair of the CEC as well as the Manager of the Survey Review Department. Council was very gracious in allowing me, a staff member, to continue on as the Chair of the committee.

I made what I hope was a rather persuasive argument to Council that to me, the Survey Review Department is first and foremost an educational component of the Association itself, and that as the Chair of the Continuing Education Committee, I just felt that I was a logical fit to continue on as that Chair and to continue on as the manager.

So that is what we have done this year. It is a year-over-year agreement between myself and Council, so if I am not doing a good job at either one of them, they are always free to kick me out.

I have to interject. I am going to go off script here. I was actually retired for one day. I was sitting in the kitchen and I was giving my wife helpful hints. She sat me down and she said in the kindest way possible, she said, “Look, I married you 48 years ago for better or for worse, but not for lunch. So, get out and make yourself useful.”

So that is how I ended up here. Luckily my wife is packing, so she is not here to hear that. Okay. On we go. The Continuing Education Committee, the CEC, operates under the professional development program of the Surveyors Act, Regulation 1026, Sections 41 to 43.

So, you can see that the sections of the regulation that I deal with are very close together. One is Section 40. The other is Sections 41 to 43, so they tie in together quite naturally in my opinion.

There are numerous sources for your continuing professional development. The most obvious one is here today at the 2019 AGM. The CPD points for attending the AGM, if you attended all of the events that are scheduled, are 11 professional hours and three formal hours.

There are additional formal hours to be had if you arranged to attend any of the exhibitors' presentations. For example, Blain and I attended Julie Brough's presentation on how to convert your RRSPs into RRIFs. It was important to both of us for different reasons.

So, other opportunities for CPD, and this fits in with what we discussed yesterday morning about online learning. To me, online learning, distance learning, is going to be absolutely essential for us as a profession. One of the opportunities that I have had as the manager of the SRD is to travel around to a few of the regional groups.

I had no idea how big this province was. I am going to admit in front of all of you that I mistook North Bay for Thunder Bay. What can I say, most of my— all of my surveys have been south of Highway 7. So, for me it was— North Bay, Thunder Bay. It is up there somewhere. Anyway, it is a huge province.

While I was at the Thunder Bay Regional Group meeting, I had the most tremendous amount of respect for the surveyors who were in Fort Frances, Rainy River, Kenora, that you are able to get out and get to your regional group meetings.

I am humbled as a member of South Central at the effort that it takes for the different members throughout this province to get to their regional group meetings. And I applaud you all for making the efforts to do that. Back to the script.

Other formal events include the Sixth Annual Boundary Conference. This year the conference topic will be on easements, an update, and refresher. As a matter of interest, I have attended all of the Annual Boundary Conferences and the formal course known as the Introduction to Canadian Common Law, which was also done remotely.

Four Point Learning offers courses, and seminars, and webinars using blended learning methods and technologies. Their goal continues to be the delivery of high value knowledge and practice for land surveying professionals. In that respect, we are extremely lucky to have Four Point Learning as a resource available to us for high quality education.

I say that just from my own experiences. This year's presentation format at the Sixth Annual Boundary Conference is going to be a bit different. Personally, I have enjoyed the face-to-face conference experience, including meeting friends and colleagues, the prepared meals, and not least of all, when I was in private practice, the opportunity to get away from the office.

As our time becomes ever more precious and, for some, employers become more restrictive on your ability to get away from the office, it gets more difficult to justify the time, sometimes a day or two, if you happen to be from northern Ontario, to get away.

There is also cost. The obvious cost is a lost billing opportunity for the principals, for their senior staff, and for their students. But as well, there is the travel costs, the food and accommodation that is involved when you go to a face-to-face, one-day conference.

With this remote learning that we have, we have a new way of presenting educational opportunities, and educational opportunities that I think are delivered very effectively through the remote learning opportunity. So, this year's Annual Boundary Conference will be via online delivery format, which is more tailored to the increasing demands on your time, while maintaining affordability. I would encourage you that if you have not already signed up for this year's annual conference that you do so. There is a Four Point Learning website that you can do your registration.

The course is coming up April 9th and is eight consecutive weeks. The website itself will be able to answer a lot of the questions that you might have better than I can at this time. So, if you haven't had a chance to register, do so.

When you think about it, you are here at this AGM. You are attending these conferences, the meetings and so on along with your self-study, and if you took the easement course that is coming up, you almost pretty much have your CPD done for the year, certainly by the end of May.

Another good conference that is coming up, it is becoming a bigger and bigger hit, is the LandPro Conference put on by Protect Your Boundaries. It is beginning next week, Tuesday, March 5th at the Paramount Conference Centre in Vaughan between 8:00 a.m. and 5:00 p.m.

There are going to be four expert panels and five expert speakers discussing and presenting on the most pressing issues and opportunities facing land development and condominium development in the GTA. You can join this event in person if you want the opportunity of the face-to-face experience, or it is available online as well. Go to the LandPro Conference website for further opportunities to register.

The last one I am going to talk about— and I could go on and on. It sounds like I am. The last course I want to talk about is the one that is being presented by a new exhibitor that we have this year called Own Your Safety. They deal with utility infrastructure awareness.

They also have a remote learning course. I would think that this course would be available to any of you here in the room that install survey monuments, or prepare plans of survey with topographical detail, the underground information that you put on there.

The course that Own Your Safety puts on includes clues that twig you to the fact that there are underground utilities in the area, lessons learned from bitter experience, legislation, how to read a report, how to hire a locate contractor, how to know what it is you are going to get from that contractor.

When you hire a locate contractor, how do you know what you are getting and what you are not getting. This is particularly important to you, the practitioners. How are you going to protect your liability if you don't know what it is that you are going to get from the underground locate people?

If you simply say— if there is a problem and your name is on the plan and you have to justify why it is that you had a problem with the underground locates and you point to the underground locator, they may turn around and point right back to you what your contract says. This is what you signed.

This is what you said you were going to— that we were going to do for you and that you were going to accept from us. So, I am particularly keen on that course. I took that course. It was I think six modules. It is worth it just for the checklist and the flow chart alone.

Other CPD opportunities include webinars, regional groups, the Geodetic Picnic. The Geodetic Picnic to my mind is just fabulous, because they do such a great presentation and it is always on really cutting-edge places where we go as a profession.

I can't look at a plan of survey, know that shows dimensions to the nearest millimeter, without thinking of one of the presentations that was made at last year's Geodetic Picnic.

Volunteer work, committee work. Then the last one I want to talk to you about is your own practice with your own staff. There are a couple of firms here in the room who, on rainy days— in some instances, they schedule these events. What they do is they get together with their staff.

They lay out a course curriculum that I think in one case is either 12 or 24 weeks long, and what they do is they teach their field staff on the things that their field staff should be aware of, what they should be looking for when they are doing retracement and reconnaissance, and their office staff on the various things that need to show up on a plan and how to check a plan.

That to me is continuing education to its utmost. It is you teaching your staff the things you need to know in order to be able to put out a product that is of benefit to the public and reflects well on you.

I know all of you attended the very last webinar wherein you had a chance to hear the profound wisdom of your new Councillors and our incoming President. The one that I liked was the very last 10 minutes that was put on by Julia Savitch on CPD myths.

Julia asked me to use this opportunity to stress some of the things that do come across when we are doing CPD analysis. The maximum number of self-study hours that you can get in any one year is 10. The maximum you can get in any one cycle is 30.

You can put in more hours if you want, but they just won't count. Enter your hours as soon as you can. The very first thing you are going to do before you even unpack when you get home tonight is you are going to put in your CPD hours for this AGM. I hope.

The other thing that crops up is it turns out that some of you are overachievers. Some of you once you have exceeded what is set out in the legislation continue to put in CPD hours as you continue to accumulate them. I applaud you for that, but here is an inside tip. We don't measure them.

After you exceed what it is that you have, we don't measure them anymore. So do put these in. Add your CPD hours if you do exceed them if it makes you feel better, but we are not going to look at them.

My last point is this, and it is a serious one. The legislation governing professional development program includes Regulation 1026, Section 41(4)(a) which says: "A professional member shall complete at least 36 hours of continuing education

courses related to the practice of professional surveying that are offered by the Association or approved by Council."

That is what the legislation says. When I look at the requirements for CPD and some of the 37 self-governing professions in Ontario, virtually all contain some form of mandatory CPD. This is nothing new. However, many of the professions have gone on to include what they call their accreditation department.

What they do is they tell you what is going to count as formal hours. We don't. We leave that up to you now to set out what you think are formal hours if you are taking courses beyond what it is that the Association offers.

Unfortunately, it has come to my attention that in at least one instance, there was what I would regard as an abuse of this responsibility, this privilege, if you like, and hours were entered which I don't think anybody in this room would regard as continuing formal hours. That was disappointing to me.

I want to remind you the next section in Section 43(2) includes the stipulation that the Registrar— hopefully the Registrar knows this -- the Registrar may conduct audits of the members' professional development records to ensure that the members are complying with the requirements of the professional development program.

As it stands now, you put in your own professional hours of what you think counts as professional hours. But I want to preserve the integrity of the continuing education program. I want to preserve the integrity of the notion that we deserve the title of self-regulating profession and that we take our continuing professional development seriously.

I would encourage you when you are entering your professional hours, your formal hours, I should say, that you do so with a mind of how the legislation reads. Thank you very much. That concludes my presentations. Any questions?

MS. MACGREGOR: Sue MacGregor, Surveyor General, Peterborough.

Tom, I think the natural fit between what you do as part of the SRD and education are completely dovetailed. You are in the best possible spot to help our members understand where we need educational training, so I applaud that.

My comment would be around Indigenous training. I believe that our membership— a lot of us live and work in southern Ontario. This country was founded on the treaty system that we have with the Indigenous partners that we have in Ontario, specifically.

I think it would be really helpful for our members to understand those treaties and understand the relationship that we have with our Indigenous partners, understand

the history of Ontario and how it was formed. I don't believe that we currently have an adequate level of education.

Just a small little example. In most universities in Ontario and big corporations in Ontario, they actually recognize the location, which treaty that we are actually meeting in. They do that as part of their opening ceremonies. It is really just about respecting our history, respecting our people. I would encourage us to use that opening for our meetings.

Indigenous folks in Ontario see surveyors as the colonizers. We were the bad guys that came in and rolled over the land. We were the face of government when Ontario was formed, and I think we have to be sensitive to that. The only way that we can be sensitive to that is through education. So, I just want to offer that to you.

MR. LAWRENCE: Thank you, Mr. Packowski. Thank you, Sue.

The treaty system and our relationship with Indigenous peoples would be a good webinar or seminar topic to consider. We will certainly take that back to the CEC. I see a few members of the CEC committee at the back of the room. Yes, Saša?

ATTENDEE: Saša Krcmar. Good morning, Tom. Thanks for the plug. We have got about 705 people registered for LandPro this year. So, we are continuing to grow that.

I just wanted to mention you guys should all be proud. This is a surveyor putting on a conference that is probably the premier land and real estate conference in the GTA, which is one of the most highly developed areas of the world. So, I am showcasing that as surveyors, and trying to make us all look good. So, thank you for the plug.

That is not why I am up here, by the way. What I wanted to mention, people always talk about innovation and trying to do things differently and changing this and changing that. I guess the challenge we have as an industry and as a profession is, we are one of the oldest, and I think all of us still think as one of the oldest.

They don't really think innovation. We all talk about it. It is wonderful. Let's do a strategic plan and be innovative and do this and that. Wonderful. But most people don't think that way. They all think of the old way things were done.

Why I am suggesting that is your comment apropos how some of this education that we get, how we structure it, how we record it, formal training, whatever you want to call it, what we do. I think people should look at training in a different way. Yes, you have to meet your requirements. No question.

If it is formal, if it is whatever, and you don't meet all those requirements— I don't

even know what those are because my assistant does it for me. But there is a structure you have to do. I am fully with you on that.

But the next step, though, to me is, the way to foster innovative thinking, is to go to conferences that are not on land and surveying. Go to conferences that are about your passion or things you have an interest in. You may not be able to claim those on your formal portion, but what I am actually finding is that fosters innovative thinking.

The example I can give you is Steve Jobs was inspired with all his design based on kitchen appliances. If he kept going to technology things, he would end up building a piece of software that looks very much like the technology that people are used to.

So, what I am getting at is, innovative thinking comes from looking beyond your vertical and looking beyond surveying, and beyond real estate into, you know, sketching, and nature, and stuff like that.

That will bring innovation back to what you are doing, because you will see the relationship and you will come up with a whole new way of thinking. So, if people want to be innovative in this industry, look beyond the formal structure. That is all I wanted to suggest.

MR. PACKOWSKI: Thank you, Saša. It is a very perceptive comment.

MR. DZALDOV: Just sorry. We have actually got two more reports before the break. I am going to ask, if you can, to hold on to your comment or question for the Open Forum. We will have you come up in the Open Forum. Thank you. Tom, thank you very much for that wonderful report, or both reports.

Our next presenter is Chris Oyler, who is Chair of the Geomatics Recruitment and Liaison Committee. This committee is one of the committees that has been instrumental in us having 25 new Ontario Land Surveyors at the Convocation Lunch yesterday. Ladies and gentlemen, please welcome Chris Oyler.

GEOMATICS RECRUITMENT & LIAISON COMMITTEE PRESENTATION:

MR. OYLER: Thank you, Dan. I am here to talk about our committee, and I am here too as a young surveyor to just impose a little bit of my own personal philosophy on the importance of the work that we are doing, and to give you a bit of an update where we are going with this.

So that is the committee. It is a bunch of names on a page. But each one of those members works very hard at ensuring that we get the future members of this profession. Countless hours, attending events, meetings— we have meetings every month. We meet for about an hour. We take the summer months off like most

committees do. So, we have about 10 meetings a year.

In 2018, we had a very productive year. We had the approval and implementation of our tactical plan. We were heavily involved in promoting the SHSM. That is the topic that I spoke to you last year about, the Specialist High Skills Major. It is basically a program for high school students to get exposure to land surveying.

It is not limited only to the Specialist High Skills Major, but also it is being pushed into other areas, including science, business and math modules. 2018 saw us bring SHSM training to the Toronto Catholic District School Board and presenting to a large group of students there, a two-day workshop that is now being used as the basis for all future work that we are doing across the province.

We have created a job description for a proposed SHSM Outreach Coordinator. As I mentioned before to the membership, and you may have read in various insight of releases, this task is much larger than what our one committee can undertake.

We realized this, so we are proposing to hire an Outreach Coordinator who would work for our committee about a day or two days a week starting off, and we are just going to see how that goes. A motion was brought to Council, and Council discussed it before this meeting, but there are a few things we have to iron out, but it looks like that will go ahead.

And of course, the talks and exhibitions that we have done. So, I will just give you a brief update about the SHSM program. We are continuing to have many school boards continuing to express interest.

Again, there are over 90 school boards in Ontario. So, in order to try to combat this, we have developed a new manual and new training modules. So, it is just refining what we have already been working on, but a lot of hard work has been put into that.

We have also created a PowerPoint presentation deck for you, the membership, to use. So, if you are asked by a high school to go out to give a presentation, we have materials available for you to use, so you don't have to come up with it on your own.

We have had a new request from Orchard Park Secondary School in Hamilton to run the SHSM program similar to the Richmond Green program that Maureen was instrumental in establishing. What we have learned through this is this whole process, it only works if you have good people in the schools to do the work. They have to drive it. We can't push it on them.

So, it is developing, and nurturing these relationships. What we have found is that if people get it, they get passionate about it, and they kind of feed off our energy. I get my personal energy from guys like Blain that continuously push us to promote

this profession. So, a lot of people within the industry see that as well.

We have quite a few milestones this past year. We created a new e-flyer for the Ministry of Education newsletter. So that hasn't been rolled out yet, but it has been created, and the SHSM head for Ontario and I have been working together for a rollout to get the SHSM off to a good start.

Our Outreach Coordinator hopefully will be able to assist with that once that happens, and we expect that to happen this year. There were various career fairs. World of Choices was a new event that we did this year. It was an event where it is more of like a roundtable discussion.

They are held across the province where industry professionals meet with five students for, I think it was about 10 or 15 minutes. There are various sessions throughout the day, and you have lunch with these young high school students, and you get the chance to answer questions and inspire and basically promote the profession.

So, it is a really great event. We are going to be doing that again this year. We also were able to attend the Toronto Catholic District School Board and Toronto District School Board job fair in May. You can see Amar, who was on our committee, presenting a book of "Great Lengths" to Toronto mayor John Tory. So, a bit of PR there.

We have been developing presentation trackers for high schools as a bit of metrics to see how we are doing and what areas of the province we are hitting. That has been refined and it is working well.

We have also worked with volunteers for an exhibit— assisting stats at the International Plowing Match and Expo. That is a picture there of Doug Culbert speaking to a young farmer and his son about the historical maps in the area.

We have also presented at the OAGEE conference. That is an annual conference for the Ontario geography teachers. We also participated in a Humber College Public Advisory Committee meeting for a new geomatics program, which is great.

We also participated in Ryerson's students first "All About Geomatics Day." As you can tell, the list is pretty long. We have been a very busy committee. So, the Toronto Catholic District School Board pilot project is something that is based on the Richmond Green project.

It continues to require OLS support to help the teachers. But our goal, essentially, is to get the SHSM program into as many high schools as possible. As the success grows, it becomes easier and easier for us to make the case to various schools and school boards to run this throughout the province.

The York District School Board workshop Maureen put on in April was another event we did. The promotion of women in surveying is a sponsored summer program. I am just going to skip ahead to that. I want to talk about it. I think it is pretty important.

So, what this is, this is a program for— they take— the AOLS sponsored grade 11 girls who get together in the summer, as a mentorship program, at Lassonde School in York University in Toronto.

It is an opportunity to encourage young females to get into areas of science and technology where they would not necessarily have the exposure otherwise.

Fortunately for us at the AOLS, we have a great ambassador in Maureen Mountjoy. She is passionate about what she does.

If you have a chance to say thank you— the hard work that she does— the reason for the levelling off— I like to take credit for it with the GRLC, but really it is Maureen and her passion and going out to these various events like this and getting the word out there about our profession.

So, if you have a chance, pick up a copy of this. This is Impact. It is just a wonderful bit of PR and it is great for the profession. So, what is ahead for 2019? Basically, everything that we did this past year, and we are going to continue to do all the great work for you guys.

I think it is important for Blain, and I am very thankful that he gives us the 10 minutes to explain to you what we are doing on your behalf. I would like also— last, my parting comment I would like to ask if there is anything that you would like to see done differently or any suggestions you have, please reach out to us.

We are open and we have great passion and excitement. So, if we can tweak or head in a different direction that you would like, we would be happy to hear from you. Again, thank you very much for letting me speak. I look forward to doing this again next year. This is great. Thank you.

MR. DZALDOV: Thank you, Chris. We are going to sneak in one more report before we go to the break. It is an important one. Andy? Andy Mantha.

FIELD NOTES TASK FORCE PRESENTATION:

MR. MANTHA: Okay, everyone. I am clearly cognizant that I am currently stomping all over your coffee break or what I like to call my pee break. We are going to rip through this at hyper speeds.

Anyway, you will see the opening tile we put up here, I put on what would be in Star Trek world referred to as the prime directive of the Association. I am putting it

on my deck, but I am going to assure you that everyone who speaks for the Association for Council or all these presentations, that is clearly what is foremost in our minds as we go.

So anyway, this presentation is obviously for the Fees for Field Notes Task Force report. I am going to tell you both Council and this task force agree, and I am sure all of you agree out there, that the public will always be best protected by the open access of information between surveyors.

So, to this end, Council has pushed several initiatives to further transparency. To further this transparency, the open exchange of survey records, including, as we saw, the Province-Wide Survey Records Index.

There was a commissioning of a SurveyMonkey in 2017 asking on this very question and the creation of this very task force to compile and review the data. Both Council and the task force are aware of the sensitivity of the field note issue.

We acknowledge that copyright to these records will always rest with the surveyor who created the original notes or who purchased those notes and compiled them from the original copyright holder.

Furthermore, we are very aware that some firms have spent substantial amounts of money to compile large field note indexes. We also note that many firms have full-time staff tasked with maintaining these indexes and large storage costs associated with the housing of these records.

So, let's get into these records. So, the task force was created and charged by Council to review the 2017 SurveyMonkey. So, we were asked, "Can we set policies that require surveyors to charge a reasonable fee for survey notes?"

Here is basically—I could go through this, but these are the sections of the Surveys Act, Surveyors Act dealing with field notes, and you can see that this was sort of the basis of what we issued our report on.

Then we get into AOLS Bulletin 2007-01. This is what our current policy is on the exchange of field notes. Let's just talk about field notes a little more for a second. It is important to remember, however, that field note records are unlike any other document that you prepare as part of your business day-to-day.

These are notes that were prepared under competent authority under the terms of the surveyor's licence issued under the Surveyors Act. So, while acknowledging that the surveyor holding these notes has the copyright, the task force notes the obligations to share them at a reasonable charge are incumbent upon all members of the Association. So, we recognize 2007-01.

I will go to the next one there where you can see it is all policy, and No. 9 says:

"A reasonable charge based on a member's cost for storage, maintenance, searching, retrieval, reproduction, and transmittal of information may be assessed. The policy for such charges shall be available and reciprocal agreements between firms may be negotiated."

So, we recognize that this is in full effect right now. Basically, the whole point of the task force was to work within the current framework that we have to see if we can come up with some numbers for you.

Council has in the past left the issue of fees to the general membership assuming members would operate their businesses in a responsible manner charging their fellow surveyors a fair fee that would cover their expenses, and ensuring and even encouraging their fellow members to fulfill their own professional obligations with regards to research.

Nothing makes us look more Mickey Mouse or amateur than saying oh, I have got my street line. They have their street line. I have got— it is mine, mine, mine. All right. It is bad, and it goes against what we talked about, our prime directive, serving the public.

So unfortunately, a large number of complaints were received on this issue as well as the negative effect from withholding field notes has forced Council to publish a suggested tariff for field note research.

Before I get into the numbers here and into the weeds, I will just tell you we presented a report to Council. Council is going to review it more thoroughly so we can put something probably in the quarterly or something somewhere down the line.

Right now, I am just going to get into the numbers here. First off, the SurveyMonkey— it came out when I was reviewing the data that there is actually two different ways members use to assess cost when they are issuing notes.

So, the first one is just a fixed administrative fee. We had 61 responses on there. They went from zero to \$500. It is all over the map. But we had about 22 members stating they charge a fee of \$100 or more.

In just getting to the technical thing looking on this, a lot of members will charge zero because they are in an area where they are working with someone where they have a reciprocal agreement with, and it is not really a contentious issue and they just do it.

We could get into how people charge, but basically it is a business decision. You are businessmen, businesswomen. You do what you want. So, the number that came out of there, the task force after reviewing it recommended that any fixed fees for field note requests would be within the \$75 to \$150 range.

By the way, I am sure if questions come up, we can do this after coffee hour. Just think about this over your coffee break. The last thing that we got in was that some people would be more into just an hourly rate of what they charged.

This would, I think, when I got into the numbers, was more you request a pipeline project and you are asking for a pile of notes on an area. So, they went more with the view that they charge an hourly rate for fees.

Again, they went from zero to \$200 per hour, with 10 members charging or stating they don't charge at all, and seven members charging a fee of \$100 or more. We got into the thing -- they basically were getting in that the recommendation is that an hourly rate would be no more than \$100.

Keeping in mind one last thing, that this is from the 2017 SurveyMonkey. One of our recommendations to Council is that we commit to do a SurveyMonkey every three years or so to update the numbers. These are the members of the task force here. Again, I have truncated my report, but if there are any questions that come up, you can ask them after the coffee break.

I turn it over to Dan. Thank you.

MR. DZALDOV: Thank you, Andy. Sorry for rushing you. We will take a quick coffee break and we will start at 11:00 a.m. sharp with the Open Forum.

--- Recess taken at 10:37 a.m.

--- Upon resuming at 11:00 a.m.

MR. DZALDOV: Welcome back, everyone. Before we will continue one more important presentation, I will like to call Ellen Schwartz up, please.

I want to thank you for joining us today, and I am certain everyone in the partner's program here today was moved and motivated by your talk this morning. I can only imagine the past month has been the hardest yet for you and your family, and I want to extend my condolences on the passing of Jacob.

I remember bringing Brooke to Jake's Gigantic Give when she was young, an incredible fundraiser you organized where every toy that was purchased, the same toy was donated to a child in need. My daughter loved her colourful laundry basket that she bought and was so excited for another little girl to have the same one.

On behalf of the Association of Ontario Land Surveyors, I would like to present you with a cheque for \$5,000 to your foundation, Jacob's Ladder. I know that Jacob's legacy will live on through the foundation, all the people he touched in his short 21 years, and those his story continues to move, including all of us here today.

OPEN FORUM – PART 2

Now we will continue with Part 2 of the Open Forum. As mentioned earlier, motions must be in writing, must have a mover and a seconder, and must be presented to the Resolution Committee. 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 the motion. If a motion presented fails to receive a seconder, it will be dropped from discussion.

I will remind you that the proceedings are being recorded and that if you wish to speak, you are to proceed to the microphone and give your name and town 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.

ATTENDEE: First in, best dressed, I guess. I am here. I was recognized first. Hugh Coutts, Newcastle.

We are probably going to talk about the same thing anyhow. A couple, three things. First, a couple of observations. First off, I want to say how much I really support the idea of the national distance learning degree. I think that is a wonderful initiative. We should be lending our support to that completely.

Secondly, kudos to Maureen and the Education Foundation and everybody else there getting up to the schools and introducing surveying to them. I am going to be contacting them to get some information to take to the local high schools, both where I live and where I work.

Last thing goes to something that Andy mentioned about the field notes. This also goes with the SRD here. Yesterday, I had an opportunity to spend a train ride home with one of our colleagues. She was lamenting the cost of getting copies of the field notes from other surveyors.

Some of the fees, she said -- as a matter of fact, she knew that almost always, she had to allocate \$500 for researching and getting notes from other firms, but she knew for a fact that there were firms that weren't doing that research and weren't purchasing notes, plans, whatever.

So, she was at a distinct disadvantage because she was doing her research the way she is supposed to, and she felt that they weren't. I suggested that she make a presentation to the Complaints Committee to let them handle it.

This brings us all to the point about what is reasonable and what isn't. As I watched Andy make his presentation, I was thinking there is going to be a lot of firms here that are going to have their noses out of joint and say there is no way that we are going to give research for \$75 or \$50 or whatever the amount is.

So, I know that when I had my own practice, my fee was \$125. I am just going to throw that figure out there. It has been five years since I was in active practice for myself. I felt it was reasonable. What we did, the firms that I worked with, is that we simply kept a ledger and updated it the year we settled on.

Sometimes it might be \$1,000 that exchanged hands, sometimes only \$100, but whatever. I think that that was a reasonable way to do it. As some of the colleagues I have spoken to today, is that keeping track of one invoice after another is just not worth the bother to do it.

But I recognize that some firms have bought and spent tens of thousands of dollars, hundreds of thousands of dollars in some cases, buying up records so they could turn around and sell them and make a profit. It is a business decision.

I don't know how you are going to resolve it. I don't think it is going to be resolved amicably for everybody. But it needs to be resolved. There are firms out there that aren't doing research because the cost of doing research is so much, that it puts them out of competition with their colleagues.

We all know— and I can speak to this personally, that there were times when I got a call from a firm looking for stuff. I would tell them that I had it, but they never bought it and yet they did the work in the area. So, we have professional colleagues that aren't doing what they are supposed to be doing, and they need to be taken to task for it. Thank you.

MR. DZALDOV: Thank you. I always harken back to my first strategic planning session before I was on Council. I remember having a conversation— and I hope I can repeat it, Sue, but I had a conversation with Sue.

It is our obligation— I think you mentioned when you were talking to this other person that a complaint might be in order. But if you see someone not doing proper research, I would like to call them up first and talk to them about it.

If it is something that you feel they are doing wrong and it requires a complaint, don't hesitate to deal with it that way or talk to the Registrar. It is our obligation. The field note cost issue, as Andy said, is something that we are looking at and under Al's leadership, I am sure we will continue talking about it very quickly in the new term.

I am just going to ask everyone— we don't have a lot of time, so try to keep the comments short and to the point. Helmut?

ATTENDEE: Helmet Piller, Toronto. My comment is on the field notes cost. What caught my eye is the line in the budget that the disciplinary costs would increase because they have more disciplinary actions going on.

I then— it got further added fuel to this when Saša said that the disciplinary or the discipline actions are actually an investment. That blew my mind. How could it be? If we have to train our surveyors or any one of us through a disciplinary process, then something is wrong. Our whole educational system, our whole method of apprenticeship and writing exams isn't working.

It is like the proverbial closing the stable door after the horses have bolted. When we get up there, every one of us, we have to know what we are doing. Now, slip-ups occur. Some of our staff might not be doing it right and we may not catch it. Fair enough. But to categorize a disciplinary proceeding as an investment is a bit strange. Thank you.

MR. DZALDOV: Thank you, Helmut.

I actually had some notes that I was going to say before, but we ran out of time. Just my opinion, we have had a lot of presentations today and a lot to digest. We talked about discipline, SRD, CEC, AERC, complaints, and we talked about young surveyors.

To me, the most important takeaway from that is to remind— and I know there is a lot of surveyors in this room that have articling students working with them— to remind us that we are to be mentors.

We are to educate, and we are to make sure that your articling student doesn't become a surveyor, or you don't sign off allowing them to go for their final exams as completing and being ready to be a surveyor until you have given them the education they require.

So, it really does start there, and then there is a lot of steps along the way with education, SRD, and discipline is the last step. It is something we are obligated to do when necessary. Just my thoughts.

ATTENDEE: Bahram, I am from Richmond Hill. I have a question about SRD. As you know, Surveyors Act, Regulation 1026, Section 40(4) says that all the firms have to be reviewed systematically and comprehensively. I wanted to know, is there any exception on that?

Protect Your Boundaries and LSR, they are a firm, and they have a certificate of authorization, but are they— have they been reviewed every five years and every year, and if it is not, what is the reason?

Because they are serving to the public, the plans from 1983, and are supposed to be— updated everything. There is no easement on it. There is no— lots of information is not on it.

MR. DZALDOV: I don't have the answer. We can try to get back to you. I don't

know, Tom, if you would like to speak to that or if somebody else would like to address that.

MR. PACKOWSKI: I don't have an answer to that I can prepare at this time or prepare to present at this time, but it is something that I can get back to the member asking the question and then also to the membership at large.

MR. DZALDOV: Thank you.

ATTENDEE: Thank you. And if there any exceptions to that, you figure out—like if there is any exception for those two companies, I want to be a part of that exception too.

MR. DZALDOV: I am sure your work is great, and you don't really mean that, but I think Tom is committed to provide you with that answer. Thank you for your comments.

ATTENDEE: James Ferguson, Ottawa.

I have a motion to present, and I have presented that to the Resolution Committee. I just want to reiterate on behalf of the Expanded Profession Task Force the opportunity to present our findings yesterday and for the enthusiastic support for what we have been trying to do.

So, I have a motion, and really, the idea here is that we can get this idea off the top, dead-center one way or the other.

So the motion goes as follows, and we put in the motion from the summer meetings of July 20th where Council had reviewed our recommendations and resolved that encouraging the task force to continue working on the recommendations with the hope of implementing them in an orderly fashion, and that was carried by Council.

So our motion today, moved by myself, James Ferguson, and seconded by Ron Berg, further to Council, Motion 1839, July 20, 2018, the Expanded Professional Task Force asks Council to, one, advise whether the majority of the membership is supportive of the single-licence association, and two, if so to provide the task force with a clear mandate to move toward this objective.

MR. DZALDOV: Okay. So, I guess the motion is moved by James and seconded by Ron Berg at the bottom, and the other motion is just a prior –

ATTENDEE: It is prior art from Council from July 2018.

MR. DZALDOV: I just wanted to make sure everyone understood that.

ATTENDEE: Yes. Thank you.

MR. DZALDOV: So, we do have a motion on the floor. Discussion on this motion.

ATTENDEE: Bruce Clark, St. Albert, Alberta.

I remember quite well the February 20, 2000, meeting. I was there and as a material land surveyor, I applaud the expanded profession. As an Alberta Land Surveyor, I have a problem.

The problem is because of a Mutual Recognition Agreement we have across Canada, a surveyor is a surveyor is a surveyor. If you have an OLS sticking through hydrography, now wants to practice in Alberta, we write one exam.

The problem is we do not have an exam for hydrographers in Alberta. I would just ask if this is taken into account and how we would deal with that? Thank you.

MR. DZALDOV: Sue?

MS. MACGREGOR: Sue MacGregor, Surveyor General, Peterborough. In speaking to this motion, I applaud it. I support it. I find in my office, we are regularly dealing with plans that have been developed on the basis of LiDAR, photogrammetric surveys, and we are using those things to set legal boundaries.

So, you as land surveyors really need to understand how that project was controlled, how it was performed, and whether it meets the requirements that you need for a legal boundary survey. The only way that you can do that is to incorporate the professionals that create these products into this organization and support them fully.

This morning, we were talking about— or maybe it was yesterday— underground utilities. It is the same thing. If you don't know the information that is being provided to you by your service provider, we have got significant challenges. So, I would speak in favour of this.

I think the challenge— Brian laid it out accurately— is how do you now say to those businesses, I am sorry, you are going to have to join us and pay \$2,000 a year to do what you already do. That is our significant challenge, but I don't think it is insurmountable.

I think we as a profession could take this to government and say, we need to do this to make a robust Association. I believe this profession is still very well respected by our ministry and our minister and our MPPs.

So, I think we do have a good opportunity here. If we miss it, I think it is going to be gone for good. I agree with that. So, I personally speak in favour of this motion.

MR. DZALDOV: Thank you, Sue.

ATTENDEE: Hugh Coutts, Newcastle.

When I first heard of this, I was opposed to it. I really was. I thought I am an Ontario Land Surveyor, and I don't mind saying that I was a little miffed that someone else was going to take a designation as an Ontario Land Surveyor, and they weren't surveying land. I have had a real change of heart.

I believe— you know, just like doctors. We call it doctor no matter what discipline they are practicing in. But they are accredited. I think that we should have one licence, call everybody land surveyors, with the particular— I am not sure how we will actually word that, but there will be an accreditation given as a hydrographer or whatever. Something along that line.

MR. DZALDOV: Thank you.

If there is no further discussion on this motion, we are going to use a show of hands. I am going to call the motion. All in favour? Opposed? Abstained? Carried. The floor is now open for other—

ATTENDEE: Good morning. Saša Krcmar, Thornhill.

All right. So just a couple points if you bear with me. The first, I think I should just quickly respond to Bahram's question. The one thing when we created Protect Your Boundaries, it is distinct and unique from LSR.

LSR is simply a repository of records. Anybody can go online and buy any record. If they buy the wrong one, whatever. They might get a refund. They might not get a refund, depending on what the owner, or surveyor wants to do, but there is no advising on any boundaries or anything.

So LSR is not a survey company. It does not have a licence to practice. It does not have a C of A. When we created Protect Your Boundaries, we envisioned it as a full-service organization that would provide boundary consultation to homeowners, and others that they couldn't easily get.

Most surveyors, when you call them, all they want to do is give you a quote on a survey. What we wanted to do is help people and become like boundary doctors. That was kind of the thought. But along with that, comes access to plans, and all that.

So, the solution was let's get a C of A so we can boundary advise and not be contrary to the regulations. So, as such, we had not had the privilege of a comprehensive review yet. I can assure you that our records research is pretty good for our plans.

Another observation, the land title system, in terms of how our plans are being pre-approved, and Ken and his team are doing an amazing job. We had a condo going on Monday. It is back on Wednesday, and it was a complicated condo. I think the process that they have done with online pre-approvals and moving it around the province has really made a huge difference in timelines for us.

I just wanted everybody to know for the ministry staff, I am very appreciative of that. Last, the slightly more complicated issue, really, Andrew's comment about the prime directive. I am going to suggest to you that the people that are charging for records and have done a good job to index their information, put it online, there is incredible costs on that.

Unless you have done it, you don't appreciate the cost and the ongoing cost. But we believe—I believe that those of us that have done it, have indexed it, have scanned it, have organized it, and put it online are protecting the public.

We have actually democratized our land information, and that is something that cannot be said of everyone, but the ones that have gone to a lot of effort and work. Yes, it helps them in terms of organizing their data. But it is protecting the public, because all that data is now online and available to everybody.

I have actually noticed that there are many surveyors when you—you know there is a survey plan, but they don't want to give it to you. But there is no index. There is no information anywhere. You don't even know it exists, but you know it is there. When it is indexed and you charge properly for it, it is available to everybody. If anything, it evens the platform. The last thing I have a problem with is, people that charge \$900 for a survey and expect to get the research for 50 bucks.

Your \$900 survey should cost \$3,500, and the \$400 research is actually not a bad investment. So, I think it is the central message we have been talking about for 25 years is raise your bloody fees. Then the \$400 bucks doesn't bug you. We invested a lot of money building Protect Your Boundaries, and Krcmar going out and trying to create information for everybody to share. We openly share it, and I don't think we are charging an unreasonable amount. Thank you.

ATTENDEE: David Wylie, Ottawa.

I would like to flog the PSRI horse a wee bit more, see if we can get a few more furlongs out of it. First off, I would like to premise my remarks that I am not a C of A holder. So those of you that are, you can take my comments with whatever grains of salt you would like to.

I would like to say that I fully support the initiative. I believe that the Association has prided itself for decades as being on the leading edge of adopting technology, and I think this is the next step.

Some may believe that this is the bleeding edge as opposed to leading edge, but I don't believe that is the case. There were a couple of comments in the last couple of days about how this will affect existing firms that have paper records only and the evaluation of those firms.

I agree 100 per cent with the comments that were made by, I believe, Ed who said that he has taken a second critical look at a firm that has only paper records. I think that I agree 100 per cent, because if you are looking at a firm that had a T1A and a REDIA mounted on top and they were doing surveying as opposed to a firm with a total station and GPS, which firm would you rather purchase?

The same with the gentleman who says that this is going to cost him money to do the indexing of his old records. This is an investment in your corporation, just as if you wanted to go out and buy that total station or a GPS. It is an investment in your corporation. It is an investment in your economic future, and I believe it would be a very sound investment.

Those are at least my observations, and as I said, you can take them with a few grains of salt or accept them at face value. Thank you.

MR. DZALDOV: Thank you.

ATTENDEE: Michael Van Lankveld from Brampton.

I don't actually think anybody has a real problem with paying for records or what not. It is when you have to pay for eight records from one firm and get charged \$1,000 for all those records rather than a reduced fee for buying a copious amount of records for one job. That is probably the biggest dilemma that everyone is having with it. So that is just my comment, okay?

MR. DZALDOV: Thank you.

MS. MACGREGOR: I would like to speak to the issue as well. Sue MacGregor, Surveyor General, Peterborough.

So, in 2014, I stood up as an individual member and talked about the cost of research, and I expressed my concerns. Jack Young somehow found me out of order, and I sat down. So, I was concerned about it a long time ago.

In 2016, I brought a slide to this group to say, "Here is how you can manage the cost of your research. You have the authority to do it. I encourage you to do it." I am going to tell you the second time, we need to get this under control. I am feeling very exposed.

I sit here as the eyes of the minister, and I feel very exposed right now because I am hearing things, and it may not be true, but I am hearing things that we are charging

each other \$2,200 to do research for a \$2,200 survey, and I don't know how to answer the minister that question.

I don't have a way to support that to the minister. So, I am feeling quite exposed. I encourage you—I am happy to hear this conversation, but this is your second warning. I don't often take a real strong stance on things. But I am telling you where I stand.

I am very encouraged that you are having conversations. It is not an easy thing to solve, but you have a code of ethics that says that you charge for your work once, not many times, and that is where it starts.

So, when you buy into this Association, you buy into the full package. These are some of the conversations that we have around the Council table. I am just sharing with you the highlights. So, I encourage you to kind of get your head around this issue and find a resolution. Thank you.

ATTENDEE: Norm Sutherland.

As I approach the end of my career, there are four brief observations I would like to make over the last three days, all positive. Chris Oyler and his task force that is doing all the work with the schools— some years ago, I think there was only two or three of us out there doing it, and it wasn't coordinated. Now it is, and I am amazed at what they have done over the last 12 or 18 months. Keep that up.

James Ferguson and his task force, I am glad to see the vote got passed. We are almost too late to get that to happen, but it will. One licence.

Number three, country-wide education through the universities with 31 different courses that will be offered. If we had had that in the '70s, some of us, including myself, would have saved two trips a week to Erindale for the evening courses. I am glad I was a lot younger when we had to do that.

Finally, something that we haven't touched on in the last four days, but I think is going to have to come up soon, and I believe the ACLS is working on this subject, and that is technicians and technologists.

We have now got all these surveyors coming through. We are getting the numbers up. I think we are going to need some assistance, good assistance, and there is something that needs some attention.

So, when that happens, get behind it and let's get that working. As I say, I am just leaving here going back to the sunny south with real positive thoughts on what is being done.

MR. DZALDOV: Thank you.

I appreciate the comments and I know the committees do work very hard, and we are very lucky to have each and every one of them.

MS. MACGREGOR: Sue MacGregor. I am sorry. I feel talkative this morning, I guess.

I just wanted to take the opportunity to thank some people. The staff at 1043, I don't know if you realize the gems that you have there, and I am really happy with Blain and the team that Blain has developed. So that is my first point. I really would like to thank Blain for his hard work and the people at 1043. I think they are amazing.

Another comment that I would like to make is the students, the young new members, it was very impressive to see them convocate yesterday. I would encourage those young people to get involved right away on Council.

I know it seems counterintuitive. You don't think you want to be up here representing the membership, but when you come on to Council, you have a very broad discussion and you develop your skills, and those skills are going to serve you for the rest of your career.

So, as a newly minted surveyor working for a company, you can take those skills back to the company and benefit the company. So, I would encourage our members to allow their newly minted surveyors to be part of Council.

Russ is sitting beside me. He is the Past President and he is going to be looking for nominations, and I think we should have a good solid runoff for next year's Councillors.

My final comment is, I wasn't here when Rob Hawke was talking yesterday, but I understand that everyone sent out their best wishes to Eric Ansell. I just want to say thank you. I will pass that on and make sure that he is aware of what you guys did. I know that he appreciates your kind words of encouragement. Thanks.

ATTENDEE: Andy Shelp, Ottawa.

Many of you may not know this, but I am on Council. You have heard me for the last 25 years stand at a microphone and complain. Not complain, positively suggest. So, I know you didn't vote for me and that is okay. No one did.

So, I was appointed to Council because Nancy unfortunately had to leave Council. To Sue's point, one of the things I have noticed is that it is easier to stand than it is to actually sit in the room with a voice, so much so that in my six months, I have also volunteered to resign because of— because sometimes I am just in dissent. That is fine.

But that is why I am here, because I am in dissent. I am here to listen. These are a bunch of very, very smart people, very dedicated, and you really don't see it sitting out there. You see it sitting in a room with them and listening to them talk to deal with a whole bunch of very serious issues.

We are at a precipice in our organization right now with everything that we are talking about— fees, PSRI, constitutional challenges. All of those things. These are extremely important and will shape the destiny of where we end up.

So, if, and to Sue's point, if you are standing at the microphone complaining, awesome. You are getting your voice heard. If you are standing at the microphone complaining and want to make a difference, go see Russ. He will help you make a difference. Young, old, doesn't matter. So, I am very encouraged with my participation over the next few years.

I am not so sure I can speak to the encouragement of the people here as to my involvement over the next few years, but I am truly impressed with what I have seen so far, with the level of dedication, the level of commitment, the intelligent conversations that come from Council, and the thoughtful decision-making.

Standing out there for me, it was always a bit of an us versus them and I never really considered all aspects of it, but they truly are. This is a Council that considers everybody's opinion, everybody's position.

And it was one of those things that in our own business partnership, there are three of us. When two people agree, and you are the third person, you just suck it up, because it is for the betterment of us as a company.

And I would like to think when this Council makes a decision and you happen to not agree with it, the Council has considered it, and they have determined that it is a betterment for all.

So, thank you for your lack of vote. I truly do appreciate that. I guess effectively today, I am now a Junior— an Intermediate Councillor. Thank you for the nomination and the promotion to the Intermediate Councillor. I am going to try my best to stay off of anything committee-wise, but unfortunately, I don't think that is an option.

Again, thank you for your lack of vote and hopefully we can have meaningful discussions. Thank you.

MR. DZALDOV: Thank you very much. Colin, go ahead.

ATTENDEE: Colin Bogue. Thank you very much.

Very similar to what was just said, I have been a surveyor for 30-plus years. I work for a relatively large firm, J.D. Barnes. I think I have seen both sides of surveying, but I just want to say how impressed I am in only one meeting, of course, how the Council takes every issue that I believe has been presented to them and taken it seriously.

Taken it—I kind of rolled my eyes, you know. What is this about? I didn't know. But they take every issue, every— not complaint, but point of dissent or— and they rarely take it seriously. They table it and they discuss it.

You have a great experience on Council, and seeing it from this end, I just want to say how impressed I am with—I have always been impressed with Blain, but I didn't know Dan that well. He was really a competitor at some point. But I am very impressed, Dan, with what you have done in the last year, and I am sure Al Jeraj will do much the same.

Sorry. I just wanted to say that.

MR. DZALDOV: Thank you. Very kind.

We have got a few minutes left so let's—

ATTENDEE: Just one quick question. David Wylie, Ottawa.

I seem to be up here, more often than I ever have before, but be that as it may, I just wanted to follow up on Susan's comment about participation in the Association to the new land surveyors.

I would also strongly suggest that the new surveyors get involved in the regional groups and to participate at that level and perhaps be on the Council with the regional groups. It is a great way to learn who is in your region, the fellow surveyors, and to make lasting connections.

MR. DZALDOV: Thank you.

ATTENDEE: Boney Cherian from Mississauga.

I am just going to pile on what Susan was saying, like joining the Council. I am representing -- I am a Director at the Education Foundation, and as you all know, we all— all the committees, we do an amazing job.

As a representative at the Education Foundation with Maureen being our CAO, I would like to invite more people, youngsters— age doesn't matter to me or to any of us— to join us on the Foundation, because we really need the hands and it helps. It is not a hard job at all. It is an easy job. We meet maybe six to seven times a year. Only toughest thing for me is waking up on Thursday morning to be here for

7:30 for the meeting, but it is what it is.

It is a fun group, and it is something for you guys to think about. If you do have somebody in your office who is not here and you think would be a perfect fit, then I will definitely ask you to recommend them to come and join us. Contact Maureen, and I, and we can go from there. Thank you.

MR. DZALDOV: Thank you.

ATTENDEE: James Dorland, Sudbury, Ontario.

I was a little remiss in the process of how to get a motion carried, so I apologize for that. But I would like to suggest to Council that they consider a motion to try to do a trial period of maybe two years and renew ourselves in the all-in model for its funding for PSC.

During my time as Director, I have been privy to discussions that really bind us as a profession, and I would not be aware of these things and I would hope that if we could have a national singular voice, not in governance, but in advocacy for the profession, and we could all talk about the same things and come to a solution on a national or international level, it would be much better.

I think we are doing some great things, and I would like to see us try to do a repeat or a retrial of the all-in membership.

MR. DZALDOV: Okay. Thank you. Council will look at that. We will figure out what the next steps are.

ATTENDEE: Alan Worobec, Barrie.

Over the course of the meeting, and I had the pleasure of attending a couple of different regional group meetings this past year, what has been brought to my attention, and had discussions with is— not to bring up sketches, but I don't want— some of the members are expressing the implementation, regarding what they show on their sketches prepared for severance and planning applications.

I just don't want that to fall off Council's radar. I think there had been some e-mails sent in just to ensure that either you are continuing to monitor or see if there is any tweaking needed to— I think it is paragraph 10 regarding information that is or is not shown on sketches prepared for planning application.

Keep that on the radar, please.

MR. DZALDOV: I am sure we will.

Okay. Thank you, everyone for a very stimulating Open Forum. I want to thank our out-of-town guests for attending our meeting. It was a pleasure to host you here

in Toronto. I hope you enjoyed your stay and that we provided you with a fruitful learning experience.

I have made some great friends during my journey across Canada. Irrespective of the roast-like comments you are about to hear, we have all become very close, and we will definitely stay in touch.

At this time, there is a tradition on the tour to invite the most annoying member of the group of presidents to come forward and say a few words on behalf of the unicorn. Ladies and gentlemen of the jury, Mr. Roger Galibois from British Columbia.

MR. GALIBOIS: Thanks, Dan. Thanks for being introduced as the most annoying member. I might remind you that I am not from Alberta.

So, on behalf of the visiting delegates, I would like to thank you for the invitation to your AGM. It has been an enjoyable and informative few days. I first met Dan at our convention in Whistler last March. It was Dan's first convention as a visiting delegate.

Now as we both approach the ends of our terms; I am sure that Dan would agree that it has been a rewarding experience. One thing I have learned in my time is that all of our organizations are facing similar challenges, most of which have been discussed here this week.

We have all been facing demographic challenges, but we are all—I think we all feel that we may be finally turning the corner. You should be congratulated for your commissioning 25 new land surveyors at this year's meeting. Things are looking up, but we can't take our foot off the pedal.

It is heartening to see Ontario joining the CBEPS organization. I think I have—when I received my commission, it was with the Western Board of Examiners. That has morphed into CBEPS over the years. It is a program that has certainly served us very well, and I am glad to see you are joining.

Dan has been a passionate proponent of the distance learning initiative that was presented early in the meeting. This is an initiative that can only enhance recruitment of young surveyors. You and Dan should be congratulated for the hard work in advancing this program.

Many of our associations are struggling to reconcile our roles as regulators with our past roles as both, regulators and industry associations. Governments and the public are increasingly demanding that we not only be seen as putting the public interest first, but that we walk the walk, and actually make it a priority. As was alluded to in the transparency presentation, we in B.C. are facing some profound changes with the enactment of the Professional Governance Act. It is an

act that puts the resource sector of professionals under direct control of a government-appointed superintendent of professions.

At the moment, it is only the professional engineers, foresters, biologists, agrologists, and engineering technologists, that are coming under the Act. But we all expect that the other professionals will follow in the next few years.

In New Brunswick, they have been struggling to get a new Land Surveyors Act through the legislature. One of the contentious points in the struggle is their discipline and complaint process.

So, we all have to, as I said, we all have to be sure that we remain cognizant of the fact that the public interest is our primary role, and our role as a regulator is what we keep our eye on.

We all have to continue to change with the times, and proactively evolve our Association structures to strengthen the protection of the public interest, and the transparency discussion that you had earlier goes a long way to accomplish this, and I congratulate you.

Now on to Dan. It has been a pleasure getting to know Dan and Shawna over the last year. We visited most of the provinces in Canada. In fact, my wife, Beatrice, and I, on four occasions, have probably seen both the Pacific and the Atlantic Ocean on the same day. It gives you an idea of how truly large and incredible this country is.

We visited some interesting places from Whistler to Lloyd—that is Lloydminster, Saskatchewan—to Ingonish in Cape Breton. It was in Ingonish that we were treated to Dan's smooth dancing skills. He had the opportunity to take some square dancing lessons as part of one of the functions, and Dan took on the task with much gusto.

By the end of the evening, I am sure he was good enough to hold his own at any country dance from Cape Breton to Alberta. I have video. By all reports, his daughter saw some of the video and was suitably embarrassed.

Dan and I were in attendance at the Newfoundland AGM where he managed to impress me with his innate ability to understand exotic languages. We were attending the Presidents' Forum, when the president, Rob Goodland, who comes from the west coast of Newfoundland—well, the language is exotic to say the least.

Rob was explaining to us the challenges that they have with plan filing and the registry. His concerns centered around the ability of any liar to prepare and file a sketch to accompany a deed. In fact, some of the liars were even known to mark up a land surveyor's plan and submit it.

He went on for some time about the transgressions of the liars. We were all a bit taken aback by his rather confrontational language until the light over Dan's head abruptly went on and he says oh, you mean lawyers, to which Rob replied yes, liars. My apologies to any Newfoundlanders out there.

Now, Dan didn't attend the Quebec AGM, so I am not sure about his abilities to translate in French. The last thing I am going to talk about Dan is, I am in southern Ontario, or I am in the Greater Toronto Area, so I couldn't resist saying something about the Maple Leafs.

I would expect -- I think that most people understand it has been my experience, my understanding that the main focus of conversation in the Greater Toronto Area from the middle of August to the middle of the following July, generally centers around the Leafs.

I had expected to hear more about the Maple Leafs from Dan, and I have to admit I was surprised when I didn't hear more than I did. You can take that up with him. I did, however, learn more about the Raptors than I ever cared to know.

As I said earlier, it was a pleasure getting to know Dan and Shawna. I wish them well as they move on in their tour. I will congratulate Al on taking over as president and pass on a little bit of advice that Dan tried to pass on last night. You can run, but you can't ride.

So, on behalf of the delegates, I would like to congratulate you all on an excellent conference and congratulate Dan on an excellent conference. Thank you very much.

MR. DZALDOV: It could have been a lot worse. Thank you Roger, and best wishes for a successful meeting in Kelowna next month.

To the rest of you, good luck and very best wishes of wishes for the rest of your tenures as president. It truly has been a pleasure and education to spend time with all of you.

Shawn Hodgson is this year's Chair of the Annual General Meeting. Shawn, will you please come forward to give the AGM report?

AGM COMMITTEE CHAIR PRESENTATION:

MR. HODGSON: Thanks Dan. I will keep this short as I know we are all ready to hit the road. First up, I am pleased to report that we had 392 OLSs at the conference this year. We had 57 articling students, 17 retired members, 8 associate members, three lay counsellors, three honorary members, and 63 exhibitors, and 208 non-members and 144 accompanying persons.

We need to get rid of all these categories and just go with one number. So, the number for the total attendance was 751 people. I hope you all had a great time. None of this would have been possible without all the efforts of the AGM Committee and AOLS staff.

I would now like to recognize and thank all of the committee for their hard work. Please stand and remain standing. Dan Dzaldov, Jim Statham, Sophie-Rose Côté, Greg MacDonald, Blain Martin, Lena Kassabian, Julia Savitch, Penny Anderson, and Shawna Dzaldov.

I would just like to have the room acknowledge you guys. You did an excellent job. Thanks to all of you for coming out and making this AGM hopefully an enjoyable experience for you, and we hope to see you next year. Have a safe drive home.

MR. DZALDOV: Mel Truchon will take the reins from Shawn as our Chair for the 2020 AGM. We look forward to hosting you next year in Huntsville for the 128th anniversary of our association. Mel, would you like to say anything?

MS. TRUCHON: I would like to say thank you to Shawn Hodgson for hosting a wonderful AGM this year. As always, it has been a pleasure working with you, the AGM Committee and the AOLS staff.

I look forward to hosting the AGM next year and working closely with many of the same people at the Association once again. I would like to welcome everyone to attend Deerhurst Resort in scenic Huntsville from February 25 to February 28 next year. I hope to see all of you there.

MR. DZALDOV: Thank you, Mel.

While on Council and especially during my term as President, I have worked with and gotten to know the AOLS staff. You have heard this from me before, but I can't say enough about the support from these people. I want to recognize their efforts for our Association. All the staff has pulled together to make this meeting a success.

Can the following please stand: Blain Martin, Executive Director; Kevin Wahba, Registrar; Maureen Mountjoy, Deputy Registrar; Lena Kassabian, Office Manager; Julia Savitch, Program Manager; Penny Anderson, Member Services Coordinator and Webmaster; Joyce Tenefrancia, Administrative Officer; Cynthia Gibson, Bookkeeper, Accountant, Controller; Tom Packowski, AOLS Survey Review Manager; Al Worobec, Survey Review Field Survey Examiner; Sheila Lavina, Survey Review Administrative Officer; Herman Bernardo, Survey Review Plan Field Support Clerk; Brian Maloney, Executive Director Elect.

Please join me in thanking them for their work throughout the year. Please don't

forget the name badges. You can return them to the registration desk prior to leaving the meeting so we can reuse them again.

Blain, Kevin, any other announcements? This concludes today's agenda. Ladies and gentlemen, would you kindly stand for the removal of the Standard Measure. Sergeant-at-Arms, will you please remove the Standard Measure.

The 2019 Annual General Meeting of the Association of Ontario Land Surveyors is now adjourned.

--- Whereupon the proceedings adjourned at
11:57 a.m.

PHOTOGRAPHS



Sergeant-at-Arms, Sophie-Rose Côté, OLS



Sergeant-At-Arms, Sophie-Rose Côté, presenting the Standard Measure at the Opening Ceremonies



President Dan Dzaldov
Opening ceremony of the President's Dinner and Dance



2018/2019 Council

Back, left to right: Andrew Mantha, Andy Shelp, Miranda Paquette,
Anna Aksan, Trevor McNeil, Gavin Lawrence, Al Jeraj

Second row, left to right: Peter Lamb, Kevin Wahba, George Wortman, Russ Hogan

Front, left to right: Kathleen Gowanlock, Dan Dzaldov,
Patricia Meehan, Susan MacGregor, Blain Martin



New OLS Members

Third row, left to right: M. Van Lankveld, P. Banaszek,
P. Bienkowski, N. Muth, R. Chapple, B. Webb, N. McFadzen,
B. Restivo, M. DeMarco, A. Handspiker

Second row, left to right: L. Liu, D. Holstead, A. Fernandes, S. Losyev,
K. Sonier, A. Musil, R. Shanmugarajah, A. Basnayaka, J. Elliott

Front, left to right: S. Dalziel, O. Healey, S. Sukumarsath,
K. Haddad, S. Goonewardena

Missing: J. Kelsall



left to right: Hari, Kumutini, Rocky, Tham Shanmugarajah and Pierre Blouin of Tham Surveying Limited, at the Convocation Luncheon



At the Welcoming Party, Exhibitor Draw
(Left to Right) Mel Truchon, Lena Kassabian,
Herman Bernardo, Penny Anderson and Julia Savitch



The Sentimentalists, Mysterion and Steffi Kay
at the Exhibitors' Welcoming Party



Richard Steinecke, presenting the AOLS Transparency Policy



Izaak de Rijcke, Future of Education panelist



Keynote Speaker, Barry Pokroy



Council Members, Gavin Lawrence, Andy Mantha and President Dzaldov present the Fellowship Award to Bruce Baker



New Executive Director, Brian Maloney and President Dzaldov present the Fellowship Award to Mike Power



President Dzaldov (right) presenting the President's Award to Bill Buck in recognition of his many years of service as AOLS Registrar



President Dzaldov and Trevor McNeil presenting the Life Membership Award to Eric Ansell. The Award was received by Brian Maloney on behalf of Eric who was unable to attend



President Dzaldiv (left) presenting a Citation to Dave Kovacs for service as a member of the Complaints Committee

President Dzaldiv (right) presenting a Citation to Russ Hogan for service as a member of Council, President and Past President of Council



President Dzaldiv (right) presenting a Citation to Peter Lamb for service as a member of Council





Incoming President Al Jeraj, sworn-in by the new Registrar Kevin Wahba



Outgoing President Dan Dzaldov (right) presenting the Chain of Office to the Incoming President Al Jeraj (left)



Incoming President Al Jeraj (left) presenting the Past President's gavel to Dan Dzaldov



Samra Hashim-Jeraj (left) presenting a gift to the outgoing President's wife, Shawna Dzaldov (right)

Surveyor General's Report
2018 – 2019
Susan F. MacGregor, OLS, Surveyor General
sue.macgregor@ontario.ca
Mapping and Information Resources Branch
Ministry of Natural Resources and Forestry
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Introduction

The Ministry of Natural Resources and Forestry (MNRF) continues to protect Ontario's biodiversity while promoting economic opportunities in the resource sector and supporting outdoor recreation opportunities.

MNRF responsibilities include:

- Managing Ontario's fish and wildlife resources
- Managing Crown lands, water, oil, gas, salt and aggregates resources
- Ensuring the sustainable management of Ontario's Crown forests
- Protecting people, property and communities from forest fires, floods and droughts
- Developing and applying geographic information to manage natural resources

The Mapping and Information Resources Branch (MIRB) is an essential partner in the management of natural resources, ensuring decisions are supported by the best possible advice, information and data through leadership in surveying, geomatics and information management.

Some of the information in this document may not be compatible with screen reader software. If you need the specific information in an alternate format, please contact: susan.macgregor@ontario.ca

Office of the Surveyor General

The Office of the Surveyor General (OSG) provides professional legal surveying, mapping and georeferencing advice and services to government ministries, municipalities and the surveying and mapping industry.

The Surveyor General has the legal responsibility to manage all surveys and legal descriptions on Crown land and to maintain original plans, field notes and instructions connected with these surveys

Surveying and mapping work:

- Reviewing and approving Crown Location Plans Survey
- Providing professional survey advice and supporting MNRF in court and tribunals
- Supporting First Nations land negotiations by reviewing plans of survey and mapping land claim areas
- Reviewing Reserve Boundary Confirmation Plans
- Preparing Regulation Plans for planning areas, local services boards, provincial parks and conservation reserves
- Maintaining Crown parcel and other cadastral and administrative data including the geographic township and lot fabric data sets

In 2018, OSG received 16 requests for Perimeter Survey Instructions under the modernized Mining Act which came into effect April 2018. Instructions were issued for 13 of these requests representing over 233 individual mining claims. Three instructions remain pending representing 148 individual mining claims.

In addition, OSG responded to:

- 910 requests for information
- 92 Crown Land Reference Plan submissions
- 7 mining claim survey submissions
- 45 applications for absolute title under the Land Titles Act
- 15 provincial park and conservation reserve plan requests
- Requests for instructions to allow Algonquin Provincial Park Lease renewals
- Niagara Escarpment Commission updates to boundary descriptions for the Niagara Escarpment Plan Area of
- Development Control

Land surveys and legal descriptions define clear boundaries which protect property rights, avoid landowner disputes and support policy that enables economic investment and preserves Crown Title

The Vital Records Project continues to be a priority for OSG. Thousands of survey documents have been scanned and verified by OSG staff to ensure the records are available for future generations.

OSG also supports the Ministry of Indigenous Affairs on multi-year files including:

- Algonquin Land Claim
- Attawapiskat
- Mattachewan
- Mishkeegogaming

- Mississauga Highway Agreement
- Mississauga Flooding Claim
- Nawash (Treaty 82)
- Treaty 3 flooding claims potentially impacting over 50 Reserves
- Wikwemikong Islands Claim in Lake Huron/Manitoulin

A geodetic control network is unseen but vital - providing a framework of stable, identifiable points that allow seamless mapping, engineering design and construction of infrastructure

Geodetic Activities

The COSINE (Control Survey INformation Exchange) database is the official source of provincial, federal, and municipal control survey information for Ontario. We've spent a lot of effort moving the COSINE database from an independent environment in ORACLE to an ESRI-based GIS database within Land Information Ontario (LIO). A new version of COSINE will be released in 2019 that will feature several improvements:

- Map display of horizontal and vertical control once a datum is selected
- Automatic zoom to a Toronto view and access to NAD27 values when NAD27TOR is selected
- Reference Sketches are integrated with the station report when available
- Multiple datums available for each control station or benchmark
- Easy to read report format with control station or benchmark photo if available
- GeoLab IOB format output of UTM and MTM for loading directly into network adjustments
- KML output for easy integration with Google Earth or other GIS applications
- Seamless operation on a laptop, tablet or smart phone

A COSINE Index product was developed using an ESRI Geodatabase that allows users to view different types of control available across Ontario in a GIS environment. The coordinate values associated with this product are approximated for map display purposes only. To obtain the official and accurate horizontal coordinates or vertical elevations, users must still access COSINE.

The COSINE Index product is available as a packaged product through Land Information Ontario (LIO) and is based upon data extracted from COSINE in February 2018.

We work with municipal, provincial and federal governments to design and adjust control networks providing stable points of reference on an everchanging earth

In 2018 the Georeferencing team:

- Cooperated with the City of Burlington to re-adjust and load 900 NAD83-ORIG control stations
- Cooperated with the City of Peterborough to complete a second order network for all benchmarks within the city
- Assisted the Town of Sutton, the Town of Ingersoll and the Town of Whitchurch-Stouffville with procurement specifications and evaluation of control networks
- Consulted with several southern Ontario municipalities regarding upcoming horizontal and vertical control survey projects destined for COSINE

The Ministry of Transportation (MTO) contributed projects along several highways resulting in 223 NAD83 CSRS coordinates loaded into COSINE.

Key members of the Ontario Height Modernization Working Group are providing guidance and direction for the re-adjustment of vertical control into CGVD2013, and for the development/evaluation of a transformation methodology between CGVD28 and CGVD2013.

Staff resources available to support geodetic activities within the Office of the Surveyor General has been impacted by the resignation of staff. This will affect the MNRF's ability to support municipalities and make progress on COSINE development.

To access COSINE online, visit ontario.ca/geodesy

Geographic Names

The Ontario Geographic Names Board met three times and considered 56 cases resulting in six name changes and 10 new names.

Geographic names are an integral part of society and essential for navigation, mapping, emergency response, travel and tourism, and resource management

In 2018, the Geographic Names team also:

- Responded to more than 230 requests for information
- Continued to solicit feedback and support from Ontarians about name proposals through social media
- Provided 40 names for the Ontario portion of Canada's Commemorative Map, by Natural Resources Canada that memorializes Canada's participation in armed conflicts and Canadians that served at home and abroad.

- Organized thousands of files, some dating back to the early 1900s in preparation for scanning
- Updated the Geographic Names of Ontario Language Principles and Procedure Policy to include Indigenous languages

Foundation Geospatial Data

MIRB acquires, maintains and delivers geomatics and information services to MNRF, other ministries and Ontarians.

High-quality, authoritative foundation geospatial data ensures accurate mapping and supports sound decision-making for government, businesses, academia and the public

Foundation geospatial data includes:

- Roads
- Water
- Utilities
- Wetlands
- Elevation data
- High-resolution imagery

Much of this data is available for direct download from the LIO website.

For more information e-mail: lio@ontario.ca

Ontario Hydro Network

Comprehensive updates to the Ontario Hydro Network (OHN) were completed over four Forest Management Units (Mazinaw-Lanark, Martel, Black Spruce, Lac Seul and Lake Nipigon) and portions of southern Ontario totaling 56,000km². The OHN is a key dataset required for forestry with OHN maintenance aligned to the Forest Management Planning schedule in Ontario.

Make a Topographic Map

In 2018, the interactive Make a Topographic Map application was upgraded to a new mobile-friendly version allowing users to access the best available foundation geospatial data and imagery for Ontario from their computer, phone, or tablet:

ontario.ca/topographic-maps

Ontario Road Network

The Ontario Road Network (ORN) contains information for more than 260,000 kms of roads across the province and is maintained by sourcing data from municipal, provincial and federal levels of government.

In 2018, more than 100,000 kms of roads were added or updated to the ORN. The ORN is fundamental to Ontario’s emergency response systems. The data is used by the federal government to update Canada’s National Road Network, the Statistics Canada Road Network and to improve Canada’s census geography.

Elevation Data

MIRB partners with the Ontario Ministry of Agriculture, Food and Rural Affairs to acquire high resolution airborne topographic LiDAR covering over 35,000 km² of agricultural areas. This data is available as Open Data through LIO and was used as a source of information to update the Provincial Digital Elevation Model.

In 2018, nearly 30,000 km² of photogrammetric elevation data was released as Open Data through LIO as part of the 2017 North West Ontario Orthophotography Project.

In addition, MIRB assisted MNRF’s Forest Resource Inventory (FRI) program with the 2018-2028 FRI imagery and elevation data acquisition which will see high-resolution single photon LiDAR, aerial photography and photogrammetric surface elevation data collected over Forest Management Plan areas in central and northern Ontario.

Surveyors can use elevation data tied to high accuracy ground-based control points to produce accurate terrain models across wide areas without the need for traditional ground surveys

Ontario Imagery Acquisition Program

LIO coordinates partnerships to acquire current high-resolution imagery for the province. The partnership approach provides cost savings to all parties, allowing access to the imagery for a rate typically in the range of \$4-\$6 per km².

Used for mapping, managing natural resources, land use planning, law enforcement and more; LIO offers partnership opportunities to make high-resolution aerial imagery affordable to those who need it

Several surveying firms have taken advantage of a subscription option available to private sector organizations. Organizations contribute a minimum of \$1,000 to an acquisition and can select imagery on an as-needed basis for up to three years after the imagery is delivered.

The imagery is multi-spectral with a resolution of 16 cm for southern Ontario and 20 cm for north-central Ontario. Ground control is established for each project area resulting in a horizontal accuracy of 45 cm “on the ground” for southern Ontario

and 50 cm for north-central Ontario. Stereo data is also available to partners at no additional cost.

The 2019 project partners are finalizing plans to acquire imagery for approximately 40,000 km² in eastern Ontario. Partnership opportunities are still available.

The following past acquisitions are available for purchase:

- South-central Ontario (2018) - available summer 2019
- North-western Ontario (2017)
- Central Ontario (2016)
- South-western Ontario (2015)
- Eastern Ontario (2014)

Elevation data generated from these imagery projects will include a 40 cm digital surface model point cloud and a 2 metre raster digital elevation model. These products are available as Open Data through LIO.

As new imagery becomes available, it can be viewed on the Make a Topographic Map application.

For more information e-mail: imagery@ontario.ca or visit the [LIO website](#).

Strategic Directions

MNRF has undergone some significant organization changes including the transfer of Ontario Parks, species at risk and conservation authorities to the Ministry of Environment, Conservation and Parks. We continue to adapt and understand how our mapping, surveying and information management work will be impacted by these changes.

We're developing a multi-year plan to ensure our mapping and geographic information services continue to support economic development in Ontario and meet the needs of businesses and Ontarians. The plan will identify ways in which we can modernize our work with a view to being more efficient and effective. The plan will also ensure our activities are aligned with government priorities of Open for Business.

Our ability to recruit and retain surveyors and geodetic staff continues to be a significant challenge. While we work towards an action plan to address the challenges, I encourage all surveyors to take this issue seriously to ensure Ontario is adequately served by surveyors into the future.

Susan F. MacGregor O.L.S.
Surveyor General
susan.macgregor@ontario.ca

PRESIDENT’S REPORT **Dan Dzaldov, OLS, OLIP**

It is likely that most Presidents’ concluding reports would start with words such as mine as follows: “It is hard to believe that a full year has passed since I became President of AOLS.”

It has been an incredibly busy year for me with more changes to AOLS Senior Staff than any year at least those of recent memory.

Although both Tim and Bill’s retirements were known in advance, Blain’s following them created an even greater maelstrom than anticipated, resulting in a great deal of time required to be spent on finding suitable replacements. The breadth of knowledge and experience they brought to the Association was a most onerous task to replicate, let alone improve upon.

Tom Packowski in SRD, Kevin Wahba, as Registrar, and Brian Maloney as our new Executive Director, will surely form a highly motivated team capable of meeting the challenge. May we all take a moment to acknowledge the tremendous contributions of our retiring troika of three horses who have pulled the sleigh of this Association for as long and as well as they have.

In preparing this final report, I indulged in a considerable amount of introspection, asking myself if I have fulfilled my obligations as President, and more importantly, as to whether or not I have fulfilled my obligations to myself in accepting this role.

While the road ahead for us as a profession is long and arduous, I feel that I have made considerable inroads this past year. I must admit however, that I found it extremely difficult to sit in and contribute my input at meetings, yet was precluded from voting, particularly when I felt strongly about controversial issues.

There were no voting ties, and accordingly, I had no opportunity to flex my deciding vote muscle.

Discipline and disciplinary measures continue to be a difficult, yet very necessary responsibility. The task of judging one’s peers, or their actions is not one to be taken lightly, nor is it a welcome duty to undertake. However, the safe-guarding of the public’s interest is a prime mandate of the profession, and I thank the volunteers who participated in the requisite panels.

On the same subject of protecting the public’s interest, the sketch issue brought much debate and controversy. The review of transcripts of discussions with members and the lack of a consensus made the decision difficult. Ultimately, Council felt very strongly that the combination of our Acts and Regulations which

govern the practice of Land Surveying coupled with our obligation to protect the public interest was key to our decision and accordingly we passed a motion on AOLS' policy on sketches which was sent out to the membership at large in the form of a Bulletin in September.

The very important issue of transparency was under study by Council who have sought expert legal advice and the investigation has resulted in our new Transparency Policy which was presented this week. It will surely also be discussed at the Presidents' Forum meetings held in each province.

I take personal pride in my accomplishments in forging ever stronger relationships with our sister organizations across Canada.

Less than two weeks following my inauguration, I travelled to B.C. where we talked about building on our National Marketing campaign which was initiated in 2017. Our guest speaker, a solicitor from Ontario, who had been invited to the meeting, helped us to understand the issues facing us in self-governance and the absolute necessity for transparency.

As a group, we concluded that one of the most important benefits of our provincial relationships would result from the sharing of information and ideas.

I also raised the issue of succession planning and education and I believe the attendees made a joint commitment to work together in that regard in order to come up with a comprehensive plan to ensure our profession's future.

At our Strategic Planning Session last spring, we developed the concept of a National Education Program. When the idea was presented at the Presidents' forum it was a unanimous buy-in. In fact, that collaboration led to Council's decision to rejoin CBEPS, and to support J.C. and his team in pushing the concept of online learning to the point where a national task force is now in place and is meeting regularly. The first courses are now being offered, and I am proud of my part in making that happen.

What have our accomplishments been this year? They have been many such as those stated above. There are yet so many more. Examples such as: the encouragement of new members to the profession, the tremendous success brought by Maureen in outreach, the growth in participation by members in trade shows, presentations, and showing ourselves to be our own best ambassadors for the profession, finally, the taking on and mentoring of students, and the responsibility thereof in teaching and ingraining in those students, the ethical and moral values to which we aspire to.

As I looked around the audience at Convocation Lunch yesterday, I couldn't help but feel a deep sense of pride and satisfaction in seeing the faces of twenty-five new Ontario Land Surveyors.

In conclusion, I take the words from the book of Ecclesiastes, in paraphrased,

plagiarized and amended form: *“To everything there is a season. A time to plant and a time to sow, a time to learn, and a time to share one’s knowledge and own bounty.”*

When I began this trip a year ago, I looked to achieve certain goals not only for the Association, but for myself personally.

I know that I have undergone somewhat of a metamorphosis in my having grown, as both a leader and as a man. I have learned a tremendous amount for which I am grateful to all who have contributed to my education and maturation. I believe that I have been a strong positive influence, for not only ours, and our sister associations, but for the profession itself in the refinement and enhancement of the *raison d’etre* of our members.

I know that I have sown a considerable amount of seed but, have simultaneously reaped the crops of those who have preceded me and for that I am thankful. I will endeavour to fulfill my promised commitment to future Presidents and Council as I join a group of highly respected Past Presidents.

A few final words of thanks and recognition: to your new president Al Jeraj, with whom I have fostered a warm friendship, and who I know will continue the fine standards, traditions and goals of the Association.

To the staff of AOLS who have always been ready, competent and willing to assist me and the members of Council.

To this year’s Council for their knowledge, expertise and open-mindedness not to mention the teamwork in consuming the vast amounts of alcohol which were imbibed at the end of the meetings.

To Russ on whom I learned to count on to provide sound and seasoned advice from Past President to current President.

To Murray, for similarly providing me with such seasoned advice particularly as difficult a year as this was between my becoming President, and Lloyd and Purcell joining SDB.

To my staff at SDB who have expanded the last year and have carried that much more of the workload during my many absences from the office.

A very, very, special thank you to my brother, and partner Ophir for allowing me to take on this position and suffering the increased responsibility at our business offices and to and for our clients. Finally, what can one say to the most wonderful wife a man can have. Shawna, I cannot possibly enumerate all the things I should, but your encouragement, support, advice and company have been the backbone of my success.

**EXECUTIVE DIRECTOR'S REPORT
2018
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 2018 to December 31st 2018 under the general headings of Administration, Strategic Planning, Membership, Government Relations and Public Relations.

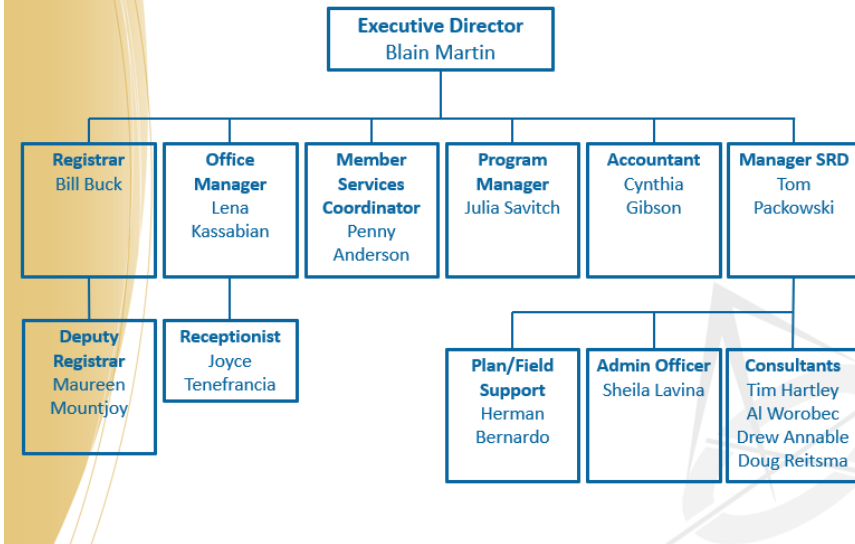
Administration

The Association's staff complement for 2018 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 9th anniversary in the position of Executive Director. I have enjoyed the role immensely.

During 2018 there were changes to the staff compliment. The complete staff list at the end of 2018 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
Cynthia Gibson	Bookkeeper / Accountant / Controller
Joyce Tenefrancia	Administrative Officer
Tom Packowski, OLS	Survey Review – Manager
Al Worobec, OLS	Survey Review – Field Survey Examiner
Sheila Lavina	Survey Review – Administration Officer
Herman Bernardo	Survey Review – Examiner Assistant

Association of Ontario Land Surveyors Organization Chart



As I did in the past, I would like to provide background on each member of the staff and what their current responsibilities are.

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.

This year there was a lot of effort put into finding new staff to fill rolls of three that left the organisation. Vladimir Oppenheim left shortly after last year's Annual General Meeting and Cynthia Gibson was hired to replace him as our Accountant. Tim Hartley retired at the end of May and his role of Survey Review Department Manager was taken on by Tom Packowski. Bill Buck gave his notice that he wished to retire at the end of 2018 and after a lengthy search, Kevin Wahba filled this role at the beginning of 2019. Each of these staff replacements took a lot of the time for the Executive Director.

Blain subscribes to 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. This has become even more important during 2018.

During the course of the year Blain worked on major initiatives that reflect his view on collaboration. The delivery of the Historical Book, *“Great Lengths”* written by Charlie Wilkins to all secondary schools in Ontario to promote the profession to guidance counsellors and in turn to secondary school students continued in 2018. Along with this Blain worked with the Association of Canada Lands Surveyors (ACLS) to develop a companion book written by Charlie for the ACLS.

Another project that Blain has been vitally involved in is called, the “Future of Education”. This entails working with the Academic and Experience Requirements Committee (AERC), the Canadian Board of Examiners for Professional Surveying (CBEPS) along with several other professional surveying organizations and several universities offering geomatics university courses. This project has the potential of shaping the way we deliver surveying education for decades to come.

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.

His principal duties include supporting the Academic and Experience Requirements Committee and the Complaints Committee by preparing their agendas and minutes and ensuring that all correspondence emanating from these committees is processed expeditiously.

During 2018 Bill supported the AERC with processing academic evaluations and articling applications as well as assisting with examinations, the annual lecture course, and presiding over the Convocation Luncheon. He also prepared the agendas and minutes and processed the files for Complaints Committee meetings.

Bill participated in discipline hearings, dealt with several referrals from the Survey Review Department, provided administrative assistance to the Fees Mediation and Registration Committees, participated in the Professional Standards Steering Committee and responded to numerous inquiries from both members and the public. He also attends Council meetings, participates as an observer at CBEPS Board meetings, acts as liaison to the Office of the Fairness Commissioner and conducts Registrar’s investigations as required.

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 is also the Secretary and Chief Administrative Officer of the AOLS Educational Foundation and works closely with the colleges and universities whose students benefit from the awards generated from the Foundation. Maureen is a non-voting member of the Academic and Experience Requirements Committee (AERC), a member of the Public Awareness Committee (PAC), the Geomatics Recruitment and Liaison Committee (GRLC) and the University and College Students Liaison Committee (UCSLC). She attends many trade shows and career fairs to promote our profession and works closely with faculty and students in the Geomatics program at York University. She is the AOLS representative on the York University Geomatics Engineering/Geomatics Science Advisory Committee.

Last year, Maureen continued to work with Secondary Schools to develop teacher and student resource material for the Specialist High Skills Major (SHSM) “Introduction to Surveying” course, which was first launched at RGSS. The goal of the GRLC is to promote this course province-wide. This year Maureen continued working with the SHSM lead at the York Region District School Board to present a hands-on workshop to technology teachers who have an interest in teaching the *Introduction to Surveying* course at their schools.

Lena Kassabian has been with the AOLS since August 2005. As **Office Manager**, she ensures the AOLS office is running smoothly and the staff and members’ expectations are met in a timely manner.

Lena is deeply involved with the AERC. She is responsible for processing evaluations and articling applications for students seeking their designation as an Ontario Land Surveyor. She meets with prospective candidates and engages them in the process in a positive fashion and ensures that all applicants receive the necessary materials. She takes great joy in helping local and foreign candidates achieve their goals. The influx of new applications and new surveyors has tripled the workload for Lena over the last few years.

Lena also scouts out locations for Annual General Meetings, Council Meetings, AERC events, the Geomatics Picnic and other meetings and seminars. She negotiates contracts for these events and organizes them. Along with all of the above, Lena is the key organizer of the Associations’ Annual General Meeting.

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 has completed her MBA from the same school. Her responsibilities include working with Continuing Education Committee to develop courses for our members and managing CPD; Website Committee; AGM Planning & Operating Committees, and all the commissions of the association. She also tracks the implementation of our annual Strategic Plan.

Julia is the **Editor of AOLS In Sight e-newsletter** and the organizer of our monthly webinars. She also manages our social media presence on LinkedIn and Facebook. Julia 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.

Julia would like to encourage all the OLS members to participate in continuing education activities on a regular basis throughout their CPD cycles – and their careers, and to remember to submit their CPD activities as they go. She also welcomes suggestions from all members for newsletter, webinar and seminar content and encourages them to get involved in AOLS social media outlets.

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 role involves managing the Membership Database, Scheduling Membership Dues, and updating website content. Penny is the channel for Members' information changes, REACH Bulletin Distributions and assistance to Members on how to navigate the website and setting up membership accounts online. Penny also provides support to the Executive Director in generating demographic reports and assists in taking the minutes of Council meetings.

If you decide to visit Penny at the office, you may also meet her forty pound, four-legged companion, Barkley, who occasionally resides under her desk. On some of their days-off, she and Barkley volunteer at the Humane Societies and SPCAs.

Joyce Tenefrancia is the Receptionist and Administrative Assistant. She joined AOLS on June 20, 2016. Joyce 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.

She supports almost all the AOLS staff, and various committees, specifically the AERC and Complaints Committee. Daily, she acts as service conduit for a variety of stakeholders. The OLS membership and extended community is important to her.

If you don't know which staff member you should be contacting, contact Joyce and she will send you in the right direction!

Cynthia Gibson joined the AOLS since 2018 as our Bookkeeper / Accountant / Controller. She is responsible for financial wellbeing; for all processes of recording accounting information, analyzing its components & producing monthly financial statements for the management.

All these steps are vital for us not only in order to know our current financial performance, but also necessary for forecasting future activities and making them financially feasible.

Cynthia also does all year-end procedures including preparation of various tables, schedules & reports needed for auditors in preparation for annual Financial Statements. As we want to manage our funds wisely and gain interest on investments, we have a number of investment portfolios. Recording of accrual interest revenue is done by Cynthia, based on quarterly financial reports and adjusted in annual financial statements.

Liability insurance, although handled by the insurance broker, is getting into our accounting system since we are contributing yearly to Claim Reserve Fund. We are also involved in the whole process as we receive premiums paid by members prior to paying the portion to the insurance broker.

Other current operation handled by Cynthia includes payroll, reconciliations with banks & government bodies & preparation of annual reports for Revenue Canada.

Tom Packowski joined the Association Offices as the **Manager of the Survey Review Department (SRD)** in early June of 2018. Tom is a graduate of the '79 class of the Survey Science program at Erindale College, University of Toronto (UofT). Tom brings a wealth of experience from his many years as a principal in a private practice firm and from his involvement in Association activities.

Tom, the SRD staff and the consultants at the Survey Review Department are constantly trying to improve the operation of the department. More of the correspondence with the membership is being done electronically. Each issue of the Ontario Professional Surveyor now has an article written by either Tom, Doug Reitsma, Drew Annable, or Al Worobec, about the review process, or how to eliminate re-occurring surveying problems that have come to light. A review is somewhat subjective, but the consultants constantly check each other's work to try and eliminate any bias.

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**. Since she has moved to the department, changes were made and implemented to the administrative process. SRD requests are now emailed to firms ensuring prompt and cost-efficient delivery.

Sheila acts as the liaison between the SRD and the participating firms. Other duties consist of ordering and maintaining supplies, coordinating meetings and assists in planning day-to-day operations. Sheila's main responsibility is to make sure activities between the firms and SRD are organized and completed within the time allotted.

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.

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 also fulfills the logistic needs for the field operations. 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 continue to increase our efficiency and enhance 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 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.

The staff at "1043" all put in a tremendous effort on behalf of the members. The Association is certainly here for public protection and all take that role seriously. We also believe that working with our members and making the Association strong is another way that we protect the public.

My report is very similar to my last year's report and I believe that this is because we have a core stable, effective and efficient staff at the AOLS office. They are a staff that makes it enjoyable to come to work every day!!

Strategic Planning

This year Strategic Planning was highly effective with four main themes emerging from the session. This year was really an update with a minimal number of people participating and facilitated by Erik Lockhart from the Queens School of Business.

The four themes are Legislative and Regulatory Changes, Public Relations Strategy, Succession Planning and Developing New Members. Each of them has been worked on diligently and this work will continue in 2019.

In 2019, we are holding another Strategic Planning Session that will look at developing completely new initiatives.

Membership

AOLS committee work is a very valuable tool for membership communication. Members have participated in many committees this year and several more 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 the Donald Gordon Centre in Kingston with well over 100 members and guests in attendance. Once again it was a huge success.

Membership numbers continue to be a concern with the aging of our membership, although this year, for the first time in years, we actually saw a growth in our membership numbers. It is my belief that there is a tremendous opportunity for new surveyors to become members of our Association. Even though our numbers are finally growing, the aging population statistics combined with the salary studies that indicate that surveyors are generally well paid still indicates that surveying is an attractive opportunity for young people looking for a profession.

Our committees have been doing some great work in attracting new people and this is indicated by the number of articling students in the system. At our 2019 AGM, we will have 25 new surveyors receiving their certificates, which is a record for the last few years. We also have the highest number of Evaluated Students since my tracking began. This is a good sign for our future.

It should also be noted that the percentage of women in our profession is very small at 7% but that does seem to be changing as the percentage of women in our articling process is higher.

Unfortunately, the number of surveyors that are over 60 years of age, over 70 years of age and even over 80 years of age also continues to go up. This is not a good sign as these people are coming to the end of their careers and we are going to lose a great deal of very senior experience over the next few years.

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 2018 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 available on our website in "book form" with hot links imbedded for the various advertisers.

Executive Directors Meetings

We continue to be very active on the national front in seeking solutions to strengthening our profession as a whole. Last year, all of the other Provincial Executive Directors met in the AOLS office to advance closer cooperation between surveying associations.

I would like to thank President Dan 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

REGISTRAR'S REPORT
For the year 2018
William D. Buck, OLS, CLS, P.Eng.

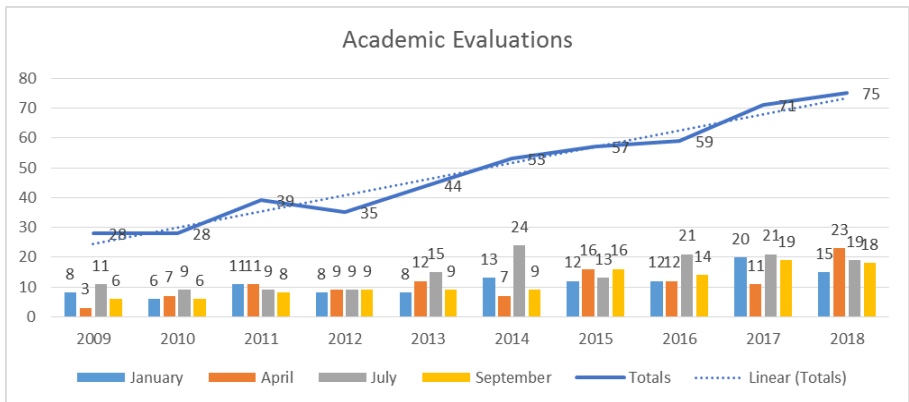
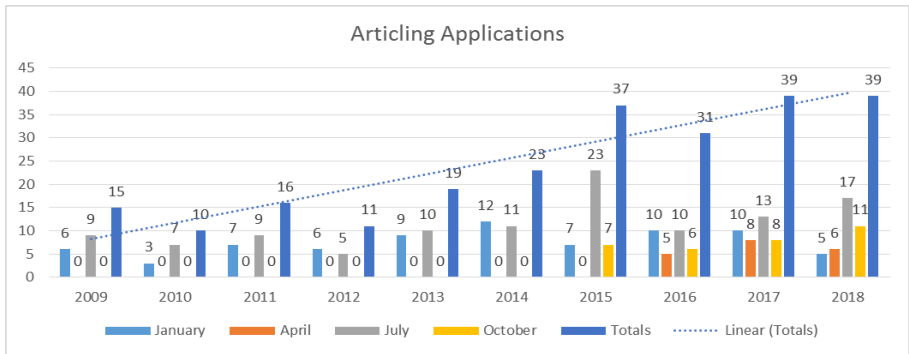
The Registrar is appointed by Council under Section 3.(8) of the *Surveyors Act* and is responsible for overseeing the statutory responsibilities of the Association of Ontario Land Surveyors.

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, motions 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 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 2018, the Registrar presented four articling information sessions, assisted with the Statutes, oral and written professional examinations, organized and participated in the annual Professional Lecture course, and participated in the swearing-in of 28 new Ontario Land Surveyors.

Thirty-nine (39) new students entered into articles during 2018, the same number as in 2017, and nine (9) students' articles expired or were cancelled. As of December 31, 2018, there were ninety-eight (98) articling students, an increase of ten (10) over last year, and the most we have had since 1993. Thirteen (13) of the current articling students are females. The Academic and Experience Requirements Committee also approved seventy-five (75) academic evaluations during 2018, four (4) more than last year. The number of evaluations continues to increase. Twenty (20) of the 2018 evaluations (27%) were internationally educated applicants. Nine (9) of the 75 were female applicants. 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. One individual Educational Services file was opened in 2018 involving a company charged with offering cadastral surveying services to the public without a Certificate of Authorization. Numerous other 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.

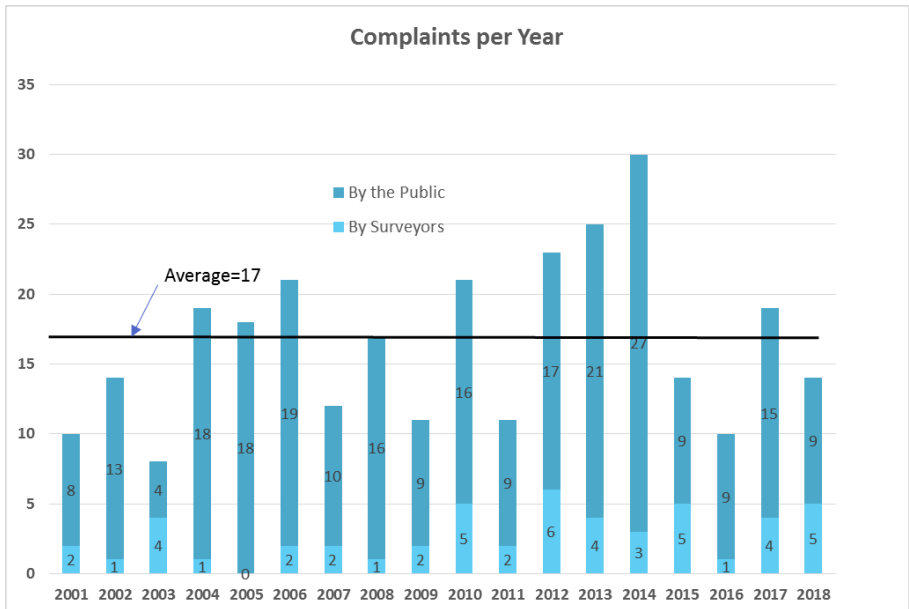
Compensation Fund

No applications to the Compensation Fund was received during 2018. 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 Go To Meeting, allowing members from all areas of the province to easily participate.

Fourteen (14) new complaint files were opened in 2018, compared to nineteen (19) in 2017. The Committee held ten (10) teleconference meetings during 2018 and one face to face meeting. Nine (9) of the fourteen complaints originated from members of the public, four (4) from Association members and one (1) from the Registrar. The Committee issued nineteen (19) final and three (3) interim decisions during 2018. 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-two (22) decisions issued in 2018, four (4) referred a member to AOLS Council for further action. The following chart shows the total number of complaints per year from 2000 to 2018, the average number over that period being 17 per year.



Discipline Committee

Two new discipline hearings were completed in 2018. Both hearings were concluded when the panel accepted a joint submission agreed to by both parties. The decisions in these cases were published in the Winter 2019 edition of Ontario Professional Surveyor magazine and were also posted on the AOLS website.

A hearing that began in January 2016 was concluded in 2018 and a decision was issued on December 18, 2018. As of the writing of this report a further hearing for submissions on penalty is being scheduled and the member has filed an appeal to Divisional Court.

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. No Registrar's Investigations were initiated during 2018.

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.

Regulation 1026 of the Surveyors Act requires that this committee approve applications from members who wish to be in charge of more than one survey office. No such application was made during 2018.

Survey Review Department Referrals

During the past year, several firms were referred to the Registrar from the Survey Review Department pursuant to Regulation 1026, S.40(8), subsequent to a Comprehensive Review. Most referred files are closed after the firms provide satisfactory explanations and/or implement remedial procedures to address the concerns identified in the review report. Some may undergo a follow up review to assess progress in addressing the concerns. One (1) member was referred to the Complaints Committee during 2018 as a result of a Survey Review Department referral to the Registrar.

Licences, Certificates of Registration and Certificates of Authorization

The Registrar is responsible for the issuance and renewals of Licences, Certificates of Registration and Certificates of Authorization (C of A). During 2018 twenty-eight (28) new licences and several new or revised Certificates of Authorization were issued. As detailed in the Statistics section below, there has been a slight decrease of 0.4% in the overall number of professional members, an increase of 0.6% in the number of licenced members and a decrease of 2.2% in the number of Certificates of Authorization since the end of 2017.

Elections and By-Laws

The Registrar oversees the distribution and counting of ballots for voting on By-laws, Regulations and elections to Council. By-laws 2018-1 and 2018-2 were approved by secret vote of the membership during 2018, and all new Council positions for 2019 were filled by acclamation.

For the 2019 Council, Vice-President Alnashir Jeraj was acclaimed as President and Councillor Andrew Mantha was acclaimed as Vice-President. Colin Bogue and David Kovacs were acclaimed as Junior Councillors. Senior Councillor Peter Lamb did not pursue the position of Vice-President and retired from Council.

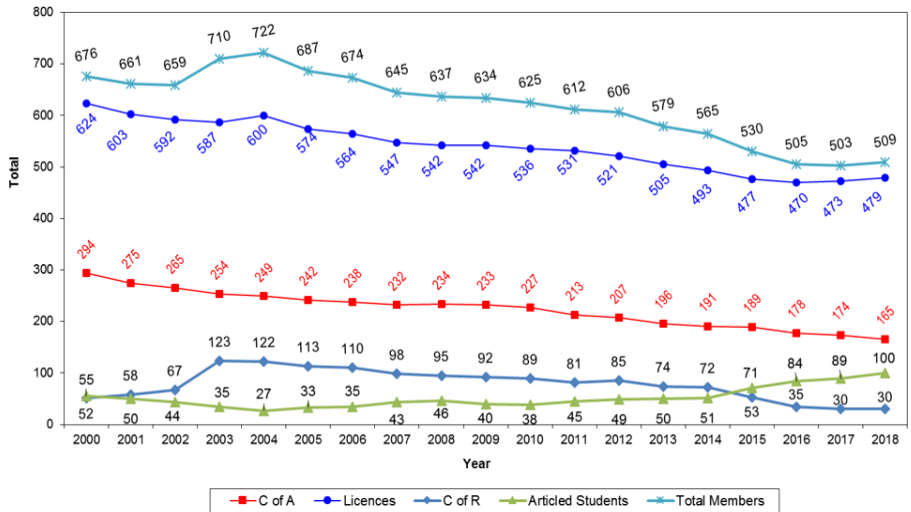
Statistics

Below are some relevant statistics of the Association, current to January 31, 2019.

	As of Jan. 31, 2019	Last Year	Change	% Change
Total Membership	509	503	+6	+1.2%
Licences	479	473	+6	+1.3%
▪ Certificates of Registration	30	30	0	-0%
▪ Certificates of Authorization	165	174	-9	-5.2%
Members who have passed away since the last AGM	13	13		
Retired Members	142	181	-39	-21.6%
Newly commissioned members since the last AGM	25	17	+8	+47.1%
Articling Students	100	89	+11	+12.4%
Associate Members	61	95	-34	-35.8%

The chart below illustrates the trends in our membership over the past 18 years, during which we have seen a decline of 23.2% in the number of licensed members. Total membership during this period has decreased by 167 a drop of 24.7% however the good news is that these numbers have increased over the past year. The number of Certificates of Authorization has declined from 294 in 2000 to 165 as of January 23, 2019, a drop of 43.9%. The number of articling students has risen steadily from a low of 27 in 2004 to the current number of 100, an increase of 370%.

AOLS Statistics - 2000 to 2017



SURVEY REVIEW DEPARTMENT MANAGER'S REPORT

Tom Packowski, OLS

For those of you who I have not met, my name is Tom Packowski. I assumed the position as Manager of the Survey Review Department (SRD) from Tim Hartley in June of 2018. The staff at 1043 have done a wonderful job of welcoming me to the AOLS office on McNicoll Avenue.

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. The average annual number of stickers sold over the six-year period from 2012 to 2017 was about 35,600. In 2017 the sticker sales were 38,860 and last year sticker sales were 37,070, down just over four and a half percent. On the plus side, expenses were lower than budgeted as well, so the net effect was a positive cash flow for the Department.

The Department's budget for 2018 was set at \$600,000 and our Revenue and Expense results are as set out in the financial statements. I am happy to report that "we stayed between the lines". From revenues we paid the salaries of our staff, including our Administrative Officer (Sheila Lavina), Assistant Examiner (Herman Bernardo), a part-time OLS Field Examiner (Al Worobec), as well as consultants fees for two longstanding OLS Comprehensive Review Consultants (Doug Reitsma and Drew Annable), one OLS Consultant for Systematic Reviews (Tim Hartley) and our newest additions to the team, two OLS Comprehensive Review Consultants (Chester Stanton and Don Brown). We also pay for all our office expenses, allocation costs for our use of the facilities and administrative costs at '1043'. We have a very talented group of staff and consultants. Of the OLS's within the Department, three have been on Council, two are Past Presidents, and one has a CLS designation along with an MBA for good measure.

In 2018, the SRD opened 49 Comprehensive Reviews, which is about average. For example, in 2017 we opened 46 files and in 2016 we opened 62 files. We plan to open 28 files in 2019. This lighter workload scheduled for this year will give our newest Consultants an opportunity to learn the process from our more experienced Consultants and continue to chip away at our outstanding list of active Comprehensive Reviews. The Department's plan is to reduce the time between when a Comprehensive Review file is opened until when it is closed to less than 12 months. We intend to do this, first with the additional consultants and second looking for efficiencies in how we deliver our services – all while remaining within the parameters set out in the SRD Practice Manual. We completed 254 Systematic Reviews in 2018 compared with 245 in 2017.

Speaking of the SRD Practice Manual, the Department is reviewing the Practice Manual so that the actual day to day practices of the Department coincide with the Manual. Any changes that we can make to enable us to conduct the reviews in an efficient manner, without affecting the integrity of the Reviews themselves, will also be included in the Manual.

I should hasten to add that any changes to the Manual are/or will be, as approved by the SRD Committee. This Committee is composed of Marvin McNabb as Chair, Andrew Mantha and Gavin Lawrence as our Council reps, along with Robb McKibbon, Gabriel Laframboise, Julia Meldrum Smith, Paul Francis and Laura Gibson round out the Committee. The Committee is also ably assisted by the Executive Director and Sheila Lavina.

The SRD Committee is an integral component of the Peer Review process. They protect the public interest, first and foremost, but they also work on behalf of you the Membership. The SRD Committee reports to Council on the activities of the Committee and of the Department.

Part of the Comprehensive Review (CR) process includes an invitation to the firms to take part in an opinion survey regarding their experience with the CR process itself. These opinion surveys are confidential, OR not, if you wish to identify your firm. The results of the individual opinion surveys are sent on to the SRD Committee where they are reviewed and tabulated. Matters of particular importance are raised by the Committee at the regular meetings held between the SRD Committee and the SRD Manager. On behalf of the Committee, I would encourage you to take part in the opinion survey as part of your CR. It has been updated so that it is in 'Survey Monkey' format and only takes a few minutes to complete.

This wraps up my first presentation to you as Manager of the SRD and I want to take the time to thank the staff at the AOLS, the former SRD Manager Tim Hartley and the Executive Director Blain Martin for their input and guidance as I learn more about the role of the peer review process in our self-governing profession.

Respectfully,
Tom Packowski, OLS
February 20, 2019

INAUGURAL PRESIDENT'S ADDRESS

Al Jeraj, OLS, OLIP

Good evening and thank you for attending this year's retirement celebration. Our guest of honour tonight is Bill Buck. Actually, considering our demographics, President Dan may have started a tradition in that we have the President's Dinner as part of a retirement party for some of our most esteemed members.

In a person's life, there are a few significant moments that are etched into one's memory. Some of the common ones are getting married or witnessing the birth of your child. Other, more personal ones may include that basketball game you played and hit every shot, the hole in one you experienced (albeit not yours but the other guy in your foursome) or watching the expression on your son's face as he first gained his balance on a two-wheeler. Either way, the significance of the event is an individual experience and I know for me, tonight will be one of those events that will be etched into my memory.

I'll try to keep this short so that we can get to the exciting part of the evening - which is to celebrate Bill.

There are many people to thank and I'll start with our illustrious President. The oath that I just took is the same one that Dan took last year. And, in my opinion, he has successfully fulfilled it.

Dan, you're a great President. You've held yourself and Council up to a high standard while never taking your eye off the goal - which is to protect the public's trust and to govern our members in a fair and just manner. You kept the mood around the Council table fun while we dealt with some serious issues. You have always taken the time to listen to my concerns, ideas and opinions and have provided solid advice and I'm grateful that I have you to support me through my Presidency.

I would like to thank the good folks at the City of Mississauga. They have supported me as I made my journey from Junior Councillor to President and without that support, I would not be here tonight.

Next, I would like to address my new Council. I am really looking forward to this year. I've had the opportunity to work with everyone on Council and I can say, without a doubt, that the membership is well represented. None of them are afraid to speak up and contribute and that fits in well with one of my mantras by Steve Jobs, which is.... 'The best ideas must win'.

I am confident that we will have a productive year and I am grateful for the Council I will have the opportunity to serve with.

I would also like to acknowledge our two outgoing Councillors Peter Lamb and Russ Hogan. The membership was well served by them and I learned, during my time with them on Council, that they are excellent resources to draw from for advice.

I would be remiss if I didn't mention how grateful I am to the AOLS staff. They are the silent heroes of this Association and I would say that their commitment to the AOLS goes far beyond just being part of their job. I feel that each one of them really cares about us and works hard to ensure our Association prospers well into the future. In particular, I am very excited to work with Kevin and Brian, as they will, no doubt, bring fresh ideas and perspectives to their jobs. I know that they will succeed in their new positions because they are awesome and, they have a stellar team already in place at the office to support them.

There are two specific members of staff who I would like to specifically recognize-- Bill and Blain. Ever since I was a young lad, Bill and Blain have been the dynamic duo of the Association. They really complement each other, and both will leave behind a lasting impression on the membership. I am grateful for having the opportunity to have worked with them and learn from them.

Tonight, the spotlight is on Bill, but I would like to shine it briefly on Blain. I speak of Blain like he's already retired, but he hasn't. His last official day is at the end of March, but this may be the last President's dinner he attends, so I will say a few words about him.

Blain, you have had an impact on the profession that few have had, and you have done some fabulous things in your tenure with us. As Executive Director, your list of accomplishments is too long to go into tonight, but I would like to highlight a few.

You made us all aware that we are an aging profession as many of us failed to notice the sea of grey hair or no hair in the room. Your famous demographic slide really highlighted the fact that this was a serious issue that needed attention and it became one of our strategic objectives.

You initiated the Great Lengths book. Surveyors have and still struggle to be recognized for their impact on society. Your vision of having us tell our stories so that the general public would know that we do much more than take pictures on the side of the road has had a hugely positive impact on our profession. The book has become a great public relations tool which was another one of our strategic objectives.

You brought in the webinars and In Sight so that the membership became more engaged and was more informed of what the Association is doing.

The Association is always on Blain's mind, so much so that he has admitted to getting up at all hours of the night to write down ideas or tasks so that he doesn't forget them. I just hope that these ideas coincide with the times he has to pee in the middle of the night, otherwise poor Blain may not be getting any sleep! He started many sentences with "While I was walking my dog at 5:30 this morning, I had this idea...." So, you can tell that Blain is committed to the Association and has our best interest at heart.

The only other thing that Blain is equally committed to is taking care of his staff and a good example of that is tonight. He wanted this AGM to be a celebration for Bill and didn't want any attention for himself. It's a testament to Blain's leadership qualities as any great leader recognizes the contributions of their staff and selflessly puts them ahead of themselves. I think that deserves a round of applause.

And last, but not least, I'm grateful to my family for their support and encouragement. It is a privilege for me to have my two sons, Mikhail and Azeez, in attendance tonight. They hardly ever get to see Dad in a role other than chauffeur or someone to play with, so this is a welcome change. I'm very proud of both of you and love you very much.

And to save the best for last, I would like to thank my gorgeous wife Sam. Sam has been my life partner for almost 15 years now. Her support and encouragement is why I was able to run for Council and serve the membership. She always inspires me to strive to be the best version of myself and to never accept the status quo. She is my greatest teacher and my biggest fan, and I am so grateful to have her by my side. I love you.

I'm excited to begin my term as there is much work to accomplish. I know I have big shoes to fill, considering those who came before me and I am grateful that the membership has placed their confidence in me to be their President.

Thank you.

ARCHIVAL AND HISTORICAL COMMITTEE
Annual Report 2018
Gord Good, O.L.S. (Ret.), Chair

The Committee is composed of Gordon Good (14) (as Chair 12), James Hill (22), Past Chair (4), Ross Burton (20) (as Past Chair 2) and Manager of our Ottawa Branch, Doug Sutherland (18) and Rental Director, Don Anderson (16) and Photographer, Peter Moreton (8), Vicky (9) and Doug Culbert (14) Caretakers of the Monument Garden, Kent Campbell (4), John Vinklers (2), Bruce McMurchy (3) Blain Martin (10) and AOLS Office Liaison (9) Peter Lamb, Commissioner and Gavin Lawrence, Assistant Commissioner. (The number after the names represent years of service.)

This report begins with a big thank you to Vicky and Doug Culbert for our annual presentation. They have been working on these yearly presentations for at least ten years and more. This year many kind comments were made to me and from my own observations our presentation was very well received. Thanks to all who dropped by.

I know, for sure, that our highlight of the meeting had to be the presentation of acknowledgment to Des Rasch and Tony Roberts for their many years of staffing the surveyor's booth at the Marshville Fairgrounds. Your Committee made this request to Council and they concurred to honour these two surveyors. Both wives relayed their thanks through Vicky, to the Association, for recognizing their husbands annual endeavours

Our involvement with the book *Great Lengths* was completed this year and other committees stepped forward to add their efforts in its promotion.

Kent Campbell's work schedule has given him some time to devote to further research into a joint presentation by the AOLS and Archives of Ontario of Thompson's Map of Canada. Kent has reactivated our source at the Ryerson University on how the Committee handles artefacts. As noted last year you may now have to read the 2019 report for full details.

Our Committee will continue to collect memorabilia. The Committee just recently decided to handle the items in a similar manner as all relicts. Just contact our Committee through the office or personally and arrangements will be made for collection.

I am certain the history of the Survey Technicians and Technologists will be published this year for your enlightenment. A lot of work and research has gone into this report.

The Monument Garden in Goderich “Hortum Monumenta” had another exceptional year. Many busloads of people stopped by and several European visitors were fascinated by the monuments. Huron County made a special comment regarding the unique way of advertising surveying in their area.

Maintenance of the W.C. Yates Project is continuing. It does appear that for now, the data will be updated by your Archival and Historical Committee. This is your database about your history and any information you may have about yourself or other surveyors that you want preserved please forward that to Joyce or to a committee member for recording.

We thank the staff at 1043 which help us to become an effective Committee. Thank you, Lena, for thinking of our needs. Thank you, Maureen, for always having the correct historical references. Thank you, Julia, for helping us prepare articles for the bi-weekly. Thank you, Sheila for reminding us of our meetings. Thank you, Joyce, for following through on many biographical sketches. Thank you Penny, our unofficial electronics member. A final thank you, to Blain.

Gordon Good,
Chair

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, 2018 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, 2018 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 23, 2019

A handwritten signature in black ink that reads "RSSM LLP". The letters are stylized and connected, with a cursive-like flow.

RSSM LLP
Licensed Public Accountants

ASSOCIATION OF ONTARIO LAND SURVEYORS
STATEMENT OF FINANCIAL POSITION
AS AT DECEMBER 31, 2018

	General Operating Fund	Liability Insurance Fund	Claims Reserve Fund	Compensation Fund	Total 2018	Total 2017
	\$	\$	\$	\$	\$	\$
ASSETS						
CURRENT						
Cash	1,008,609	1,211	1,258,217	-	2,268,037	1,442,617
Investments (note 2)	469,743	1,213,506	1,098,522	150,000	2,931,771	2,844,144
Accounts receivable	3,617	-	25,000	-	28,617	15,026
Inventory	107,757	-	-	-	107,757	120,793
Prepaid expenses	113,952	-	-	-	113,952	79,418
	<u>1,703,678</u>	<u>1,214,717</u>	<u>2,381,739</u>	<u>150,000</u>	<u>5,450,134</u>	<u>4,501,998</u>
CAPITAL ASSETS (note 3)	142,426	-	-	-	142,426	146,086
TOTAL ASSETS	1,846,104	1,214,717	2,381,739	150,000	5,592,560	4,648,084
LIABILITIES						
CURRENT						
Accounts payable and accrued liabilities	109,128	-	-	-	109,128	146,225
HST payable	83,620	-	-	-	83,620	31,562
Deferred revenue (note 5)	1,186,346	-	-	-	1,186,346	827,250
Insurance premiums refund payable	-	265	-	-	265	424
	<u>1,379,094</u>	<u>265</u>	<u>-</u>	<u>-</u>	<u>1,379,359</u>	<u>1,005,461</u>
FUND BALANCES						
Invested in capital assets	142,426	-	-	-	142,426	146,086
Discipline reserve	8,565	-	-	-	8,565	2,480
Externally restricted	-	1,214,452	2,381,739	150,000	3,746,191	3,191,327
Unrestricted	315,575	-	-	-	315,575	302,286
Building reserve	444	-	-	-	444	444
	<u>467,010</u>	<u>1,214,452</u>	<u>2,381,739</u>	<u>150,000</u>	<u>4,213,201</u>	<u>3,642,623</u>
TOTAL LIABILITIES AND FUND BALANCES	1,846,104	1,214,717	2,381,739	150,000	5,592,560	4,648,084

COMMITMENTS (NOTE 4)

APPROVED ON BEHALF OF THE COUNCIL:

 Executive Director and Treasurer

 Finance Councillor

**ASSOCIATION OF ONTARIO LAND SURVEYORS
STATEMENT OF OPERATIONS
YEAR ENDED DECEMBER 31, 2018**

	General Operating Fund			Restricted Funds				
	Budget 2018 (Note 7)	Actual 2018	Actual 2017	Liability Insurance Fund	Claims Reserve Fund	Compensation Fund	Total 2018	Total 2017
	\$	\$	\$	\$	\$	\$	\$	\$
REVENUE								
Fees and licences	1,355,950	1,359,457	1,316,132	-	-	-	-	-
Survey Review Department	600,000	558,987	542,571	-	-	-	-	-
Survey Records Index	39,000	33,750	26,900	-	-	-	-	-
Investment income (loss)	60,000	3,965	33,755	92,022	-	1,020	93,042	87,608
Cost-related activities	328,000	379,912	393,254	-	-	-	-	-
Continuing education	10,000	10,052	31,275	-	-	-	-	-
Internship program	-	7,000	10,983	-	-	-	-	-
Book sponsorships and sales	-	3,550	215,952	-	-	-	-	-
Insurance premiums	-	-	-	1,505,165	550,000	-	2,055,165	2,098,561
Credit card fees	-	18,634	18,383	-	-	-	-	-
Other income	66,000	86,276	6,958	-	-	-	-	1,500
	<u>2,458,950</u>	<u>2,461,583</u>	<u>2,596,163</u>	<u>1,597,187</u>	<u>550,000</u>	<u>1,020</u>	<u>2,148,207</u>	<u>2,187,689</u>
EXPENSES								
Salaries, benefits and consultants	680,588	759,250	691,382	48,000	-	-	48,000	48,000
Office and general	179,860	226,467	102,605	12	-	-	12	3,921
Survey Review Department	579,500	558,987	548,590	-	-	-	-	-
Survey Records Index	39,000	33,575	36,000	-	-	-	-	-
Building	53,500	44,971	40,620	-	-	-	-	-
Discipline expenses	140,000	293,915	217,198	-	-	-	-	-
Constitutional challenge	85,000	-	20,796	-	-	-	-	-
Cost-related activities	311,300	291,663	388,361	-	-	-	-	-
Governance commission	166,000	89,938	91,577	-	-	-	-	-
Professional standards and practice commission	8,500	7,247	8,434	-	-	-	-	-
Outreach and professional education commission	52,600	60,721	42,574	-	-	-	-	-
Member services and other commission	39,600	26,311	29,236	-	-	-	-	-
Continuing education	14,500	10,052	31,056	-	-	-	-	-
Insurance premium	-	-	-	1,468,367	-	-	1,468,367	1,479,760
Claims against the fund	-	-	-	-	75,944	-	75,944	360,082
Credit card charges	-	18,084	19,400	-	-	-	-	-
Refund of insurance premiums	-	-	-	-	-	-	-	85,000
Cost of books distributed	-	25,708	164,116	-	-	-	-	-
Refund of consulting income	-	-	-	-	-	-	-	34,078
	<u>2,349,948</u>	<u>2,446,889</u>	<u>2,431,945</u>	<u>1,516,379</u>	<u>75,944</u>	<u>-</u>	<u>1,592,323</u>	<u>2,010,841</u>
EXCESS OF REVENUE OVER EXPENSES								
	<u>109,002</u>	<u>14,694</u>	<u>164,218</u>	<u>80,808</u>	<u>474,056</u>	<u>1,020</u>	<u>555,884</u>	<u>176,828</u>

ASSOCIATION OF ONTARIO LAND SURVEYORS
STATEMENT OF CHANGES IN FUND BALANCES
YEAR ENDED DECEMBER 31, 2018

	General Operating Fund				Restricted Funds			Total 2018	Total 2017
	Unrestricted	Invested in Capital Assets	Discipline Reserve	Building Reserve	Liability Insurance Fund	Claims Reserve Fund	Compensation Fund		
	\$	\$	\$	\$	\$	\$	\$	\$	\$
Fund balances at the beginning of year	302,286	146,086	2,480	444	1,198,644	1,842,683	150,000	3,642,623	3,301,577
Excess of revenue over expenses (expenses over revenue)	322,069	(13,460)	(293,915)	-	80,808	474,056	1,020	570,578	341,046
Investment in capital assets	(9,800)	9,800	-	-	-	-	-	-	-
Intrafund transfers (note 8)	(300,000)	-	300,000	-	-	-	-	-	-
Interfund transfers (note 8)	1,020	-	-	-	(65,000)	65,000	(1,020)	-	-
FUND BALANCES AT THE END OF YEAR	315,575	142,426	8,565	444	1,214,452	2,381,739	150,000	4,213,201	3,642,623

**ASSOCIATION OF ONTARIO LAND SURVEYORS
STATEMENT OF CASH FLOWS
YEAR ENDED DECEMBER 31, 2018**

	General Operating Fund		Restricted Funds			Total 2018	Total 2017
	2018	2017	Liability Insurance Fund	Claims Reserve Fund	Compensa- tion Fund		
	\$	\$	\$	\$		\$	\$
OPERATING ACTIVITIES							
Cash collected from members, customers and other sources	2,828,123	2,260,528	1,505,165	525,000	-	2,030,165	2,100,061
Investment income	8,486	18,370	27,770	-	2,464	30,234	16,062
Cash paid to suppliers and employees	(2,439,966)	(2,378,367)	(1,516,538)	(75,944)	-	(1,592,482)	(2,006,803)
	<u>396,643</u>	<u>(99,469)</u>	<u>16,397</u>	<u>449,056</u>	<u>2,464</u>	<u>467,917</u>	<u>109,320</u>
INVESTING ACTIVITIES							
(Increase) decrease in investments	(8,738)	(23,256)	30,842	(50,000)	(1,444)	(20,602)	(911)
Purchase of capital assets	(9,800)	(28,501)	-	-	-	-	-
	<u>(18,538)</u>	<u>(51,757)</u>	<u>30,842</u>	<u>(50,000)</u>	<u>(1,444)</u>	<u>(20,602)</u>	<u>(911)</u>
NET INCREASE (DECREASE) IN CASH	378,105	(151,226)	47,239	399,056	1,020	447,315	108,409
Cash position at the beginning of the year	629,484	771,286	18,972	794,161	-	813,133	714,148
Interfund transfers	1,020	9,424	(65,000)	65,000	(1,020)	(1,020)	(9,424)
CASH POSITION AT THE END OF THE YEAR	1,008,609	629,484	1,211	1,258,217	-	1,259,428	813,133

**ASSOCIATION OF ONTARIO LAND SURVEYORS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2018**

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.

(b) Revenue Recognition

Revenue for the Survey Review Department and 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.

Revenue from insurance premiums is recognized in the Liability Insurance and Claims Reserve Funds in the year the invoices are issued and collection is reasonably assured.

(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 2018.

(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 an average basis. Net realizable value is estimated selling price less costs to sell in the ordinary course of operations.

(f) Collections

The Association has a collection of historical artifacts and a library of books and publications. No value is placed on these collections in these financial statements.

g) Management Estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year. Significant areas requiring the use of management estimates include amortization of capital assets, long-lived asset impairment assessments, and allocation of administration expenses to various departments within the Association. Actual results could differ from those estimates.

(h) Financial Instruments

The Association initially measures its financial assets and financial liabilities at fair value, except for non-arm's length transactions. The Association subsequently measures all its financial assets and financial liabilities at amortized cost, except for investments, which the Association elected to measure at fair value. Changes in fair value are recognized in the statement of operations.

Financial assets measured at amortized cost include cash and accounts receivable.

Financial liabilities measured at amortized cost include accounts payable and accrued liabilities.

Financial instruments that will be subsequently measured at amortized cost are adjusted by the transaction costs that are directly attributable to their origination, issuance or assumption. Transaction costs for financial instruments that will be subsequently measured at fair value are recognized in the statement of operations in the period they are incurred.

2. INVESTMENTS

	Fair Value	
	2018	2017
Guaranteed investment certificates (GICs)	\$ 965,316	\$ 972,310
Bonds	542,446	387,468
Equity	<u>1,424,009</u>	<u>1,484,366</u>
	2,931,771	2,844,144

The GICs and bonds mature from June 2019 to May 2028, and earn interest at rates between 2.55% and 5.63% (2017 - 2.55% and 5.0%).

3. CAPITAL ASSETS

	Cost	Accumulated Amortization	2018 Net Book Value	2017 Net Book Value
Building	\$582,677	\$(463,892)	\$118,785	\$119,731
Furniture and fixtures	238,651	(229,732)	8,919	10,166
Computer Equipment	111,523	(96,801)	14,722	16,189
	932,851	(790,425)	142,426	146,086

Amortization expense for the year was \$13,460 (2017 - \$10,899), of which \$9,260 (2017 - \$5,570) is included in office and general expense and \$4,200 (2017 - \$5,330) 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 4 years:

	\$
2019	8,600
2020	8,600
2021	8,600
2022	2,150

5. DEFERRED REVENUE

Deferred revenue relates to amounts collected in advance and is recognized into income in the period in which the related expenses are incurred or when the service is rendered.

	2017	Funds Received	Revenue Recognized	2018
Fees and licences	\$239,560	\$1,754,325	\$1,359,457	\$634,428
Survey Review Department	414,173	610,131	558,987	465,317
Cost-related activities	76,511	303,401	379,912	-
Continuing Education	68,737	6,647	10,052	65,332
Internship program	28,269	-	7,000	21,269
	827,250	2,711,804	2,352,708	1,186,346

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, 2018, the balance sheet includes \$753,897 (2017 - \$671,137) of cash and 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 \$300,000 (2017 - \$217,000) to be used for discipline related. 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, 2018, \$1,020 was transferred from the Compensation Fund to the General Operating Fund (2017 - \$9,424 transferred from General Operating Fund).

9. ALLOCATION OF EXPENSES

	2018	2017
	\$	\$
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	4,200	5,330

Association of Ontario Land Surveyors – Budget 2019

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SUMMARY OF REVENUE AND EXPENSES

	2018 BUDGET	2018 ACTUAL	2019 BUDGET
REVENUE:			
FEES AND LICENSES (from pg.2)	\$1,355,950	\$1,359,458	\$1,378,530
SRD REVENUE (from pg.5)	\$600,000	\$558,987	\$600,000
SURVEY RECORDS INDEX (from pg.5)	\$39,000	\$33,750	\$39,000
CONVENIENCE FEE ON CREDIT CARD CHARGES	\$18,000	\$0	\$18,000
COST-RELATED ACTIVITIES (from pg.2)	\$328,000	\$379,913	\$333,000
CONTINUING EDUCATION (from pg. 5)	\$10,000	\$10,052	\$10,000
LEGAL/LEGAL CONSTITUTIONAL CHALLENGE COST RECOVERY	\$1,500	\$0	\$1,500
DISCIPLINE RESERVE FUND (from pg. 6)	\$50,000	\$0	\$100,000
BOOK " GREAT LENGTHS" SALES REVENUE	\$18,000	\$3,550	\$5,000
INTERNSHIP PROGRAM (from pg. 6)	\$0	\$7,000	\$0
York University Project	\$0	\$0	\$0
OTHER INCOME (from pg.2)	\$66,000	\$96,106	\$185,000
PUBLIC AWARENESS COST RECOVERY			
TOTAL REVENUE	\$2,486,450	\$2,448,816	\$2,670,030
TOTAL REVENUE Excluding SRD	\$1,886,450	\$1,889,829	\$2,070,030
EXPENSES:			
SALARIES, BENEFITS AND CONSULTANTS (from pg.4)	\$680,588	\$759,469	\$729,596
OFFICE ADMINISTRATION (from pg.4)	\$260,300	\$162,156	\$184,939
SURVEY REVIEW DEPARTMENT (from pg.6)	\$579,500	\$558,987	\$600,000
SURVEY RECORDS INDEX (from pg.6)	\$39,000	\$30,575	\$39,000
BUILDING (from pg.4)	\$53,500	\$43,339	\$54,359
DISCIPLINE RESERVE FUND (from pg.6)	\$200,000	\$303,916	\$350,000
BOOK " GREAT LENGTHS" COST OF SALES	\$1,500	\$25,708	\$2,500
COMMITTIES & RELATED EXPENSES (from pg.3)	\$267,200	\$189,434	\$291,700
COST RELATED (from pg.2)	\$311,300	\$329,789	\$326,000
LEGISLATIVE CHANGES, STANDARDS/TECH GUIDELINES	\$100	\$0	\$100
CONTINUING EDUCATION (from pg. 5)	\$14,000	\$10,499	\$14,120
CREDIT CARD CHARGES	\$18,000	\$19,400	\$18,000
INTERNSHIP PROGRAM (from pg. 6)	\$0	\$0	\$0
AMORTIZATION (from pg.4)	\$4,560	\$850	\$4,000
TOTAL EXPENSES	\$2,429,548	\$2,434,122	\$2,614,314
TOTAL EXPENSES Excluding SRD	\$1,850,048	\$1,875,135	\$2,014,314
NET REVENUE OR (EXPENSES)	\$56,902	\$14,694	\$55,716

GENERAL REVENUE AND COST RELATED INCOME (EXPENSE)

	2018 BUDGET	2018 ACTUAL	2019 BUDGET
FEES AND LICENSES:			
OLS (Licensed) FEES (Note "B" below)	\$985,800	\$998,730	\$1,016,025
OLS (Registered) FEES (Note "B" below)	\$24,000	\$22,501	\$20,625
CERTIFICATE OF AUTHORIZATION (Note "B" below)	\$270,300	\$289,541	\$276,050
ASSOCIATE MEMBERS FEES (Articled Students, Retired & Associates)	\$75,850	\$48,686	\$65,830
TOTAL FEE AND LICENSES (Carried to Summary pg.1)	\$1,355,950	\$1,359,458	\$1,378,530
OTHER INCOME:			
MISCELLANEOUS REVENUE		\$96,106	
INTEREST ON INVESTMENTS	\$60,000	\$0	\$125,000
ALLOCATION OF INVESTMENT TO COMPENSATION FUND	\$0	\$0	\$0
OTHER (Follow-up reviews, interest, charged back)	\$6,000	\$0	\$0
TOTAL OTHER INCOME (Carried to Summary pg.1)	\$66,000	\$96,106	\$125,000
COST RELATED INCOME (EXPENSE):			
REVENUE:			
EXAMS, LECTURES, EVALUATIONS	\$75,000	\$109,233	\$80,000
SURVEY LAW COURSES			
PUBLICATIONS & MATERIALS	\$3,000	\$1,015	\$3,000
ONTARIO PROFESSIONAL SURVEYOR MAGAZINE	\$50,000	\$40,850	\$50,000
ANNUAL GENERAL MEETING	\$200,000	\$228,815	\$200,000
TOTAL REVENUE (Carried to Summary pg.1)	\$328,000	\$379,913	\$333,000
<u>2019 Budget</u>			
EXPENSES:			
EXAMS, LECTURES, EVALUATIONS	\$50,000	\$66,451	\$65,000
PUBLICATIONS & MATERIALS	\$3,000	\$24,542	\$3,000
ONTARIO PROFESSIONAL SURVEYOR MAGAZINE	\$55,000	\$54,293	\$55,000
MEMBERSHIPS & SUBSCRIPTIONS	\$3,300	\$1,670	\$3,000
ANNUAL GENERAL MEETING	\$200,000	\$182,833	\$200,000
TOTAL EXPENSES (Carried to Summary pg.1)	\$311,300	\$329,789	\$326,000
TOTAL COST RELATED REVENUE(EXPENSES)	\$16,700	\$50,124	\$7,000

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NOTE "A"

As per Council motion there will be no administration fee allocation until the Compensation Fund exceeds \$150,000.00

NOTE "B"	FEE	2017	2018	2019
LICENSED MEMBERS	\$ 2,185.00	475	465	465
REGISTERED MEMBERS	\$ 825.00	35	30	25
CERTIFICATE OF AUTHORIZATION @\$ 1,095 PER FIRM	\$ 1,095.00	190	170	165
CERTIFICATE OF AUTHORIZATION + \$545 PER ADD'L CADASTRAL MEM	\$ 545.00	165	170	175
ARTICLED STUDENT	\$ 330.00	85	95	100
ASSOCIATE MEMBER	\$ 230.00	150	125	56
RETIRED ASSOCIATES	\$ 95.00	200	210	210

COMMITTEE AND RELATED EXPENSES

	2018 BUDGET	2018 ACTUAL	2019 BUDGET
STATUTORY & RELATED COMMITTEE EXPENSES:			
COUNCIL MEETINGS	\$60,000	\$45,942	\$60,000
COUNCIL/REGIONAL GROUPS	\$3,000	\$2,867	\$5,000
COUNCIL APPROVED PROJECT FUNDING	\$86,000	\$7,275	\$100,000
COUNCIL SPECIAL PROVISION-INTRODUCTION TO SURVEYING	\$0	\$0	\$0
SURVEYORS NEEDED ? - DAVE HORWOOD	\$5,000	\$0	\$0
COUNCIL APPROVED BOOK PROMOTION	\$9,000	\$5,665	\$0
PRACTICE MANUAL UPDATE	\$0	\$0	\$0
PROVINCE WIDE SRI	\$0	\$31,153	\$0
COUNCIL APPROVED AERC STRATEGIC INITIATIVES PROJECT	\$0	\$0	\$0
MEMBERS SURVEY COST	\$0	\$0	\$0
AERC COMMITTEE	\$10,000	\$25,973	\$30,000
MARKETING TASK FORCE	\$100	\$0	\$0
UNIVERSITY & COLLEGES STUDENT LIAISON COMMITTEE	\$2,500	\$1,183	\$7,000
COMPLAINTS	\$2,000	\$1,414	\$2,000
DISCIPLINE	\$500	\$248	\$500
REGISTRATION COMMITTEE	\$500	\$0	\$500
REGISTRATION HEARING	\$0	\$0	\$0
EXECUTIVE COMMITTEE	\$300	\$210	\$300
LEGISLATION REVIEW COMMITTEE	\$2,000	\$2,916	\$2,000
FEES SCHEDULE	\$0	\$0	\$0
FEES MEDIATION	\$100	\$11	\$100
NOMINATIONS	\$100	\$0	\$100
PRESIDENTIAL EXPENSES	\$30,000	\$18,362	\$30,000
PUBLICATIONS(Annual Report, etc.)	\$4,000	\$5,066	\$1,000
CBEPS REGISTRATION	\$0	\$0	\$0
PSC DUES & COMMITTEES (Note "C" below)	\$0	\$0	\$0
ARCHIVES & HISTORICAL	\$2,000	\$1,990	\$2,000
AGM PLANNING COMMITTEE	\$500	\$2,832	\$500
AGM OPERATING TASK FORCE	\$500	\$0	\$500
GOVERNMENT RELATIONS COMMITTEE	\$0	\$0	\$0
ADVOCACY BUSINESS CASE TASK FORCE COMMITTEE	\$0	\$0	\$0
AWARDS & CITATIONS	\$2,000	\$818	\$2,000
FINANCE COMMITTEE	\$100	\$74	\$100
FUTURE COMMITTEE	\$0	\$0	\$0
GOVERNANCE COMMITTEE	\$0	\$0	\$0
PEER REVIEW TASK FORCE	\$0	\$0	\$0
LAND USE PLANNING COMMITTEE	\$0	\$0	\$0
MONUMENTATION TASK FORCE	\$500	\$2,520	\$500
MUNICIPAL LIAISON COMMITTEE	\$0	\$0	\$0
PROF. DEVELOPMENT TASK FORCE	\$0	\$0	\$0
CONTINUING EDUCATION COMMITTEE	\$500	\$0	\$500
PROFESSIONAL INTEGRATION COMM	\$0	\$0	\$0
PROFESSIONAL STANDARDS COMMITTEE	\$2,500	\$981	\$1,000
DIGITAL PLAN SUBMISSION TASK FORCE	\$500	\$0	\$500
INSURANCE ADVISORY COMMITTEE	\$500	\$0	\$500
SRD COMMITTEE	\$2,000	\$1,369	\$2,000
STRATEGIC PLAN COMMITTEE (Includes Committee Chair and Council Meeting)	\$0	\$0	\$0
CADASTRE LIAISON TASK FORCE	\$0	\$0	\$0
TECHNICAL EDUCATION COMMITTEE	\$0	\$0	\$0
UNDERGROUND UTILITIES COMMITTEE	\$500	\$0	\$500
BEACH TASK FORCE	\$0	\$0	\$100
GEOMATIC REQRUITMENT LIAISON COMMITTEE	\$12,500	\$4,727	\$12,000
SURVEY RECORD MANAGEMENT SYSTEM TASK FORCE - SRMS	\$0	\$0	\$0
WEBSITE MAINTENANCE COMMITTEE	\$500	\$0	\$500
PUBLIC AWARENESS	\$27,000	\$25,838	\$30,000
TOTAL (Carried to Summary pg.1)	\$267,200	\$189,434	\$291,700

OFFICE ADMINISTRATION AND BUILDING EXPENSES

	2018 BUDGET	2018 ACTUAL	2019 BUDGET
OFFICE ADMINISTRATION EXPENSES:			
AUDIT & ACCOUNTING	\$13,000	\$14,500	\$15,000
BANK CHARGES	\$3,500	\$898	\$500
COMPUTERS (Maintenance, Software, Supplies)	\$15,000	\$22,117	\$15,000
SOFTWARE SUBSCRIPTIONS	\$10,000	\$8,813	\$10,000
CITRIX WEB EXPENSES	\$0	-\$105	\$0
INSURANCE - (Media, Dir/Off)	\$15,000	\$15,677	\$15,450
COPIER LEASING & MAINTENANCE	\$17,000	\$10,808	\$12,500
GENERAL LEGAL CHARGES	\$15,000	\$150	\$0
LEGAL- CONSTITUTIONAL CHALLENGE	\$85,000	\$0	\$0
INTERNET ACCESS	\$2,500	\$3,361	\$2,575
WEBSITE MAINTENANCE & DEVELOPMENT	\$50,000	\$16,364	\$75,000
WEBSITE HOSTING	\$1,500	\$1,831	\$2,000
OFFICE SUPPLIES & EXPENSES	\$5,000	\$6,309	\$7,600
POSTAGE & COURIER	\$5,500	\$10,632	\$7,000
STAFF SEARCH	\$15,000	\$41,250	\$10,000
STATIONARY & PRINTING	\$2,000	\$5,022	\$3,000
TELEPHONE	\$6,000	\$7,113	\$6,000
EXECUTIVE DIRECTOR'S EXPENSES	\$7,500	\$5,953	\$7,500
REGISTRAR'S EXPENSES	\$2,000	\$834	\$5,000
DEPUTY REGISTRAR'S EXPENSES	\$6,000	\$6,829	\$7,500
	Less Allocation to SRD	(\$16,200)	(\$16,686)
TOTAL (Carried to Summary pg.1)	\$260,300	\$162,156	\$184,939

SALARIES, BENEFITS AND CONSULTANTS:

	2018 BUDGET	2018 ACTUAL	2019 BUDGET
SALARIES, BENEFITS AND CONSULTANTS:			
SALARIES	\$630,000	\$685,922	\$667,800
BENEFITS & PENSIONS	\$77,688	\$101,147	\$90,000
STAFF TRAINING	\$500	\$0	\$500
CONSULTANTS, OFFICE OVERLOAD	\$0	\$0	\$0
LESS ALLOCATION TO SRD	(\$27,600)	(\$27,600)	(\$28,704)
TOTAL (Carried to Summary pg.1)	\$680,588	\$759,469	\$729,596
BUILDING EXPENSES:			
UTILITIES	\$20,000	\$18,008	\$20,000
INDOOR MAINTENANCE	\$12,000	\$12,679	\$12,000
V.B.V. OUTDOOR MAINTENANCE	\$8,000	\$9,000	\$8,000
PROPERTY TAX	\$7,200	\$7,197	\$7,500
RENOVATION & REPAIR	\$10,000	\$0	\$0
INSURANCE-(Commercial General)	\$11,000	\$11,155	\$12,000
	Less Allocation to SRD	(\$14,700)	(\$15,141)
TOTAL (Carried to Summary pg.1)	\$53,500	\$43,339	\$44,359
AMORTIZATION:			
AMORTIZATION	\$8,760	\$13,460	\$9,000
	Less Allocation to SRD	(\$4,200)	(\$5,000)
TOTAL (Carried to Summary pg.1)	\$4,560	\$9,260	\$4,000

SURVEY REVIEW DEPARTMENT

	2018 BUDGET	2018 ACTUAL	2019 BUDGET
INCOME:			
PLAN SUBMISSION REVENUE	\$600,000	\$558,987	\$600,000
SRD -REVENUE - OTHER			
TOTAL REVENUE	\$600,000	\$558,987	\$600,000
EXPENSES:			
OFFICE SUPPLIES	\$4,000	\$5,123	\$4,000
POSTAGE & COURIER	\$12,000	\$5,219	\$6,000
STATIONARY & PRINTING	\$3,000	\$6,802	\$7,000
TELEPHONE	\$7,500	\$5,518	\$5,800
COMPUTERS (Maintenance, Software, Supplies)	\$6,500	\$6,499	\$6,500
COPIER	\$1,000	\$316	\$600
SALARIES	\$255,000	\$266,653	\$260,000
BENEFITS & PENSIONS	\$37,000	\$48,551	\$40,000
CONSULTANTS	\$165,000	\$132,602	\$247,500
MANAGER'S EXPENSES & TRAVEL	\$12,000	\$8,460	\$8,000
EXAMINERS' EXPENSE & TRAVEL	\$30,000	\$26,744	\$40,000
AMORTIZATION	\$4,200	\$4,200	\$4,200
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)	\$579,500	\$558,987	\$671,900
NET INCOME OR (EXPENSE)	\$20,500	\$0	-\$71,900

SRD had an accumulated surplus of *\$465,317.00* as of December 31, 2018

CONTINUING EDUCATION

	2018 BUDGET	2018 ACTUAL	2019 BUDGET
REVENUE			
CONTINUING EDUCATION - REVENUE/REVENUE ADJUSTMENT			
SEMINARS (non-ols participants, meals & incidentals)			
INTEGRATED SURVEYS			
PROJECT MANAGEMENT	\$0	\$0	\$0
GEODETIC PICNIC	\$10,000	\$10,052	\$10,000
TOTAL REVENUE (Carried to Summary Pg. 1)	\$10,000	\$10,052	\$10,000
EXPENSES			
PARTY CHIEF SEMINARS	\$0	\$0	\$0
GEODETIC PICNIC	\$8,000	\$5,921	\$8,000
SPECIAL PROJECTS/TRACKING SYSTEM DEVELOPMENT	\$0	\$0	\$0
CONTINUING EDUCATION SUBSCRIPTIONS	\$3,500	\$3,558	\$3,570
SURVEY EQUIPMENT THEORY	\$0	\$0	\$0
LEADERSHIP EXCELLENCE SEMINAR	\$0	\$0	\$0
CONTINUING EDUCATION WEBINARS	\$2,500	\$1,020	\$2,550
INTERNET DATABASE	\$0	\$0	\$0
LESS CARRY FORWARD FROM RESERVES	\$0	\$0	\$0
TOTAL EXPENSES (Carried to Summary Pg. 1)	\$14,000	\$10,499	\$14,120
NET INCOME OR (EXPENSE)	-\$4,000	-\$447	\$4,000

The Continuing Education Fund had an accumulated surplus of *\$65,332.00* as of December 31, 2018

DISCIPLINE RESERVE FUND

	2018 BUDGET	2018 ACTUAL	2019 BUDGET
REVENUE			
CARRY FORWARD FROM PREVIOUS YEAR			
DISCIPLINE COST RECOVERY	\$50,000	\$10,000	\$100,000
TOTAL REVENUE	\$50,000	\$10,000	\$100,000
EXPENSES			
REGISTRAR'S INVESTIGATION	\$10,000	\$0	\$10,000
HEARING 1	\$0	\$0	\$100,000
HEARING 2	\$190,000	\$206,072	\$60,000
HEARING 3	\$0	\$12,631	\$0
HEARING 4	\$0	\$12,564	\$65,000
HEARING 6	\$0	\$67,526	\$0
HEARING 7	\$0	\$961	\$15,000
HEARING 8	\$0	\$4,162	\$0
TOTAL EXPENSES	\$200,000	\$303,916	\$250,000
NET INCOME OR (EXPENSE)	-\$150,000	-\$293,916	-\$150,000

BIOGRAPHIES

Graham Bingham Medley, OLS# 732 November 17, 1913 – November 2, 1997



**Graham at Gogama,
Ontario in 1956**

Graham Bingham Medley was born on November 17, 1913 in York, Ontario (now part of Toronto) to Charles Bingham Medley and Grace Edna Medley (née Moore). He died on November 2, 1997 in Sudbury, Ontario, having lived for almost 84 years.

Graham was raised in Ontario (Toronto, Guelph and Otterville). He started studying Geology at the University of Toronto but did not complete a degree. In the mid to late 1930's, he worked in the bush, including being a prospector in Northern Ontario and British Columbia. While riding his Indian motorcycle in Florida in 1940, the war news became worse and worse, and he realized that it was time to turn around and drive back to Canada to volunteer for the Army.

Graham joined the Governor General's Horse Guard hoping to be a motorcycle courier but when they were re-assigned to tank crew, he transferred to the First Survey Regiment of the Royal Canadian Artillery. He was initially stationed in the UK, and then served in Africa, Italy, and the Netherlands.



Marie and Graham at Onaping in 1975

After the war, he took advantage of a veteran's education program and his training in the artillery to qualify as an Ontario Land Surveyor (after being discouraged from studying History). In 1948, Graham married Kathleen Marie Clough-Ormiston in Toronto. After articling as a Land Surveyor, which included living briefly in the Ontario towns of Bracebridge and Napanee, he became the Chief Surveyor of Surface Operations for Falconbridge Nickel Mines in 1952. Graham, Marie and children were the first family that lived in Hardy, Ontario (that soon became the town of Onaping

and eventually became part of Onaping Falls). Graham was responsible for much of the layout of the town and named many of the streets. He also surveyed the various mining claims of Falconbridge Nickel Mines throughout the district and earned the nickname “Moose” for these wide-ranging expeditions.

There was a memorable occasion when he risked losing his position after refusing to sign, on the request of upper management, an unprofessional sketch showing mining claim boundaries between Falconbridge Nickel Mines and the rival company, INCO. Fortunately, the INCO in-house Land Surveyor, Grenville Thomas Rogers, OLS 750, also refused to sign (thus supporting the integrity of the survey profession) and upper management of both companies had to wait for a proper plan to be made.

First in Onaping (and after 1977 in nearby Sudbury), Graham and Marie raised six children (John, Michael, Virginia, Andrew, Quintus and Marjorie). The children were recruited as survey crew for a weekend business that involved surveying cottage properties on the shores of various lakes in the vicinity (and occasionally settling boundary disputes). Travel was usually by Land Rover and canoe with a 3 HP outboard motor. Since many of the cottage properties were quite isolated, a “star shot” was often needed to “tie in” the plan. Once he re-established the marker for the NW corner of Rhodes Township (that was close to the shore of Onaping Lake) with the help of one of his children.

Annual vacations were taken at Clam Lake (just west of Algonquin Provincial Park near Kearney, Ontario) in a family cottage that was built on Prince Albert Island (incorrectly named, by the way, on Google maps). Graham had lifelong interests in travel, surveying, chess, history and archaeology.

After retiring from Falconbridge Nickel Mines in 1977, he spent a summer on an archaeological dig as the site surveyor and cartographer. Having moved to Sudbury, he also took courses as a part-time student at Laurentian University, and with Marie, took a Mediterranean cruise that included stopping off in Greece to see the origins of western civilization.

Submitted by John Medley and Family

Rolf Hermann Heinrich Ziegler, OLS# 1082
March 25, 1930 – February 5, 2004

Mr. Rolf H.H. Ziegler, age 73 of Wilmington, Delaware died peacefully on Thursday, February 5, 2004, at the Franciscan Care Center of Brackenville in Hockessin, DE, surrounded by his family.

Born in Bremen, Germany March 25, 1930, Mr. Ziegler moved to the United States in 1963. He co-founded McBride and Ziegler Inc., Surveyors and Engineers in Newark in 1972 and operated the company for 25 years until his retirement in 1997.

His professional affiliations included membership in the Delaware Association of Surveyors, where he was Past President. Mr. Ziegler will be fondly remembered as a man of integrity, dedicated to his family and his work.

He is survived by his wife of 43 years, Mary C. (Tierney) Ziegler; 3 sons, Mark and his wife, Susan, Kevin and his wife, Dawn, and Roy and his wife, Renee; mother, Pauline; brother, Horst; and 7 grandchildren, Andrew, Jennifer, Julia, Valerie, Christina, Maria and Eric. He was preceded in death by his father, Herman.

Published in The News Journal on Feb. 6, 2004

Anthony Francis Fassel, OLS# 616
June 6, 1911 – September 14, 2005

Anthony Francis Fassel, son of Ross and Pauline Fassel. He obtained his elementary education at St. John's Separate School and attended high school at East York Collegiate Institute. He articulated under Silvio Lanzon, OLS# 544, and was admitted to the practice on February 20, 1939. He obtained his B.A. Sc. and M.A. Sc. from the University of Toronto in 1947 and 1948, respectively.

From 1939 to 1940, he worked for the Department of Highways, and was employed at Ontario Hydro from 1940 to 1943. He worked for the University of Toronto from 1943 to 1948, and for the Ontario Department of Health from 1948 to 1949.

He married Isobel Fioravanti and had six children: Michael, Paul, Mary Louise, Anthony, Rose-Anne and Francis. He was a member of the Knights of Columbus at St. James Roman Catholic Church and at Immaculate Heart of Mary Roman Catholic Church in Toronto. He was buried at Mount Hope Catholic Cemetery in Toronto, ON.

(P. Eng; B.A.Sc. 1947; M.A.Sc., Applied Science and Engineering, University of Toronto; Ontario Land Surveyor, Member of the Association of Professional Engineers of Ontario; Retired General Contractor.)

Suddenly on Wednesday, September 14, 2005, at the Sunnybrook Health Centre. Tony Fassel, of 94 years, beloved husband of Isobel (Bella) for over 62 years. Dear father of Michael, Paul, Mary Lou, Anthony, Roseanne, and Joseph (Frank). Father-in-law of Sharon, Kelly, Paula, and Leslie. Loved grandfather of Alicia, Katie, Matthew, Lena, David, and Liora. Sadly missed by nieces and nephews. Son of Paola and Rosario, brother of Sam, Charles, and Georgina, all deceased.

Source: Toronto Globe and Mail, 2005-09-16

**Major Howard Milton Gibson, CD, OLS# 1107
1926 – December 24, 2013**



GIBSON, Howard Milton - Passed away peacefully on Tuesday, December 24th, 2013, at the age of 87.

Beloved husband of the late Ormah (2005). Dear father of Hugh, Ormah-Lee Jacobs, and Laura (Paul VanDenAkker), all of London. Loving grandfather of Sadie and Nicolas.

Dear brother of Jean Brunskill and brother-in-law of Janet Lee. Fondly remembered by his extended family, the Muldoon family and friends.

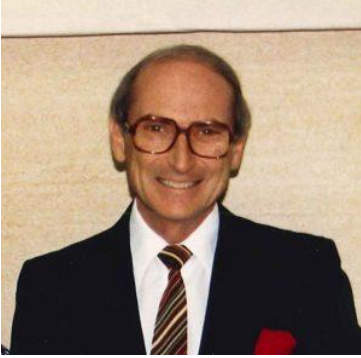
Howard was a WWII veteran, retired from the R.C.A.F. and later retired from his professional, private career as a Professional Engineer and an Ontario Land Surveyor.

Source: <http://yourlifemoments.ca/sitepages/obituary.asp?oid=765097>

Howard was born in Toronto. He was a veteran of the Second World War who joined the Canadian Technical Training Corps as a boy soldier and then transferred to the Royal Canadian Engineers. He served overseas but saw no action. After the war, Howard completed university and joined the Army Permanent Force with the Royal Canadian Engineers. He served in various Works Companies across Canada and retired from the Army in 1959. After retirement, Howard had a full career as a Professional Engineer and an Ontario Land Surveyor.

Source: <https://cmea-agmc.ca/maj-howard-milton-gibson-cd-reted>

Wallace (Wally) Robert Heinbuch, OLS# 884
September 18, 1932 – July 22, 2017



Robert Heinbuch, age 84, of Foxboro Green, Baden, passed away peacefully at home on Saturday, July 22, 2017, after a lengthy illness.

Beloved husband of Linda Gardner, dear father of Stephen Heinbuch and the late John Heinbuch, and of Mary, Susan, and Stephen Gardner. Fondly remembered by grandsons Matthew Heinbuch and Brandon Gardner-Thompson, and nephews and nieces Allan (Marg) Heinbuch, Allana Heinbuch, Dennis (Yvonne) Heinbuch, and Carol Dries.

Wally was born in South Easthope Township. He was the youngest son of the late Edward and Margaret (Wettlaufer) Heinbuch. He graduated from Stratford High School, obtained his OLS certification, graduated from Stratford Teachers' College, obtained his B.A. (Western), and his B. Ed. and then M. Ed. (U. of T.), and his Supervisory Officer papers. He became a school principal with the Northumberland Newcastle Board of Education. Wally was instrumental in pioneering French Immersion in the elementary schools in Cobourg and Bowmanville.

Wally was an executive member of the Kiwanis Club, and was later president of the Lions' Club in Bowmanville. He was a negotiating member of OPSTF. He was the first member of his family to graduate from high school, and later university.

In recent years, Wally was a member of the local Retired Business and Professional Men's Club. Wally was predeceased by his parents Edward W. and Margaret A. (Wettlaufer) and brothers Lloyd (Katherine), Jack (Kathleen), and Bill (Bernice), and sisters Marie and Ruth Louise (Edna) Heinbuch.

Family was always very important to Wally. Wally and Linda moved to Foxboro Green, Baden, in 1998. He assisted his sisters in Stratford, encouraged and supported his children, and was instrumental in keeping in contact with all family members. He loved investing, golfing, good wine and scotch, good food, nice cars, travelling, gardening, and experiencing all facets of life. He was, indeed, the "rock" in the family, the "glue" that held us all together.

Source: <http://markjutzifuneralhomes.ca/obituary/heinbuch-wallace-wally-robert/>

Richard Edward (Ted) Hatton Fearnley, OLS# 1117
1932 – November 6, 2017



Born in 1932, Ted spent his younger years getting in and out of trouble. After graduating with a degree in Civil Engineering from the University of Toronto, he spent a few years in structural design.

Later, he designed highways and other roads for a major Toronto consulting firm. Then, in 1971, he formed his own consulting business and worked as a specialist in traffic, and road planning and design. For over thirty years Ted wrote technical reports concerning highway

routes and traffic analyses and never once succumbed to the temptation of inserting a humorous comment.

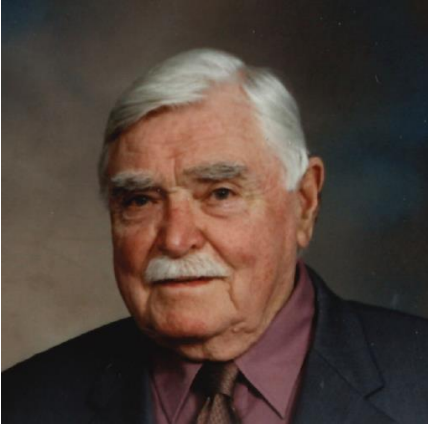
He pined away writing normal, detailed, boring reports despite a secretive career-long desire to write a humorous traffic report. This was probably his most impossible dream—doomed to failure because of an incompatible approach to a mundane subject.

Ted gave up Civil Engineering for a career in sales as the Canadian representative for an innovative American company that sells Camera Lowering Systems and other unique roadway safety products. This new line of work has proven to be more interesting and much more rewarding.

Ted's three children along with his wife's two boys have given them eight grandchildren. Ted and his wife, Nancy, live on their own in North York, Ontario, and are enjoying their retirement years together...although Ted's version of retirement is working full-time.

Submitted by his three sons, Richard, Steven and Jamie

Moir Neil Simpson, OLS# 683
August 20, 1921 – March 16, 2018



Past President (1969), M. Neil Simpson passed away peacefully with his devoted daughter Tracy at his side on March 16, 2018 at Eastholme at the age of 96 years. Neil will best be remembered and admired for his adventurous spirit and his life-long dedication to his family and community. Neil was born in Peterborough, Ontario, on August 20, 1921, the youngest of 6 children of William and Violet Simpson.

In the midst of pursuing his education as a Land Surveyor, Neil joined the RCAF and flew RAF Bomber Command in WWII.

He married his beloved wife and soul mate Rosemary (nee Letang) on October 8, 1949 in Renfrew, Ontario. Together they moved to North Bay, Ontario shortly afterwards where they raised a family of 8 children. Neil was the owner/operator of a Land Survey business and practiced in Ontario for 50 years.

Neil was a dynamic member of the community generously giving his time to his family, friends, parish and local charities. He lived life to the fullest taking on numerous endeavours. As a pilot, avid outdoorsman and horseman, Neil always kindly included friends and family in his adventures. A treasured man has passed and will be mourned for our loss at least as much as his.



Predeceased by his beloved wife of 69 years, Rosemary (nee Letang). Loving father of Kathy Guthrie (John), Laurel Chad, Tracy (Greg Domanico), David, Tom (Sunny), Michael (Lee Ann), Chris and cherished Papa of 12 grandchildren and 4 great grandchildren. Neil is predeceased by his parents; William and Violet Simpson, his children; Richard and Sandy, his siblings; Gerald, Rita, Jean, Noreen and Helen. Neil was a proud WWII veteran, he flew RAF Bomber Command. He was also a 4th Degree Knights of Columbus and President of the Association of Ontario Land Surveyors in 1969. In honour of Neil, the family would welcome any stories/anecdotes the members would like to share. Please send to msimpson@callondietz.com

Source: <https://www.mcquintyfuneralhome.com/notices/Neil-Simpson>

Gordon Callander McRostie, OLS# 632
July 13, 1922 – June 9, 2018



Gordon passed away on June 9, 2018. What a life! Sky diving at 90; skiing at 95; and finding opportunity to be generous and encourage others throughout.

His many talents included: water-skiing, wind-surfing, golfing, unicycling, juggling, poker-playing, gymnastics, tennis, bowling and ear wiggling. He was a most surprising host at dinner parties. Having been on a submarine, shipwrecked in Antarctica, climbed to base camp of Mt. Everest, his passion for travel took him to most countries and all our continents. His spot at the dinner table will now be vacant in many homes.

His final family dinner in March was attended by all who were at his side in his final days; his son Govindha, daughter Nora, nephew Jeff Kohl and his wife Kara, along with his good friends Joanna Gualtieri and her husband Serge Landry, Floren and Jesusa Nicolas, and his grandchildren Johanna Waller and her husband Don, Megan and Kate Poupore, as well as his great grandchildren, Remington and Madeline Waller.

Source: <https://necrocanada.com/obituaries-2018/gordon-callander-mcrostie-1922-2018>

Gordon C. McRostie was born in St. Anne's, Quebec and received his secondary school education in Guelph, Ontario. He served a three-year apprenticeship with the late N. B. MacRostie of Ottawa and was licensed as a surveyor in 1943. Following this, he graduated from the University of Toronto, with honours, in civil engineering. He practiced surveying primarily around the city of Ottawa. He married, had three sons and a daughter. He volunteered with the Ottawa Kiwanis Club, and the Byng Fish and Game Club. He has served on the council of a few professional organizations and was a member of the Discipline Committee and of the Council of Management.

Submitted by Gordon Callander McRostie on January 4, 1966

**Andrew Kenneth Orr, OLS# 1329
November 28, 1944 – June 17, 2018**



Andrew "Andy" Kenneth Orr " age 73 died Sunday, June 17 at "PMH" Toronto, after a long battle with cancer.

He is survived by brothers Jim Orr UK, Peter Thomson Port Sydney ON, Robert Thomson Emsdale ON, daughter Nancy Dun, and grandson Liam Dun of Mississauga ON, and seven nieces and nephews.

Andy was born in Redhill, U.K. in 1944 to his father Jim Orr (Scotland) and mother Diana Richardson Thornton Heath (Great Britain).

Andy and his mother arrived in Bracebridge, ON in 1948 where Diana married John Joseph Thomson Jr. Andy attended Monk Public School, then Macaulay Public School and graduated from Bracebridge and Muskoka Lakes Secondary School.

Later he attended Ryerson Institute of Technology. He worked summers in the Lake of Bays area delivering milk, and with Fitzmaurice and Boyer land surveyors. Andy became an Ontario Land Surveyor in Toronto working for Marshall Macklin Monaghan Limited. He moved to a position with the Ontario Government eventually retiring from a management position with the Ministry of Labour in 2000.

Along the way Andy studied yoga and became an instructor at Yoga Center Toronto where he met many of his closest friends and his loving wife Patricia Bustine of Toronto. They were married in 2009. Patricia passed away in 2016. His remains will be placed beside Patricia at St James Cemetery at 635 Parliament Street.

Patricia's pet Labrador "Briar" has proven to be a favourite in the neighbourhood, and a catalyst in developing friendships. Her disposition is a clear reflection of her owners. Some of Andy's closest friendships were established at York Railway Modellers where he was able to spend time learning new skills and interacting with some very interesting people (a favourite of Andy's).

Andy will be remembered for his keen intellect, sharp wit, and wisdom, but I believe more for his uncanny ability to engage in meaningful conversation with anyone he came in contact with. You will be sorely missed by all who had the good fortune of being able to call you friend.

Source: Robert Thomson

<https://www.dignitymemorial.com/en-ca/obituaries/toronto-on/andrew--orr-7890182>

Charles Robert Morgan, OLS# 876
May 23, 1919 – June 29, 2018



It is with deep sorrow that we announce the passing of our beloved Centurion, Father and Grandfather. On June 29, 2018, Charles Robert Morgan passed at 99 years, he was in his 100th year of life, born on May 23, 1919.

Dad was recently recognized with congratulatory messages by the Governor General of Canada, Julie Payette, and Her Majesty The Queen, Elizabeth II, signed Elizabeth R. He passed away in Elliot Lake, Ontario with his family.

He was born in Guysborough County, Nova Scotia on the western shore of Chedabucto Bay on the southern edge of the Cabot Trail. Dad left Guysborough early in his life. To help his family, he set out on his journey, the love of the land and the call of gold in Northern Ontario. Chuck, as he was known, attended Dalhousie University and became an Ontario Land Surveyor in which he practiced for many years in Swastika, Kirkland Lake, Timmins and various places in Northern Ontario.

Later he found that claim staking was his passion. Chuck was a rare breed who worked very hard and was a great prospector. During his early years, he took to the Northern Ontario bush, he must have walked around the world a few times with all the claims, cutting lines, staking land, and earning his livelihood. He forged his way through the bush, surveying land, staking claims, coming close many times to the mother lode. (His ship of gold). He would say "My ship has not come in." His car would weigh thousands of pounds heavier with all the rock samples that he carried with him, everywhere he travelled. There was so much weight, his car lights were always pointed to heaven where he resides now.

Chuck was born to William Henry Evans Morgan and Alice Janet Cousins. Dad was the second born in a family of 10 children preceded (in death) by his sister, Mae (Bob) and his brothers, Doug (Marion), Ed (Frannie), John (Bertha), Clinton (Peggy), Clair (Winnie-surviving), Joe (Milie-surviving). He is survived by his wife of 63 years, Norma Jean, his daughters, Charlene, Leslie (Russ), Kathy (Chris), Peter (Jesse), and Andrew. Chuck is also survived by his brother, Clyde and his sister, Carrie and sister-in-laws, Winnie and Millie. Dad had seven grandchildren, Dalyce and Darin Yanisiew, Tyler, Brandon, and Ryan Vitali, and Brooke and Adam Lazor. Online condolences can be made at russnles@ontarget.ca

Submitted by Leslie Yanisiew

George Glenday, OLS# 875
April 23, 1931 – July 16, 2018



George was born and grew up in East York spending many summers at the family cottage in Bala. One winter day after taking the streetcar to the top of Yonge Street with his older sister Betty (Glozier), he strapped on his first pair of skis. And a life-long passion began.

George graduated from East York Collegiate in 1950 and still maintained cherished friends from that time. He articulated with William S. Winters, OLS# 503 to become an Ontario Land Surveyor, and went on to run his successful business until retiring in the 1990's.

In the summer of 1957, he ventured to Wigwagan Lodge where he met Marjorie (nee Kellett) and fell quickly in love. They married September 20, 1958. A full life ensued that included three kids, Peter (Karen), Craig (Tamsyn) and Linda (Simon) and his ultimate joy; granddaughter, Katie.



George and Marj were involved in the Curran Hall community where they lived in Scarborough, enjoying tennis, bridge and the odd costume party with many close friends. In 1963, George built a ski chalet at Craigeleith, and that life-long passion was shared with the whole family. It was there that we spent so much time together, grew our own passion for skiing and most importantly made lifelong friends.

He loved to travel, and with Marj visited France, Scotland and Nashville for a reputed country stars' wedding. They skied in Aspen, Lake Tahoe and most recently in Whistler while visiting their grown children who had moved to British Columbia. The passion lives on.

Marj and George retired in Craigeleith (Collingwood), and continued to ski, play tennis, golf, enjoy film fests and the fabulous community.

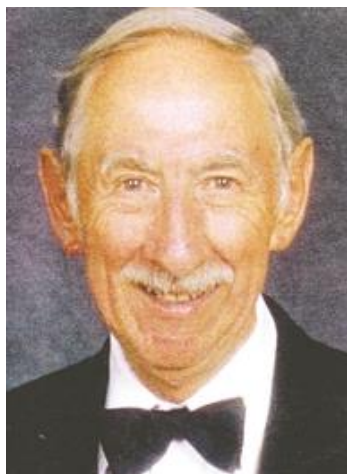
George had a sharp wit, a love of good jazz and lived work/life balance before it was 'a thing'. He enjoyed carpentry (how many times did the kitchen move at the chalet?) a good read, a tough crossword, debating current events and a cold beverage on the deck.

George passed away after a long illness with Lewy body dementia and Parkinson's disease with Marj cuddled up beside him. He faced his disease with grace and continued to charm and make wonderful friends up until the end. We are incredibly grateful to the staff at Sunset Manor in Collingwood for their outstanding care. In lieu of flowers or donations, please take some time and go enjoy something you love to do.

Published in the Globe and Mail, Saturday August 4, 2018

<http://v1.theglobeandmail.com/servlet/story/Deaths.20180804.93404696/BDAStory/BDA/deaths>

**Douglas Arthur Harrington, OLS# 871, Légion d'honneur
August 22, 1920 – July 29, 2018**



How fortunate to have known love like this! It is with extreme sadness that the family of Doug Harrington announce his death in his 98th year, on Sunday, July 29, 2018.

Doug and his beloved late wife, Marg, celebrated 60 years of love and devotion to each other. Cherished father of Claire and Clare Vander Beek, Jill Harrington Fox and partner Jeff Welsh, and Neil and Roxanne Harrington. Proud grandfather of Nicole (Duff), Alan (Erin), Miranda (Mike), Sarah and James and great-grandfather of Jack and Nash. Doug is survived by his two loving sisters, Joyce Thorogood and Jean Orange and nieces in England.

Doug was born in SW London and received his education in the area, graduating from Kingston Junior Technical School (later College) in 1936. At the outbreak of WWII he was involved in the manufacture of aircraft instruments and as such not allowed to join the military. However, regulations were lifted in respect of RAF aircrew duties and he joined the RAF in 1941.

He came to Canada in 1942 as a trainee under the British Commonwealth Air Training Plan and qualified as an Observer (navigator /bomber/gunner). During this time he met his future wife, Margaret. Returning to England he completed a tour of operations with 53 and 517 Squadrons Coastal Command.

Doug was awarded the French National Order of the Légion d'honneur for participating in D-Day operations that liberated France. Post war, he was employed by the Ordnance Survey of Great Britain in the re-mapping of bombed areas of London before immigrating to Canada in 1950.

He received his commission as an Ontario Land Surveyor in 1954 and was employed by the City of Hamilton for 34 years, the last 22 as City Surveyor. Doug was active in a number of organizations, having been President of 447 Wing RCAFA, President of Hamilton Tennis Club, and Chairman of the Hamilton and District Group of Ontario Land Surveyors.

He was a life member of the RAF Association, a member of the Aircrew Association and member of Branch 163 Royal Canadian Legion and life-long fan of Fulham Football Club. He and Margaret were founding members of St. Bartholomew's Anglican Church (now Church of the Resurrection).

A lifetime tennis player, he competed for many years as a senior player at both the Provincial and National levels, capturing the National doubles' title in 1996 and the Ontario singles' title in 2000. In 1999, at the age of 78, he captained a 4-player team representing Canada at the World Senior International Tournament in Barcelona, Spain.

Apart from his love of tennis, Doug really enjoyed dancing. Doug and Margaret became accomplished dancers, belonging to two dancing clubs and toured Europe four times with a Brantford group. They were also avid travelers, seeing Canada from east to west, visited every continent, and over 50 countries.

Doug was a long-time resident of the west mountain, resident at Court of Rushdale and most recently at Season's Retirement Community, Stoney Creek. He is a 10-year cancer survivor, remaining active as an amputee and driving until recently. Doug's sense of humour and love of family will be deeply missed.

From: A Psalm of Life by Henry Wadsworth Longfellow, "*In the world's broad field of battle, In the bivouac of Life, Be not like dumb, driven cattle! Be a hero in the strife!*"

Submitted by the Harrington Family

William Neil Wildman, OLS# 967
May 17, 1937 – August 12, 2018



Last night, William N. Wildman passed quietly at his home in Consejo Shores, Belize.

Mr. Bill, as he was affectionately known, was a kind and gentle man who saw the light in every person whose life he touched. He loved the portrayal of Don Quixote, for his indomitable spirit and eternal struggle to find goodness in the world. Mr. Bill took the journey of life with an open heart, striving to live up to the vision of what a man could be and what our world could become.

A British/Canadian/Belizean real estate extraordinaire, land surveyor, developer, adventurer, and romantic swashbuckler, Mr. Bill brought his lust for life to the far corners of the world. He became a "larger than life" hero who dreamed the impossible dream and had the will to enjoy life's journey. One of the achievements that he was most passionate about was his life-long work on developing Consejo Shores, which became the most reputable community in Belize - a 50-year effort of vision, determination and incredible foresight.

Not everyone has the qualities to become amazing. Most of us are ordinary people living life in an ordinary way. Yet, when a person steps up and finds that stairway to heavenly bliss... they are seen as shining beacons. May we always remember Mr. Bill as the quirky, charming, lovely and elegant man that he was. May the light of the world crown him in glory and carry him to the stars.

You can shed tears that he is gone
Or you can smile because he has lived
You can close your eyes and pray that he will come back
Or you can open your eyes and see all that he has left

Mr. Bill was well-loved and remembered by many. At his request, we will not be holding a memorial. Please remember him as you wish.

Submitted by Donald E. Roberts, OLS# 1176

James William Walker, OLS# 960
June 24, 1929 – September 10, 2018



Bill passed away peacefully at Kingston General Hospital in his 89th year. Beloved husband of Gladys for 67 years, dear father of Donald (Jennifer) of Vancouver and David (Nealanne) of Kingston.

Sadly missed by many grandchildren, great-grandchildren and a great-great granddaughter. Predeceased by his father (Milton) and his mother (Bessie) and his twin sons (Ronald and Robert).

Bill, a professional Ontario Land Surveyor, retired from the Ministry of Transportation (Ontario) where he worked many years in Kingston and North Bay.

In his retirement years he maintained a very active life by being an enthusiastic golfer and curler. As per Bill's wishes cremation has taken place and there will be no funeral service or visitation. Donations to the Alzheimer's Society of KFL&A 400 Elliot Avenue, Unit #4, Kingston, Ontario K7K 6M9 would be appreciated by the family.

Published in the Kingston Whig Standard on September 26, 2018

George Peter McFarlane, OLS# 1485, CR# 204
December 2, 1939 – September 12, 2018



George P. McFarlane was elected as President of the Canadian Hydrographic Association in February 2007 and was re-elected for a second three-year term in February 2010.

George was an Ontario Land Surveyor and Canada Lands Surveyor, as well as an Ontario Land Information Professional and Geographic Information Manager. He was also licensed in several Caribbean jurisdictions as a Professional Land Surveyor.

He was a Past President of the Land Surveyors Association of Jamaica, past Vice-President Atlantic Region of the Commonwealth Association of Surveying and Land Economy (CASLE) representing Canada and the Caribbean in Land Surveying. He also served as a member of the Land Surveyors Boards of Jamaica and of the Cayman Islands and of the Advisory Committee (Land Surveying) at the College of Arts, Service and Technology (now UTECH), Jamaica. He also served as Vice Chairman of the Building Construction Engineering Committee and as a member of The Town and Country Planning Association of Jamaica.

George began his career in Hydrography in 1964 when he was assigned to the Hydrographic Unit of the Survey Department of Jamaica. In later years, he served several years as the Manager of the Hydrographic Section of Public Works and Government Services Canada (PWGSC), Architecture and Engineering Services, Ontario Region, overseeing shallow water surveys in harbours, rivers and the interconnecting channels of the Great Lakes.

Prior to his retirement, he served as Head, Surveys and Mapping of PWGSC's Real Property Geomatics Services, Ontario Region. He has been a Canada Lands Surveyor for over 25 years, and a longstanding member of the Canadian Hydrographic Association (CHA) and was a regular attendee at National and International Conferences. George also served as CIG's Toronto Branch Chair and South Central Group Chair of the Association of Ontario Land Surveyors. He had remained active for some time as a member of the latter's Underground Utilities Committee and as one of their representatives on the Best Practice Committee of the Ontario Regional Common Ground Alliance (ORCGA). He was also a Past President of the Kiwanis Club of Brampton Ontario.

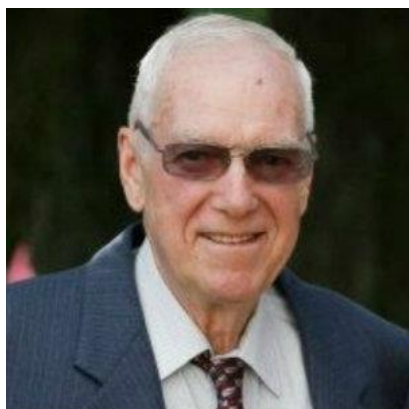
The biography above was briefly edited from the original biography published in *Geomatica* Vol. 64, No. 4, 2010.

McFARLANE, George Peter December 2, 1939 - September 12, 2018. At Credit Valley Hospital in his 79th year, after a lengthy courageous battle with advanced prostate cancer, George transitioned peacefully into the arms of our loving Saviour.

Beloved husband of Hope for 53 years. Cherished father of Lisa, Camille, Peter (Jennifer) and Hans (Karen). Sadly missed by grandchildren Mathew, Julia, Gabrielle, Robbie and Isabel. Also leaves to mourn and treasure his memory, brothers Michael (Barbara) and Victor (Jackie) and sister Pearl (Jim) as well as many dear nieces, nephews, cousins and friends. Predeceased by parents George Peter and Roslyn McFarlane, sister Gloria Hart and brother Joseph McFarlane.

Published in the Toronto Star on Sept. 16, 2018

Robert (Bob) George Holder, OLS# 961
April 27, 1934 – October 02, 2018



Born April 27, 1934 in Aurora, Ontario. He passed away on October 2, 2018, at Maison McCulloch Hospice in Sudbury, Ontario.

Bob was predeceased by his mother Eva, his father Edward, his brother Ted, and his loving wife of 44 years, Molly Holder (Parnham). He leaves behind his three children, Paul (Lynne), Mary Lou, and Brent (Linda), along with five grandchildren. Bob was raised in the Midland/Orillia area where he met and eventually married Molly Parnham. They moved to Blind River in 1958 for Bob to begin his career in

surveying and start their family.

They moved to Sudbury in 1966 to start his surveying company, Endleman Holder Ltd., and eventually retired in Algoma Mills at the family cottage. Bob enjoyed trolling for trout in the summer and chasing deer in the fall. Bob will be forever remembered as a great father and a loving and loyal husband. Bob's sign off, bye for now. As per Bob's wishes, he will be cremated and buried with his wife's ashes at Orillia cemetery at a later date.

Bob's children would like to express their sincerest gratitude to the entire staff at Maison McCulloch Hospice who are all truly amazing people. A special thank you to Doctors Cano, Walton, and Boissonneault for their care and compassion.

Published in The Sudbury Star on October 12, 2018

Marcus Johannes Theodorus Nouwens, OLS# 1873
August 18, 1974 – November 29, 2018



Marcus Johannes Theodorus Nouwens has left us.

He is survived by his partner Rachel Hepburn Craig, his children Maike and Oliver Nouwens, his parents, John and Cathy Nouwens, his brother and his wife, Harm and Kim Nouwens and their children Matteus, Maiya and Mitchell. He was 44.

Marc was many things: a proud Canadian born in the Netherlands, a skilled and dedicated engineer, a generous host. But what defined him most was undoubtedly fatherhood. His two greatest joys and achievements were his children. He loved Maike and Oliver with everything he had.

It was well known that Marc would do anything for his family and friends. Always quick to lend a hand or run an errand, he was unfailingly reliable, no matter the task. He gave of himself not just willingly, but enthusiastically. He lived for others.

When tasked with living for himself, however, Marc struggled. Depression would cast a dark cloud over his life, and over his sense of self-worth. And at moments when he needed help, it often became clear to those who cared about him that he didn't know how to receive it. That didn't stop him from trying.

Marc taught us many things. But he leaves us with one important lesson; that despite what many of us as human beings struggle with every day of our lives—feelings of loneliness, rejection, confusion, self-doubt—truth will help us move beyond these struggles, and love will light the path. Love is, and will always be, the only thing that truly matters.

We loved Marc, and will continue to love him.
We mourn our loss, and his.

Source: <https://mountpleasantgroup.permavita.com/site/MarcusNouwens.html>

William (Bill) Ernest Bennett, OLS# 1292
October 7, 1946 – December 2, 2018



Mr. Bennett's career as a surveyor began in 1967 with the firm of Yates and Yates Limited in the City of North York. While there, he rose from the position of field assistant to that of senior surveyor. During these years he performed many surveys of all kinds including work on the Danforth and Spadina subway lines, the Go train yards at Islington, many road surveys for the City of Toronto, many schools and topographical surveys for The Toronto Separate School Board as well as numerous boundary and construction surveys for other clients.

Mr. Bennett went into partnership with Hans J. Koester and David J. Norgrove in 1978 and when Mr. Koester retired in 1980, he became president of Bennett & Norgrove Limited. During the years of 1978 to 1991, Mr. Bennett supervised the government, condominium and construction departments of the firm. This work included many boundary surveys, Land Titles First Application surveys, Toronto Roads surveys, condominium surveys, high and low-rise construction surveys and numerous other surveys including the boundary of the new Pickering Airport and large sections of the new Highway 407.

In November of 1991, Mr. Bennett bought out Mr. Norgrove and began the firm of Wm. E. Bennett Surveying Ltd., which was a continuation of the survey practice of Bennett & Norgrove Ltd. Mr. Bennett's position allowed him to continue his supervision of a very diverse survey practice with many new and challenging questions coming to his attention every week. Mr. Bennett's specialties were in the areas of condominium and subdivision development as well as supervising large government projects for the Ministry of Transportation and the City of Toronto.

Mr. Bennett became president of Bennett Young Limited when the firms of Wm. E. Bennett Surveying Ltd., J. K. Young Company Ltd. and Wildman Stewart Young Limited merged in January of 1996. As the managing partner, Mr. Bennett was responsible for the day to day operations of the firm as well as overseeing the work of the project managers. Mr. Bennett was also the supervising surveyor for all of the firms work at Lester B. Pearson International Airport which included the new runway 15R-33L, the central de-icing facility and the firm's work at the new terminal.

In July of 2009, Mr. Bennett sold the assets of Bennett Young Limited to Schaeffer Dzaldov Limited. Mr. Bennett was a Senior Project Manager at the new firm Schaeffer Dzaldov Bennett Ltd. where he continued to look after major clients such as Metrolinx and complicated surveys such as adverse possession claims and Boundary's Act applications.

Mr. Bennett was a Lifetime member of the Educational Foundation of the Association of Ontario Land Surveyors. He was a member of Professional Surveyors Canada, Association of Ontario Land Surveyors and an active member of the South Central Group of Ontario Land Surveyors.

Submitted by Dan Dzaldov, OLS# 1852

It is with heavy hearts and great sadness that the Bennett family announce the passing of Bill Bennett in Brampton Civic Hospital on Sunday, December 2, 2018. Beloved husband of Nancy Jean (nee Brooks). Loving father of Karen (David) and Will (Jolene). Cherished grandfather of Jack and Evan.

Bill loved his work as an Ontario Land Surveyor and was an avid golfer who loved hiking and baseball. He will be missed by his family and many friends.

Published in The Toronto Star on December 5, 2018

David Paul John Schultz, OLS# 1083
June 10, 1937 – January 5, 2019

David P.J. Schultz, 81, of Waterloo, Ontario passed away, Saturday evening, January 5th, 2019 at St Mary's Hospital with Family at his side. David was born June 10, 1937 in Philipsburg, Ontario to Garnet and Evangeline Schultz. On September 9, 1961 David married the love of his life, Sharron Theresa Kirk.

David was an Ontario Land Surveyor and ran a Surveying Business in Hawkesbury, Ontario from the early 60's until he retired in 1998 (after surviving the Great Ice Storm) and moved back to Southern Ontario to be close with family. David is survived by daughter, Loryanne and son-in-law Steven, brother Peter (Babe) of Campbell River, BC, brother Thomas (Lois) of Kitchener, sister-in-law Sharryl Kay of Waterloo and many nephews and nieces. He was preceded in death by his wife, Sharron in 2013. He was also preceded in death by his parents, Garnet and Evangeline, and brothers Gregory and Matthew.

Published in the Waterloo Region Record on January 11, 2019

Ross W. Arnett, OLS# 725
1923 – January 5, 2019



Ross W. Arnett, of Grand Bend, formerly of Ottawa and Sudbury, winged his flight to his next adventure, age 96, at home on Saturday, January 5, 2019. Beloved husband of Ruth Eleanor (Nelson) Britton-Arnett. Loved father of Karen Arnett of Ottawa, predeceased by his son Tony Arnett, daughter Mardy Kolditz and her husband Peter Kolditz. Cherished grandpa of Martin Kolditz and his wife Nicole Daoust, Leah Arnett, Riley Carrigan and Joey Carrigan.

Cherished great-grandpa of Carter Kolditz and Melia Kolditz. Lovingly remembered by his step-children Bev and Wally Gunn of Grand Bend, the late Gaylyn Britton, Gordon and Josy Britton of Grand Bend, Jamie Britton and his wife Liz Cockfield of Vancouver.

Grampa to Britt and Nicole Gunn, Brendyn and Sachiko Zachary, Thea and Paz Mistry, Cameron and Krisy Britton, Ryder Britton, Taylor and Elise Britton, Kyle Britton, Ben Britton and Sasha Britton, and great-grandpa to Connor Gunn, Carson Gunn, Ren Zachary, Zachary Mistry, Leela Mistry, Jackson Britton and Francesca Britton. Dear brother of Rosemary Schisler of Windsor.

Predeceased by his parents Howard and Hazel (Marden) Arnett, brother Gerald Arnett and his wife Janet and sister Norma Arnett of Sudbury. Ross was a well-known surveyor in the Ottawa Region, the owner of R.W. Arnett Ltd. Ross' favourite past time was golf and all who played with him benefited from his golf tips.

Source: <http://www.yourlifemoments.ca/sitepages/obituary.asp?oId=1103251>

Daniel Alphonse Cybulski, OLS# 793
April 21, 1926 – January 8, 2019



Dan was born the third of six children in the small farming hamlet of Jasmin, Saskatchewan on April 21st, 1926.

His parents Casimir (Charlie) and Marya (Mary), had moved out west from Ontario to take up farming due to Charlie's failing health after a number of years of hard rock mining which affected his lungs. The family was hit hard by Charlie's untimely demise in 1933 from complications of silicosis of the lungs. Misdiagnosed as tuberculosis, Charlie spent the last year of his life in a sanitarium, isolated from his family.

1933 was the fourth year of the Great Depression, and Mary worked hard to keep body and soul together for her six children, moving the family in to Regina, and working at Campion College, a Jesuit-run school, cooking during the day and scrubbing floors at night. Dan worked at the Owl Drugstore, cleaning prescription bottles and delivering prescriptions.

The family moved back east to Pembroke, Ontario in 1940, where Dan finished his grade school and started his secondary school education. World War II was raging at its peak at the time, and in 1943 at the age of 17 Dan felt it was his duty to support the war effort, and enlisted in the Royal Canadian Air Force, following in the footsteps of his older brother Stanley, a bomber pilot who had been shot down and killed over France in 1942. Dan was intent on becoming a pilot like his brother, but when informed by the commanding officer at the trainee induction centre that the war would probably be over by the time he made it to active duty, Dan transferred to the air gunnery school.

Graduating in late 1943, Dan spent time on the west coast of Canada flying in Liberators out of Nanaimo, British Columbia, on long patrols over the north Pacific, looking for Japanese naval vessels. He was then transferred to England, arriving on the RMS Aquitania, which had been converted to a troop carrier. He was assigned to a Lancaster squadron, where he took up his duties as a mid-upper gunner, flying missions over Nazi occupied Europe. Although never glamourizing the war, Dan fondly recalled his love of flying in the Lancaster bomber, as well as his leaves of duty which allowed him to visit Ireland, Brighton Beach, England, and (after the liberation of France) Paris.

Dan returned home in late 1945, and immediately completed his junior and senior matriculation (high school) before enrolling at the University of Toronto. A promising career in dentistry was cut short by a football sports injury that aggravated a previous one sustained while in the Air Force. U of T's loss was the surveying world's gain, as Dan started his career with Ontario Hydro on January 12, 1948, as a learner chainman. Progressing rapidly through the ranks, Dan quickly became an instrument man, party chief, and obtained his OLS certification in 1952.

One year later Dan married the love of his life, Pamela (nee Dubreuil), and remained steadfastly married for the next 66 years until his passing.

In 1954, Dan was seconded to the St. Lawrence Power Project as a Responsible Supervisor, Special Projects. Upon the completion of "The Seaway" project, Dan returned to his regular duties with the survey department with Hydro as a senior surveyor.

Dan moved his family from Ottawa to Barrie in 1967 to take up the position of district surveyor. Diligently carrying out his duties, he was promoted to Chief Surveyor, Ontario Hydro, in 1975, and moved his by now grown up family of 4 "children" with Pam to Toronto.



He continued to work to his usual high standard of excellence but was on occasion beginning to get mildly frustrated with the ever-increasing bureaucracy that slowed the job process down. After 10 years as Hydro's Chief Surveyor, Dan felt that he had accomplished a great deal in his long career with them and decided to take an "early" retirement at the age of 58 after nearly 38 years with Ontario Hydro.

Moving into retirement was seamless for Dan, especially as he put his expertise to work assisting the AOLS with many aspects of the Association's endeavours. He particularly enjoyed sharing his extensive knowledge of surveying by educating fellow members in the finer points of the profession. Dan was a leader in all aspects of surveying and was a proud member of the AOLS.

Dan and Pam enjoyed travelling in their later years, and spending time with their children and grandchildren. At the age of 78, feeling that big city life of Toronto was getting a little hectic for them, they decided to return to their Ottawa Valley roots, and had a home built for them in (the slightly smaller than Toronto) town of Arnprior.

Dan continued his pursuit of fine woodworking, making many heirloom quality pieces of furniture, mainly for his children. As well, Dan contributed to the art world by commissioning many works of art for his carved bird collection. He also continued another of his passions in life, that of hand-tying rosaries, and shipping them to missionaries all around the world. Before his fingers gave out on him due to painful arthritis, he had made close to 90,000.

Dan's health had begun to decline, and so approaching his 90th birthday he decided to let someone else have the pleasure of grass-cutting, snow shoveling, painting, and all the other myriad tasks that accompany home ownership, by moving to Orchard View by the Mississippi Retirement Community in Almonte, Ontario. Pam was very happy as well to let someone else do the cooking and cleaning.

A devout, practicing Catholic all of his life, Dan continued to attend mass weekly, missing only the two weeks prior to his passing. Dan's faith, family, and surveying career were the cornerstones of a life well lived.

Submitted by the Cybulski Family

Rev. Kenneth R. Amer, OLS# 932
August 23, 1923 – January 5, 2019



With sorrow the family announces the death of Reverend Kenneth Amer of New Liskeard at the age of 86 years. Reverend Amer passed away peacefully at Tri-Town Extendicare in Haileybury on January 9, 2019. Born at Toronto on August 23, 1932, he was the son of the late Norman Amer and the late Muriel Thomson.

He was predeceased by his loving wife of 55 years, Marlene, nee Johnson, and his brother Ted. Left to mourn are his children Nancy [Bob] Lennon of Pequot Lakes, Minnesota, Steve [Mandy Gilbert] Amer of New Liskeard, Doug Amer of New Liskeard; and grandchildren Marie (Colin Runnoe) Lennon, Joseph (Chelsea) Lennon, Colin (Brandi McLean) Amer and Emily (great-grandaughter Alexi) Amer.

Source: <https://necrocanada.com/obituaries-2019/01/reverend-kenneth-randallamer-1932-2019/>

Ernest (Ernie) William Kerr, OLS# 1277
January 29, 1929 – January 21, 2019

In his 90th year, Ernie, a Canada Lands Surveyor and Ontario Land Surveyor by trade and a family man by nature, passed away peacefully on January 21st, 2019 in Ottawa, ON.

Born in Vancouver, BC on January 29th, 1929 the youngest of three children; Helen (Barrie) of Vancouver and predeceased by Mildred Vallieres of Orillia, ON.

Beloved husband of Helene (nee Beaudoin) of 63 years. Loving “Dad” of Diana of Ottawa, Christina (Bruce) of Calgary, Robert (Donna) of Burlington, Daniel of Ottawa and Joanne of Ottawa. Cherished grandfather of Michelle, Alexander, Kaleigh, Dennis, Nicolas, Nicole, Jacqueline, Eric and Chanel. Great-grandfather of Anthony, Sophie, Mason and Lennyn.

Ernie loved his family and had many hobbies - clock and pocket watch collection, Ham radio, genealogy and woodworking. He also loved the outdoors - at age 19 he built his first log cabin on Mt. Seymour, (Vancouver, BC) and then moved to Ottawa where he met Helene and started his family. They then built their first cottage in Breckenridge, QC on the Ottawa River. In 1977, a new building adventure was a cottage on McGregor Lake in Gatineau QC; a place family still enjoy today.

When he retired from the Federal Government, he needed a new hobby and purchased a 40-acre hobby farm in Avonmore, ON where he designed and built a log cabin. There he began to grow varieties of nut trees. He spent years segregating and irrigating the property in hopes of cultivating the finest nut trees and to leave a small legacy for his children and grandchildren. This he has done, and it is appropriately known as Kerrsdale Farm.

Ernie also volunteered with the Eastern Chapter of the Society of Ontario Nut Growers, Rideau Valley Conservation Authority as well as the Ottawa Experimental Farm to assist with many land survey functions. Even in his latter years, we could always count on Dad to be carving special items, Christmas trees and the like to commemorate someone’s birthday, anniversary or special occasion. Winter 2018 was no exception!

Source: <https://www.ottawamatters.com/obituaries/kerr-ernest-ernie-william-1214630>

Donald Floyd Yates, OLS# 964
July 24, 1933 – January 24, 2019



Don passed away peacefully on January 24 at the stroke of midnight. Beloved husband of Gwen (Dafoe) Yates, devoted father of Karen and Glenn Yates, grandfather of Carter, Palmer and Chandler Simpson and remembered fondly by his first wife Catherine Joanne Yates.

Don was born at 943 Greenwood Avenue in East York, to Raymond Yates and Pearle (Graham) Yates. He was predeceased by his brothers Graham, Gordon, George and his sister Norma (Iley). His sister Mary and sisters-in-law Rose, Sandy and Lorraine remember him with love.

Don graduated from East York Collegiate Institute and then attended the University of Toronto for one year. He decided to follow in his brother Georges' footsteps and became a Land Surveyor. He was a partner with his brother George at Yates & Yates Ontario Land Surveyors and PhotoMap Air Surveys. He enjoyed a long and distinguished career in the AOLS, he was on the council and later became the President for one year in 1981.

Don loved to curl, skate, and ski. He also enjoyed fishing, swimming and snorkeling at his cottage on Brough Lake, perhaps reminding him of his childhood, where the Yates children spent their summers at the Yates cottage in Port Union.

Don was a loving, caring and patient man. He will be missed tremendously.

Published in The Toronto Star on January 29, 2019

2019 ANNUAL REPORT**– Active Membership –****(as of March 1, 2019)**Branches: Cadastral, Geodetic, Geographic Information,
Hydrographic, Photogrammetry

1926	Abdelshahid, Aziz Branch: C// OLS, OLIP 2010-Jan-18	1434	Annable, Drew J. Branch: C// OLS, OLIP 1977-Jun-24
1802	Adams, Kim C. Branch: C// OLS, OLIP 1997-Feb-19	1869	Aregers, Craig G. Branch: C// OLS, OLIP 2002-Jul-19
1961	Afzalzada, Haron Branch: C// OLS, OLIP 2013-Jul-22	1509	Ashworth, Duncan Branch: C// OLS, OLIP 1980-Dec-05
1995	Ahluwalia, Sabir Branch: C// OLS, OLIP 2016-Jan-27	2009	Assaie-Ardakany, Farrokh Branch: C// OLS, OLIP 2017-Feb-22
2019	Akhlaghi, Armin Branch: C// OLS, OLIP 2018-Jan-26	1650	Astri, Dino R.S. Branch: C// OLS, OLIP 1988-Dec-19
1831	Aksan, Anna M. Branch: C// OLS, OLIP 1999-Jul-21	1860	Aubrey, Peter N. Branch: C// OLS, OLIP 2001-Sep-12
1591	Aldworth, Geoffrey G. Branch: C// OLS, OLIP 1986-Jun-18	1501	Auer, Gerhard Branch: C// OLS, OLIP 1980-Jul-09
1753	Alton, J. Mark Branch: C// OLS, OLIP 1994-Jan-11	1592	Balaban, Steven J. Branch: C// OLS, OLIP 1986-Jun-18
1976	Amirnezhad, Bahram Branch: C// OLS, OLIP 2015-Jan-14	2045	Banaszek, Piotr Branch: C// OLS, OLIP 2018-12-11

1763	Barrette, André P. Branch: C// OLS, OLIP 1994-Aug-02	1754	Bhatti, Wikar A. Branch: C// OLS, OLIP 1994-Jan-11
1941	Batchvarova, Tania Nenova Branch: C// OLS, OLIP 2011-Feb-24	2020	Bheri, Aisar Branch: C// OLS, OLIP 2018-Jan-26
1913	Baya, Martin Branch: C// OLS, OLIP 2008-Sep-03	1885	Bianchi, David Branch: C// OLS, OLIP 2004-Sep-08
1888	Bedard, Mark Branch: C// OLS, OLIP, P.Eng. 2005-Jan-21	1606	Biason, Lawrence J. Branch: C// OLS, OLIP 1986-Jun-18
1771	Beerkens, John M. Branch: C// OLS, OLIP 1995-Jan-21	2031	Bienkowski, Pawel Branch: C// OLS, OLIP 2018-07-25
1800	Benedict, Paul J. Branch: C// OLS, OLIP 1996-Dec-11	1593	Bishop, Gregory C.P. Branch: C// OLS, OLIP, P.Eng. 1986-Jun-18
1375	Benedict, Ralph Branch: C// OLS, OLIP 1974-Jun-14	1702	Black, David A. Branch: C// OLS, OLIP 1991-Aug-14
1614	Bennett, R. Grant Branch: C// OLS, OLIP 1987-Jun-17	1104	Blackburn, P. Ardon Branch: C// OLS, OLIP 1962-May-14
1836	Beresniewicz, Chris Branch: C// OLS, OLIP 2000-Jan-26	1738	Bode, Ralph T. Branch: C// OLS, OLIP, CLS 1993-Jan-16
1737	Berg, Ronald E. Branch: C// OLS, OLIP 1993-Jan-21	1580	Boehme, Kerry Branch: C// OLS, OLIP 1985-Dec-18

1967	Bogdanov, Yuriy Branch: C// OLS, OLIP 2014-Jan-22	1295	Buck, William D. Branch: C// OLS, OLIP, P.Eng., CLS 1971-Dec-17
1651	Bogue, Colin B. Branch: C// OLS, OLIP, P.Eng. 1988-Dec-19	CR157	Buckle, Alan D. Branch: I// OLS, OLIP 2002-Jun-27
1689	Bortolussi, Adrian Branch: C// OLS, OLIP 1991-Jan-29	1768	Buisman, Jeffrey E. Branch: C// OLS, OLIP 1995-Jan-11
1861	Bounsall, Andrew T. Branch: C// OLS, OLIP 2001-Sep-12	1947	Bunker, Chris Branch: C// OLS, OLIP 2011-Oct-06
CR67	Bowlby, Ewart D. Branch: G// OLS, OLIP 1991-Jan-29	1701	Burchat, Martha L. Branch: C// OLS, OLIP 1991-Aug-14
1530	Bowyer, Edward W. Branch: C// OLS, OLIP 1982-Jun-04	CR142	Cadeau, Francis M. Branch: I// OLS, OLIP 2002-Feb-21
1760	Bracken, George N. Branch: C// OLS, OLIP 1994-Jan-14	1982	Calonia, Gualberto C. Branch: C// OLS, OLIP 2015-Jul-10
1917	Bridges, Ron Branch: C// OLS, OLIP 2009-Jan-15	1810	Campbell, Kenton H. Branch: C// OLS, OLIP 1997-Aug-13
1620	Brown, Donald H. Branch: C// OLS, OLIP 1987-Dec-14	1747	Campbell, Brian R. Branch: C// OLS, OLIP 1993-Aug-11
1971	Broxham, Andrew James Branch: C// OLS, OLIP 2014-Feb-27	CR109	Carnegie, J. Trevor Branch: H// OLS, OLIP 1992-Jan-01

1654	Chambers, Donald G. Branch: C// OLS, OLIP 1989-Jun-19	1201	Clarke, Ross A. Branch: C// OLS, OLIP, PLE, P.Mgr. 1966-Oct-04
CR159	Chapman, Michael A. Branch: I// OLS, OLIP, P.Eng., Ph.D. 2002-Jun-27	1254	Clipsham, Robert E. Branch: C// OLS, OLIP, P.Eng. 1970-May-12
1811	Chapple, Brooke D. Branch: C// OLS, OLIP 1997-Aug-13	1781	Coad, Brian A. Branch: C// OLS, OLIP 1995-Jul-20
2032	Chapple, Riley Branch: C// OLS, OLIP 2018-Jul-25	1542	Cole, J. Anne Branch: C// OLS, OLIP, CLS 1982-Dec-06
1962	Cherian, Boney Branch: C// OLS, OLIP 2013-Jul-22	1641	Collett, Brent W. Branch: C// OLS, OLIP 1988-Jun-07
1886	Chitty, Phil W. Branch: C// OLS, OLIP 2004-Sep-08	1803	Comery, David A. Branch: C// OLS, OLIP 1997-Feb-19
1338	Clancy, Ronald W. Branch: C// OLS, OLIP 1973-Aug-17	1511	Consoli, Guido V. Branch: C// OLS, OLIP, CLS 1980-Dec-05
1690	Clark, W. Bruce Branch: C// OLS, OLIP, ALS 1991-Jan-29	1788	Coons, Scott E. Branch: C// OLS, OLIP 1996-Jan-23
912	Clarke, Alvin Branch: C// OLS, OLIP 1956-Aug-15	1987	Côté, Sophie-Rose Branch: C// OLS, OLIP 2015-Jul-20
1567	Clarke, Barry J. Branch: C// OLS, OLIP, CLS 1984-Dec-20	1837	Coutts, Hugh S. Branch: C// OLS, OLIP 2000-Jan-26

1805	Cranch, Crystal R. Branch: C// OLS, OLIP 1997-May-13	1983	de Jager, Matthew Branch: C// OLS, OLIP 2015-Jul-10
1977	Crocker, J. Paul Branch: C// OLS, OLIP 2015-Jan-15	1458	de Rijcke, Izaak Branch: C// OLS, OLIP, LL.B. 1978-Jul-19
1527	Culbert, Douglas A. Branch: C// OLS, OLIP 1982-Jan-25	1789	De Rosa, Pier L. Branch: C// OLS, OLIP 1996-Feb-22
1928	Cummings, Dwayne Branch: C// OLS, OLIP 2010-Jan-18	1655	Del Bosco, Terry W. Branch: C// OLS, OLIP 1989-Jun-19
1892	Currie, Lise Roxanne Branch: C// OLS, OLIP 2006-Aug-14	1876	Della Mora, Rick Branch: C// OLS, OLIP 2003-Aug-13
CR132	Czajka, Stephen D. Branch: I// OLS, OLIP 2001-Sep-12	1630	Delorme, Line G. Branch: C// OLS, OLIP 1988-Jun-07
1714	D'Amico, John M.J. Branch: C// OLS, OLIP 1992-Jan-29	2033	DeMarco, Michael Branch: C// OLS, OLIP 2018-Jul-25
CR196	Davis, Kelly P. Branch: I// OLS, OLIP 2003-Feb-20	1878	DenBroeder, Ross B. Branch: C// OLS, OLIP 2003-Sep-10
1748	Day, Nigel A.P. Branch: C// OLS, OLIP 1993-Aug-26	1692	Denis, Ronald A. Branch: C// OLS, OLIP, CLS 1991-Jan-29
1739	de Haan, Peter Branch: C// OLS, OLIP 1993-Jan-16	1863	Di Cosmo, Matthew Branch: C// OLS, OLIP 2002-Feb-21

1568	Dietz, Terry P. Branch: C// OLS, OLIP 1984-Dec-20	1852	Dzaldov, Dan Branch: C// OLS, OLIP 2001-Jan-16
1478	Dixon, Richard C. Branch: C// OLS, OLIP 1979-Jun-27	1716	Dzaldov, Ophir N. Branch: C// OLS, OLIP 1992-Jan-29
1521	Dolliver, Dan Branch: C// OLS, OLIP 1981-Dec-02	1538	Edward, Paul C. Branch: C// OLS, OLIP 1982-Dec-06
1921	Domagalski, Adam Branch: C// OLS, OLIP 2009-Jul-22	1990	El-Chanti, Oussama Branch: C// OLS, OLIP 2016-Jan-18
1661	Dore, Ronald Branch: C// OLS, OLIP 1989-Nov-06	2034	Elliott, Jason Branch: C// OLS, OLIP 2018-Jul-25
1400	Dorland, David S. Branch: C// OLS, OLIP 1975-May-09	CR113	Emode, Richard E.O. Branch: G// OLS, OLIP, P.Eng., FEC 1993-Feb-11
2006	Dorland, James D. Branch: C// OLS, OLIP 2017-Jan-31	1554	England, Brent J. Branch: C// OLS, OLIP, CLS 1983-Dec-21
1854	Dosen, Vladimir Branch: C// OLS, OLIP 2001-Jan-31	1782	Ertl, Lawrence O. Branch: C// OLS, OLIP 1995-Jul-31
1724	Dunlop, R. Dean Branch: C// OLS, OLIP 1992-Aug-04	1812	Even, James Branch: C// OLS, OLIP 1997-Aug-13
1491	Dutrisac, Denis Branch: C// OLS, OLIP 1979-Aug-15	1975	Fathi, Seyed Abdolmajid Branch: C// OLS, OLIP 2014-Jul-24

1937	Fee, Jeff John Branch: C// OLS, OLIP 2011-Jan-12	1555	Fligg, Robert A. Branch: C// OLS, OLIP, CLS 1983-Dec-21
1932	Feren, Peter Raymond Branch: C// OLS, OLIP 2010-Sep-08	1974	Ford, Greg Branch: C// OLS, OLIP 2014-Jul-24
1615	Ferguson, Kerry D. Branch: C// OLS, OLIP 1987-Jun-17	1882	Fournier, Marc G. Branch: C// OLS, OLIP 2004-Jan-09
CR64	Ferguson, James E. Branch: G// OLS, OLIP 1990-Nov-06	1988	Fox, Christopher Branch: C// OLS, OLIP 2015-Aug-19
1616	Ferizovic, Ken Branch: C// OLS, OLIP 1987-Jun-17	CR21	Francis, Paul M. Branch: P/I OLS, OLIP 1990-Jan-23
2028	Fernandes, Annie Branch: C// OLS, OLIP 2018-May-31	1138	Gacser, Ernest Branch: C// OLS, OLIP 1963-May-28
1957	Fiddes, Zachary Branch: C// OLS, OLIP 2013-Jan-14	1644	Galati, Pasquale Branch: C// OLS, OLIP 1988-Jun-07
1575	Finnie, Roderick Branch: C// OLS, OLIP 1985-Jun-10	1636	Galejs, John Branch: C// OLS, OLIP 1988-Jun-07
1934	Fisher, Michael John Branch: C// OLS, P.Eng. 2010-Sep-08	1727	Garden, Edward R. Branch: C// OLS, OLIP 1992-Aug-04
1828	Fleguel, Robin L. Branch: C// OLS, OLIP 1999-Feb-03	CR95	Gariepy, David H. Branch: P// OLS, OLIP, P.Eng. 1991-Nov-19

2003	Gauthier, John Branch: C// OLS, OLIP 2017-Jan-30	2011	Girin, Mark Branch: C// OLS, OLIP 2017-May-31
1762	Gauthier, Richard R. Branch: C// OLS, OLIP 1994-Jun-15	CR96	Goadsby, J. Morgan Branch: G// OLS, OLIP 1991-Nov-19
1808	Gelbloom, Jaime Branch: C// OLS, OLIP, CLS 1997-Jun-17	1813	Goebelle, Hugh B. Branch: C// OLS, OLIP, CLS 1997-Aug-13
1718	Geyer, Rodney H. Branch: C// OLS, OLIP 1992-Jan-29	1814	Goldman, Barry D. Branch: C// OLS, OLIP 1997-Aug-13
1984	Ghofrani, Mansour Branch: C// OLS, OLIP 2015-Jul-20	1998	Golinski, Waldemar Branch: C// OLS, OLIP 2016-Dec-02
1952	Gholami, Ali Branch: C// OLS, OLIP 2012-Jul-19	1185	Goltz, John F. Branch: C// OLS, OLIP 1965-Dec-13
1819	Gibson, Laura E. Branch: C// OLS, OLIP 1998-Jan-27	1942	Gondo, Thomas Branch: C// OLS, OLIP 2011-Feb-24
1625	Gifford, Steven J. Branch: C// OLS, OLIP 1987-Dec-14	1663	Goodridge, Paul G. Branch: C// OLS, OLIP 1990-Jan-23
1791	Gilmore, Mark V. Branch: C// OLS, OLIP 1996-Feb-22	2035	Goonewardena, Shan Branch: C// OLS, OLIP 2018-Jul-25
2018	Girin, Ignat Branch: C// OLS, OLIP 2018-Jan-24	1839	Gorman, Michael J. Branch: C// OLS, OLIP 2000-Jan-26

1430	Gossling, Steven J. Branch: C// OLS, OLIP 1977-Feb-02	2044	Haddad, Kevin Branch: C// OLS, OLIP 2018-Oct-24
1288	Graham, Derek G. Branch: C// OLS, OLIP 1971-Nov-22	2001	Haines, Michael Branch: C// OLS, OLIP 2017-Jan-26
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
1945	Green, David Branch: C// OLS, OLIP 2011-Apr-07	2002	Hanna, Maryna Branch: C// OLS, OLIP 2017-Jan-30
CR120	Greenfield, Kirsten M. Branch: I// OLS, OLIP, CLS 2000-Jul-19	1713	Haramis, Patrick J. Branch: C// OLS, OLIP 1991-Aug-22
1868	Griffiths, Michael A. Branch: C// OLS, OLIP 2002-Jul-18	1693	Harper, William A. Branch: C// OLS, OLIP, CLS 1991-Jan-29
1999	Grose, Roger Branch: C// OLS, OLIP 2017-Jan-25	1532	Harris, Robert K. Branch: C// OLS, OLIP, CLS 1982-Jun-04
1824	Grozelle, Nancy J. Branch: C// OLS, OLIP 1998-Aug-12	1786	Harris-Herr, Nancy L. Branch: C// OLS, OLIP 1995-Oct-14
1465	Gutri, John H. Branch: C// OLS, OLIP 1978-Oct-30	1528	Hartley, Timothy D. Branch: C// OLS, OLIP 1982-Jan-25

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
1880	Hazen, Jason P.E. Branch: C// OLS, OLIP 2004-Jan-08	1634	Hillis, Kerry F. Branch: C// OLS, OLIP 1988-Jun-07
2036	Healey, Owen Branch: C// OLS, OLIP 2004-Jan-08	1631	Himma, Mart H. Branch: C// OLS, OLIP 1988-Jun-07
CR135	Henrickson, David R. Branch: I// OLS, OLIP 2001-Sep-12	1919	Hodgson, Shawn Branch: C// OLS, OLIP 2009-Jan-15
1930	Herman, Zoltan Branch: C// OLS, OLIP 2010-Jan-18	1533	Hofmann, Phillip Branch: C// OLS, OLIP 1982-Jun-04
1576	Herweyer, Edward H. Branch: C// OLS, OLIP 1985-Jun-10	1750	Homer, Peter J. Branch: C// OLS, OLIP 1993-Sep-24
1899	Hewlett, James A. Branch: C// OLS, OLIP 2007-Jan-15	1815	Hook, Stephen D. Branch: C// OLS, OLIP 1997-Aug-13

1773	Hoppe, Thomas Branch: C// OLS, OLIP 1995-Jan-25	1573	Irwin, Gary A. Branch: C// OLS, OLIP 1985-Feb-19
CR144	Horwood, David M. Branch: I// OLS, OLIP 2002-Feb-21	1897	Isip, Reynaldo Lagman Branch: C// OLS, OLIP 2007-Jan-11
741	Houghton, Donald I. Branch: C// OLS, OLIP 1950-Aug-29	1086	Jackson, John E. Branch: C// OLS, OLIP 1961-Sep-20
1706	Houghton, Ward I. Branch: C// OLS, OLIP 1950-Aug-29	1629	Jacobs, Bryan Branch: C// OLS, OLIP 1988-Jun-07
1958	Hu, Yahui Branch: C// OLS, OLIP 2013-Jan-14	1425	Jason, Ronald M. Branch: C// OLS, OLIP CLS, P.Eng. 1976-Jul-15
1534	Hunt, Douglas E. Branch: C// OLS, OLIP 1982-Jun-04	1927	Jeffray, Angela Branch: C// OLS, OLIP 2010-Feb-18
1582	Husted, Kimberly S. Branch: C// OLS, OLIP 1985-Dec-18	1550	Jemmett, Douglas W. Branch: C// OLS, OLIP 1983-Jul-12
1827	Hyde, Harold D. Branch: C// OLS, OLIP 1999-Feb-03	1648	Jemmett, Shawn A. Branch: C// OLS, OLIP 1988-Dec-19
1832	Iavicoli, Bruno Branch: C// OLS, OLIP 1999-Jul-21	1574	Jenkins, Kevin G. Branch: C// OLS, OLIP 1985-Feb-19
1797	Ims, Theodor H. Branch: C// OLS, OLIP 1996-Aug-13	1864	Jeraj, Alnashir Branch: C// OLS, OLIP 2002-Feb-21

1889	Johnson, James W. Branch: C// OLS, OLIP 2005-Jan-26	2014	Kayuk, Andrew Wade Branch: C// OLS, OLIP 2017-Jul-24
1688	Johnston, Kerry S. Branch: C// OLS, OLIP 1991-Jan-15	1678	Keat, John C.G. Branch: C// OLS, OLIP 1990-Jul-10
1950	Jones, Tom Dixon Branch: C// OLS, OLIP 2012-Mar-26	1883	Keatley, Gordon R. Branch: C// OLS, OLIP 2004-Jan-13
1626	Jordan, Robert J. Branch: C// OLS, OLIP 1987-Dec-14	2037	Kelsall, Jason Branch: C// OLS, OLIP 2018-Jul-25
1619	Jordens, Douglas F. Branch: C// OLS, OLIP S.L.S. 1987-Jul-11	1442	Kennedy, John H. Branch: C// OLS, OLIP C.L.S. 1977-Sep-27
1955	Kaczmarek, Rafal P. Branch: C// OLS, OLIP 2013-Jan-10	1352	Kerr, Brian W. Branch: C// OLS, OLIP 1973-Nov-22
1922	Kalantzakos, Harry Branch: C// OLS, OLIP 2009-Jul-22	1577	Ketchum, Kenneth J. Branch: C// OLS, OLIP 1985-Jun-10
2017	Kanaganayagam, Athiththan Branch: C// OLS, OLIP 2017-Sep-08	1972	King, Adam Branch: C// OLS, OLIP, BCLS 2014-Feb-27
1557	Kasprzak, Adam Branch: C// OLS, OLIP 1984-Jul-04	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

1607	Kliaman, Cindy S. Branch: C// OLS, OLIP C.L.S. 1986-Jun-18	1564	Kuelling, Laurence J. Branch: C// OLS, OLIP 1984-Sep-04
1649	Knisley, Martin W. Branch: C// OLS, OLIP 1988-Dec-19	1848	Kujala, Kevin P. Branch: C// OLS, OLIP 2000-Jul-19
1851	Kovacs, David A. Branch: C// OLS, OLIP 2000-Jul-22	1986	Kumar, Vaitheki Branch: C// OLS, OLIP 2015-Jul-20
1774	Krcmar, Maja Branch: C// OLS, OLIP 1995-Jan-25	1956	Ladines, Jayson F. Branch: C// OLS, OLIP 2013-Jan-10
1775	Krcmar, Saša Branch: C// OLS, OLIP 1995-Jan-25	1898	Laframboise, Gabriel Branch: C// OLS, OLIP 2007-Jan-11
1900	Krcmar, Tomislav Branch: C// OLS, OLIP 2007-Jan-23	1951	Lale, Goran Branch: C// OLS, OLIP 2012-Jun-06
1370	Krcmar, Vladimir Branch: C// OLS, OLIP 1974-Jan-22	1729	Lamb, Peter B. Branch: C// OLS, OLIP 1992-Aug-04
1622	Kreze, Daniel Branch: C// OLS, OLIP 1987-Dec-14	1829	Lamont, David A. Branch: C// OLS, OLIP 1999-Feb-03
1722	Kristjanson, Tom Branch: C// OLS, OLIP 1992-Jan-29	1918	LaPointe, Stéphane Branch: C// OLS, OLIP 2009-Jan-15
1865	Kubicki, Borys D. Branch: C// OLS, OLIP 2002-Feb-21	1798	Larocque, Brent R. Branch: C// OLS, OLIP 1996-Aug-13

1914	Lau, Francis Branch: C// OLS, OLIP 2008-Aug-28	1940	Leslie, Jamie William Branch: C// OLS, OLIP 2011-Jan-26
1953	Lau, Jansky Tak Choi Branch: C// OLS, OLIP 2012-Jul-19	1989	Levac, Patrick Branch: C// OLS, OLIP 2016-Jan-18
1906	Lawrence, Gavin Eldred Branch: C// OLS, OLIP 2008-Jan-23	1830	Lin, Joseph Branch: C// OLS, OLIP 1999-Feb-03
1792	Laws, James M. Branch: C// OLS, OLIP 1996-Feb-22	1825	Linhares, Eduardo J. Branch: C// OLS, OLIP 1998-Aug-12
1809	Legat, Jaro A. Branch: C// OLS, OLIP 1997-Jun-17	1963	Lise, Arthur J. Branch: C// OLS, OLIP 2013-Jul-22
1367	LeGris, Murray J. Branch: C// OLS, OLIP 1974-Jan-04	1664	Lo, George C.M. Branch: C// OLS, OLIP 1990-Jan-23
1755	LeGrow, Neil A. Branch: C// OLS, OLIP 1994-Jan-11	1991	Loai, Amar Branch: C// OLS, OLIP 2016-Jan-18
1997	Leiper, Rob Colin Branch: C// OLS, OLIP 2016-Jul-26	1679	Lord, Rodney D. Branch: C// OLS, OLIP 1990-Jul-10
1896	Lemmetty, Anita I. Branch: C// OLS, OLIP 2006-Nov-10	2027	Losyev, Sofia Branch: C// OLS, OLIP 2018-May-31
1694	Leslie, Craig Branch: C// OLS, OLIP, P.Eng. 1991-Jan-29	1642	Lynch, Brian J. Branch: C// OLS, OLIP 1988-Jun-07

1849	MacDonald, Christopher A. Branch: C// OLS, OLIP 2000-Jul-19	2015	Malek, Maaz Branch: C// OLS, OLIP 2017-Aug-01
2007	MacDonald, Gregory Michael Branch: C// OLS, OLIP 2017-Feb-07	1549	Maloney, Brian J. Branch: C// OLS, OLIP 1983-Jul-12
1822	MacDonald, Thomas G. Branch: C// OLS, OLIP 1998-Jul-22	1535	Mansfield, Peter J. Branch: C// OLS, OLIP, CLS 1982-Jun-04
1605	Macek, Michael Branch: C// OLS, OLIP 1986-Jun-18	2000	Mantha, Alec Sloan Branch: C// OLS, OLIP 2017-Jan-30
1656	MacGregor, Susan F. Branch: C// OLS, OLIP 1989-Jun-19	1744	Mantha, Andrew S. Branch: C// OLS, OLIP 1993-Jan-19
1246	MacMillan, Don J. Branch: C// OLS, OLIP 1969-Nov-17	1924	Mares, Viorel Branch: C// OLS, OLIP 2009-Aug-11
1816	Magee, Bret G. Branch: C// OLS, OLIP 1997-Aug-13	1540	Marlatt, Michael E. Branch: C// OLS, OLIP C.L.S. 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 1978-Jul-05
1546	Mak, Rudy Branch: C// OLS, OLIP 1982-Dec-06	1745	Martin, Robert C. Branch: C// OLS, OLIP 1993-Jan-13

1907	Marton, Alexandru Branch: C// OLS, OLIP 2008-Jan-23	1730	McDermott, Robert M. Branch: C// OLS, OLIP 1991-Aug-04
1339	Mascoe, William A. Branch: C// OLS, OLIP 1973-Sep-20	1751	McGuire, Gordon D. Branch: C// OLS, OLIP 1993-Sep-23
1881	Matthews, Jeremy C.E. Branch: C// OLS, OLIP 2004-Jan-09	1583	McKay, Scott A. Branch: C// OLS, OLIP C.L.S. 1985-Dec-18
1740	Matthews, Michael F. Branch: C// OLS, OLIP, CLS 1993-Jan-12	1949	McKechnie, Michael Branch: C// OLS, OLIP 2012-Feb-23
1884	Maughan, David U. Branch: C// OLS, OLIP 2004-Jan-20	1708	McKibbon, Robert W. Branch: C// OLS, OLIP 1991-Aug-14
2012	Maulion, Keene Branch: C// OLS, OLIP 2017-May-31	1709	McLaren, Daniel S. Branch: C// OLS, OLIP P.Eng. 1991-Aug-14
1548	Mauro, Frank Branch: C// OLS, OLIP 1983-Jul-12	1874	McMorrان, Douglas Scott Branch: C// OLS, OLIP 2003-Feb-20
1756	Mayo, Roy C. Branch: C// OLS, OLIP 1994-Jan-11	1558	McNabb, Marvin D. Branch: C// OLS, OLIP 1984-Jul-04
1966	Mc Rae, Reuben Branch: C// OLS, OLIP 2014-Jan-22	1840	McNeil, Trevor D.A. Branch: C// OLS, OLIP 2000-Jan-26
1724	McConnell, Robert Branch: C// OLS, OLIP 1992-Jan-29	1780	Meldrum Smith, Julia M. Branch: C// OLS, OLIP, CLS 1995-Jul-19

1903	Merriles, John Branch: C// OLS, OLIP 2007-Sep-07	1053	Monteith, John D. Branch: C// OLS, OLIP 1960-May-13
1559	Merry, William I. Branch: C// OLS, OLIP 1984-Jul-04	1317	Moreton, Peter G. Branch: C// OLS, OLIP, CLS 1972-Dec-19
1512	Miller, Paul A. Branch: C// OLS, OLIP, CLS 1980-Dec-05	1467	Mountjoy, Maureen V. Branch: C// OLS, OLIP 1978-Dec-14
1585	Miller, Richard D. Branch: C// OLS, OLIP 1985-Dec-18	1779	Muir, John W. Branch: C// OLS, OLIP, CLS 1995-Jul-24
1855	Milne, Neil C. Branch: C// OLS, OLIP 2001-Jan-31	CR136	Murdoch, Robert M. Branch: I// OLS, OLIP 2001-Sep-12
1806	Miret, Dario A. Branch: C// OLS, OLIP 1997-May-13	1341	Murray, Richard W. Branch: C// OLS, OLIP 1973-Nov-08
1923	Mirzакhanlou, Manouchehr Branch: C// OLS, OLIP 2009-Jul-22	1912	Musclow, Chris Branch: C// OLS, OLIP 2008-Jul-25
1946	Mitrev, Simeon E Branch: C// OLS, OLIP 2011-Jul-29	2030	Musil, Andrew Branch: C// OLS, OLIP 2018-Jul-13
1980	Mo, Jason Chun-Ho Branch: C// OLS, OLIP 2015-Jan-29	2038	Muth, Nicholas Branch: C// OLS, OLIP 2018-Jul-25
1681	Molloy, Perry A. Branch: C// OLS, OLIP 1990-Jul-10	1658	Mwinyi, Omari B.S. Branch: C// OLS, OLIP 1989-Jun-19

2021	Najjarbashi, Navid Branch: C// OLS, OLIP 2018-Jan-26	1893	Osinski, Marek Branch: C// OLS, OLIP 2006-Aug-14
1870	Nanfara, Joseph Branch: C// OLS, OLIP 2002-Oct-03	CR200	Osuchowska, Zofia Branch: P// OLS, OLIP 2004-Sep-08
1871	Ng, Foo Yip Branch: C// OLS, OLIP 2003-Jan-08	1936	Oyler, Christopher John Branch: C// OLS, OLIP 2010-Sep-08
1959	Nicol, James Andrew Branch: C// OLS, OLIP 2013-Jan-14	1572	Packowski, Thomas J. Branch: C// OLS, OLIP 1984-Dec-20
1833	Niculae, Roxana Branch: C// OLS, OLIP 1999-Jul-21	1834	Page, Dasha Branch: C// OLS, OLIP 1999-Jul-21
CR199	Nielsen, Peter M. Branch: G// OLS, OLIP 2004-Jan-08	1909	Papa, Valerio G. Branch: C// OLS, OLIP 2008-Jan-23
1682	Nisbet, T. Martin Branch: C// OLS, OLIP, CLS 1990-Jul-10	1721	Parker, Bruce A. Branch: C// OLS, OLIP 1992-Jan-29
1908	Nisioiu, Tudor Branch: C// OLS, OLIP 2008-Jan-23	1680	Pearson, Michéle M. Branch: C// OLS, OLIP 1990-Jul-10
2016	Noman, Juzer Branch: C// OLS, OLIP 2017-Aug-15	1670	Pearson, Robert G. Branch: C// OLS, OLIP 1990-Jan-23
1867	O'Connor, Shawn M. Branch: C// OLS, OLIP 2002-Jul-16	1994	Perera, Wickramage Sunil Branch: C// OLS, OLIP 2016-Jan-27

1776	Pesce, David Branch: C// OLS, OLIP 1995-Jan-25	1993	Pu, Tony Branch: C// OLS, OLIP 2016-Jan-20
1536	Petrich, Fred Branch: C// OLS, OLIP 1982-Jun-04	1683	Purcell, T. Murray Branch: C// OLS, OLIP 1990-Jul-10
1970	Petrovic, Djordje Branch: C// OLS, OLIP 2014-Jan-22	1965	Querubin, Ron Branch: C// OLS, OLIP 2014-Jan-22
1586	Phillips, Gary W. Branch: C// OLS, OLIP 1985-Dec-18	1637	Quesnel, Paul M. Branch: C// OLS, OLIP 1988-Jun-07
1217	Piller, Helmut Branch: C// OLS, OLIP 1968-May-22	1579	Quinlan, Danny P. Branch: C// OLS, OLIP 1985-Jun-10
CR171	Piraino, John P. Branch: I// OLS, OLIP P.Eng. 2002-Jun-27	2023	Rahman, Shafic Branch: C// OLS, OLIP 2018-Jan-26
CR130	Poot, Robin W.L. Branch: G// OLS, OLIP 2001-Aug-10	1841	Raikes, Peter T. Branch: C// OLS, OLIP, CLS 2000-Jan-26
1973	Popa, Dacian Nicolae Branch: C// OLS, OLIP 2014-Jun-12	1684	Raithby, David J. Branch: C// OLS, OLIP 1990-Jul-10
1891	Popa, Dorin Branch: C// OLS, OLIP 2006-Jan-13	2004	Rajakulendran, Shajieeshane Branch: C// OLS, OLIP 2017-Jan-31
CR173	Power, K. Michael Branch: I// OLS, OLIP 2002-Jun-27	1968	Ramachandran, Piratheepan Branch: C// OLS, OLIP 2014-Jan-22

1561	Ramsamooj, Sase N. Branch: C// OLS, OLIP 1984-Jul-04	1725	Robinson, Gregory G. Branch: C// OLS, OLIP 1992-Jan-29
1943	Rathnayake, Vineetha S. Branch: C// OLS, OLIP 2011-Feb-24	1472	Robinson, Ian D. Branch: C// OLS, OLIP 1979-Feb-07
1731	Ray, Gordon A. Branch: C// OLS, OLIP 1992-Aug-04	1804	Rody, Eric Branch: C// OLS, OLIP 1997-Feb-19
1872	Reed, Thomas R. Branch: C// OLS, OLIP 2003-Jan-09	1856	Rouse, Tracy R. Branch: C// OLS, OLIP 2001-Jan-31
1766	Reid, Rodger J. Branch: C/G/ OLS, OLIP CLS, P.Eng. 1994-Dec-01	1910	Roy, André Roger Branch: C// OLS, OLIP 2008-Jan-23
1495	Reitsma, Douglas P. Branch: C// OLS, OLIP 1979-Dec-07	1733	Rudnicki, Les S. Branch: C// OLS, OLIP 1992-Aug-04
2039	Restivo, Ben Branch: C// OLS, OLIP 2018-July-25	1541	Rueb, Erich Branch: C// OLS, OLIP 1982-Dec-06
1386	Reynolds, Rodney G. Branch: C// OLS, OLIP 1974-Jul-25	1875	Salb, Thomas J. Branch: C// OLS, OLIP 2003-Jul-15
1915	Rizk, Ashraf Branch: C// OLS, OLIP 2008-Sep-03	2010	Salehi, Farzad Branch: C// OLS, OLIP 2017-May-29
1931	Robinson, Daniel Bernard Branch: C// OLS, OLIP 2010-Aug-18	1523	Salna, Robert Branch: C// OLS, OLIP 1981-Dec-02

1894	Salzer, Eric G. Branch: C// OLS, OLIP 2006-Aug-14	1857	Shanmugarajah, Tharmarajah Branch: C// OLS, OLIP 2001-Jan-31
CR12	Sani, Anthony P. Branch: P// OLS, OLIP, M.R.I.C.S. 1989-Nov-06	1633	Sheehy, Paul J. Branch: C// OLS, OLIP, CLS 1988-Jun-07
1842	Sankey, Alistair D. Branch: C// OLS, OLIP 2000-Jan-26	1719	Shelp, Andrew V. Branch: C// OLS, OLIP 1992-Jan-29
1895	Scott, John S. Branch: C// OLS, OLIP 2006-Aug-14	1697	Shipman, Jeffrey P. Branch: C// OLS, OLIP 1991-Jan-29
2008	Seaman, Gavin P.T. Branch: C// OLS, OLIP 2017-Feb-08	1904	Sibthorp, Raymond James Branch: C// OLS, OLIP 2007-Sep-14
2024	Sedaghat, Saeid Branch: C// OLS, OLIP 2018-Jan-26	CR124	Silburn, James L. Branch: I// OLS, OLIP 2000-Jul-19
1978	Segaran, Nath Prashannath Branch: C// OLS, OLIP 2015-Jan-16	1698	Simone, Roy A. Branch: C// OLS, OLIP, MIS 1991-Jan-29
1920	Seguin, Ryan William Branch: C// OLS, OLIP 2009-Feb-19	1794	Simpson, Michael J. Branch: C// OLS, OLIP 1996-Feb-22
1611	Senkus, Tom A. Branch: C// OLS, OLIP 1986-Dec-15	1518	Simpson, Walter J. Branch: C// OLS, OLIP, CLS 1981-May-08
2040	Shanmugarajah, Ragavan Branch: C// OLS, OLIP 2018-Jul-25	1687	Singh, Tirbhowan Branch: C// OLS, OLIP, P.Eng. 1990-Jul-10

1673	Sinnis, Spiro Branch: C// OLS, OLIP, CLS 1990-Jan-23	1850	Starcevic, Dario Branch: C// OLS, OLIP 2000-Jul-19
1699	Skuro, Peter M. Branch: C// OLS, OLIP 1991-Jan-29	1672	Stauskas, Tony Branch: C// OLS, OLIP 1990-Jan-23
1448	Smith, Andrew J. Branch: C// OLS, OLIP 1978-Jun-05	1948	Stephen, Adam Michael F. Branch: C// OLS, OLIP 2012-Jan-13
1600	Smith, Anthony G. Branch: C// OLS, OLIP 1986-Jun-18	1457	Stewart, Ronald J. Branch: C// OLS, OLIP, CLS 1978-Jul-05
CR125	Smith, Ian D. Branch: I// OLS, OLIP 2000-Jul-19	1769	Stidwill, Grant T. Branch: C// OLS, OLIP, P.Eng. 1995-Jan-20
1960	Smith, Kevin R.D. Branch: C// OLS, OLIP 2013-Feb-28	1588	Stidwill, Kirk L. Branch: C// OLS, OLIP, P.Eng. 1985-Dec-18
2041	Sonier, Katherine Branch: C// OLS, OLIP 2018-Jul-25	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	1589	Suda, Philip Branch: C// OLS, OLIP 1985-Dec-18
1570	Stanton, Chester J. Branch: C// MBA, CLS, OLS, OLIP 1984-Dec-20	2042	Sukumarsath, Surendran Branch: C// OLS, OLIP 2018-07-25

1969	Sundar, Ganesh Branch: C// OLS, OLIP 2014-Jan-22	1635	Tieman, Andrea E. Branch: C// OLS, OLIP 1988-Jun-07
1659	Suppa, Pasquale Branch: C// OLS, OLIP 1989-Jun-19	CR148	Tierney, Kevin M. Branch: I// OLS, OLIP 2002-Feb-21
1858	Sutherland, Bloss J. Branch: C// OLS, OLIP 2001-Jan-31	1911	Tomaszewski, Henry Branch: C// OLS, OLIP 2008-Jan-23
1435	Sutherland, Norman Elliot Branch: C// OLS, OLIP, CLS, P.Eng. 1977-Jun-24	1340	Torrance, Paul H. Branch: C// OLS, OLIP, CLS 1973-Nov-01
1879	Swift, Phillip S. Branch: C// OLS, OLIP, BCLS 2003-Oct-01	1938	Truchon, Mel Branch: C// OLS, OLIP 2011-Jan-17
1862	Talbot, Jeffrey P. Branch: C// OLS, OLIP 2001-Sep-12	1954	Tulloch, David Branch: C// OLS, OLIP 2012-Aug-13
1734	Taurins, Normans V. Branch: C// OLS, OLIP 1992-Aug-04	1905	Tulloch, Mark Kenneth Branch: C// OLS, OLIP 2008-Jan-15
1563	Thaler, Robert C. Branch: C// OLS, OLIP 1984-Jul-04	1348	Turpel, Wayne D. Branch: C// OLS, OLIP 1973-Nov-20
1795	Thom, Kevin S. Branch: C// OLS, OLIP 1996-Feb-22	1476	Urso, David S. Branch: C// OLS, OLIP, CLS 1979-Feb-20
1844	Thomsen, Paul R. Branch: C// OLS, OLIP 2000-Jan-26	1935	van der Veen, Blake Campbell Branch: C// OLS, OLIP 2010-Sep-08

2043	Van Lankveld, Michael Branch: C// OLS, OLIP 2018-Jul-25	1845	Wahba, Youssef Branch: C// OLS, OLIP 2000-Jan-26
1515	Van Lankveld, Ted Branch: C// OLS, OLIP 1980-Dec-05	1902	Walczak, Jacek Branch: C// OLS, OLIP 2007-Aug-23
1777	Vanderveen, Gary B. Branch: C// OLS, OLIP 1995-Jan-25	1846	Walker, Darren R. Branch: C// OLS, OLIP 2000-Jan-26
1757	Verdun, Michael D. Branch: C// OLS, OLIP 1994-Jan-11	1056	Wallace, Ivan B. Branch: C// OLS, OLIP 1960-May-20
2026	Vibert, Natalie Branch: C// OLS, OLIP 2018-Mar-01	1944	Wannack, Robert John Branch: C// OLS, OLIP 2011-Feb-24
1396	Visser, Raymond J. Branch: C// OLS, OLIP, CLS 1975-Jan-10	1660	Warren, Brad K. Branch: C// OLS, OLIP 1989-Jun-19
1417	Vollebekk, Dan R. Branch: C// OLS, OLIP 1975-Oct-27	1735	Watson, Keith Branch: C// OLS, OLIP 1992-Aug-04
1765	Vollick, Stephen M. Branch: C// OLS, OLIP, ALS 1994-Aug-17	CR152	Watt, David R. Branch: I// OLS, OLIP 2002-Jun-14
1929	Wahba, Christopher Branch: C// OLS, OLIP 2010-Jan-18	2029	Webb, Todd Edward William Branch: C// OLS, OLIP 2018-July-12
2005	Wahba, Kevin Branch: C// OLS, OLIP 2017-Jan-31	1770	Webster, Brian J. Branch: C// OLS, OLIP, CLS 1995-Jan-20

1319	Webster, William J. Branch: C// OLS, OLIP, FSPLS 1972-Dec-22	2025	Wood, Robert Branch: C// OLS, OLIP 2018-Jan-26
1887	Werrell, Adam J. Branch: C// OLS, OLIP 2004-Sep-08	1645	Woolley, Patrick J. Branch: C// OLS, OLIP 1988-Jun-07
1696	Wiegenbröker, Robert Branch: C// OLS, OLIP 1991-Jan-29	1613	Worobec, Alan J. Branch: C// OLS, OLIP 1986-Dec-15
1877	Wilband, Jason P. Branch: C// OLS, OLIP, P.Eng. 2003-Sep-10	1820	Wylie, David J. Branch: C// OLS, OLIP 1998-Jan-27
1996	Wilcox, Luke G. Branch: C// OLS, OLIP 2016-Jul-26	1866	Yadollahi, Seyed M. Branch: C// OLS, OLIP 2002-Jul-16
1758	Wilkinson, Kenneth D. Branch: C// OLS, OLIP 1994-Jan-11	1916	Yalda, Bahram Branch: C// OLS, OLIP 2008-Sep-03
1675	Williams, Edward J. Branch: C// OLS, OLIP 1990-Jan-23	1807	Yeo, Michael W. Branch: C// OLS, OLIP 1997-May-13
1211	Williams, Peter J. Branch: C// OLS, OLIP 1967-Jan-23	1493	Young, John F. G. Branch: C// OLS, OLIP 1979-Oct-16
1427	Wilson, Paul Branch: C// OLS, OLIP, P.Eng. 1976-Nov-11	1821	Young, Joseph R. Branch: C// OLS, OLIP 1998-Jan-27
1612	Wilton, David Branch: C// OLS, OLIP 1986-Dec-15	1964	Yuen, John Ho-Ting Branch: C// OLS, OLIP 2013-Jul-22

1933	Zaharieva, Yordanka Nikolova Branch: C// OLS, OLIP 2010-Sep-08	1925	Zeng, Zhiqiang Branch: C// OLS, OLIP 2009-Aug-11
1979	Zapata, Juan Diego Branch: C// OLS, OLIP 2015-Jan-19	1835	Zervos, George J.F. Branch: C// OLS, OLIP 1999-Jul-21
		2013	Ziemlewska, Justyna Marzena Branch: C// OLS, OLIP 2017-Jul-24

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– Retired Membership –

(as of March 1, 2019)

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

1772	Agnihotri, Anil Branch: C// OLS, OLIP (RET) 1995-01-25	1502	Bezair, Bernard Branch: C// OLS, OLIP (RET) 1980-07-09
CR203	Amin, Khairul Branch: I// OLS, OLIP (RET) 2011-Feb-24	1565	Bowden, Graham W. Branch: C// OLS, OLIP (RET) 1977-09-27
1543	Ansell, Eric Branch: C// OLS, OLIP (RET) 1982-Dec-06	1565	Bowers, Francis Branch: C// OLS, OLIP (RET), P.Eng., 1973-Jan-29
1498	Aron, Douglas Branch: C// OLS, OLIP (RET) 1979-Dec-07	1274	Brooke, Michael E. Branch: C// OLS, OLIP (RET) 1971-Jun-07
1525	Avis, Roger Branch: C// OLS, OLIP (RET), CLS, MIAS, FRICS 1982-01-25	1553	Brouwers, Bruce Branch: C// OLS, OLIP (RET) 1983-Dec-21
CR206	Baila, Mircea Branch: I// OLS, OLIP (RET) 2013-Feb-28	1237	Brouwers, Harry Branch: C// OLS, OLIP (RET) 1969-Jun-19
1551	Baker, Bruce Branch: C// OLS, OLIP (RET) 1983-Dec-21	CR141	Brubacher, David M. Branch: C// OLS, OLIP (RET) 2002-Feb-21
CR83	Beck, Norman Branch: G// OLS, OLIP (RET) 1991-Nov-19	994	Brubacher, Wayne D. Branch: C// OLS, OLIP (RET) 1959-Jan-14
873	Beninger, William A. Branch: C// OLS, OLIP (RET) 1954-Oct-15	1230	Bruce, Douglas R. Branch: C// OLS, OLIP (RET) 1969-Feb-10

1323	Bunker, Thomas A. Branch: C// OLS, OLIP (RET), CLS, P.Eng., CA 1973-Jan-29	1466	Church, Paul L. Branch: C// OLS, OLIP (RET) 1978-Dec-11
1034	Burton, Ross I. Branch: C// OLS, OLIP (RET) 1959-Nov-25	1443	Clarke, Carlton H. Branch: C// OLS, OLIP (RET) 1978-Jan-18
1017	Callon, Terrance O. Branch: C// OLS, OLIP (RET) 1959-Jul-06	902	Coe, William R. Branch: C// OLS, OLIP (RET) 1955-Nov-28
1314	Cameron, Andrew Branch: C// OLS, OLIP (RET), P.Eng., 1973-Jan-29	CR19	Costello, Barry W. Branch: I// OLS, OLIP (RET) 1990-Jan-23
1652	Campbell, Elizabeth Branch: C// OLS, OLIP (RET) 1988-Dec-19	1413	Cotterill, J. Stanley Branch: C// OLS, OLIP (RET) 1975-Oct-08
1566	Card, Steven J. Branch: C// OLS, OLIP (RET) CLS, ALS, BCLS 1984-Dec-20	1608	Coulas, Timothy A. Branch: C// OLS, OLIP (RET) 1986-Dec-15
1269	Card, William H. Branch: C// OLS, OLIP (RET) 1971-May-26	CR161	Crann, Wayne F.R. Branch: I// OLS, OLIP (RET) 2002-Jun-27
1531	Chau, Marvin M. Branch: C// OLS, OLIP (RET), MHKIS, Accredited Mediator 1982-Jun-04	791	Crewe, Richard H. Branch: C// OLS, OLIP (RET) 1952-May-05
CR160	Christopher, Desmond A. Branch: I// OLS, OLIP (RET) 2002-Jun-27	1704	Cronier, Eric M. Branch: C// OLS, OLIP (RET), LLS 1991-Aug-14

1537	Czerwinski, Tom Branch: C// OLS, OLIP (RET) 1982-Dec-06	1424	Fencott, Robert J. Branch: C// OLS, OLIP (RET), P.Eng. 1976-Jul-15
1304	Daniels, William J. Branch: C// OLS, OLIP (RET) 1972-Jun-20	1059	Fenton, William M. Branch: C// OLS, OLIP (RET) 1960-Aug-26
1939	Davidson, Steven Palmer Branch: C// OLS, OLIP (RET) 2011-Jan-21	1992	Fletcher, Alexander Branch: C// OLS, OLIP (RET) 2016-01-20
1125	Donaldson, Bruce A. Branch: C// OLS, OLIP (RET) 1962-Nov-17	1436	Force, Robert T. Branch: C// OLS, OLIP (RET) 1977-Jun-24
1222	Dotterill, Christopher E. Branch: C// OLS, OLIP (RET) 1968-Jul-11	1311	Forth, Paul F. Branch: C// OLS, OLIP (RET) 1972-Jul-24
1309	Douglas, Robert G. Branch: C// OLS, OLIP (RET) 1972-Jul-11	1359	Fulford, Bruce F. Branch: C// OLS, OLIP (RET) 1973-Dec-27
1115	Emo, Ronald J. Branch: C// OLS, OLIP (RET) 1962-Jul-04	1676	Fulton, Robert J. Branch: C// OLS, OLIP (RET) 1990-Jul-10
1764	Eplett, Dale F. Branch: C// OLS, OLIP (RET), P.Eng. 1994-Aug-17	1545	Gaspirc, Robert J. C. Branch: C// OLS, OLIP (RET), CLS 1982-Dec-06
1408	Endleman, Thomas H. Branch: C// OLS, OLIP (RET), CLS 1975-Jul-11	1332	Glassford, Thomas L. Branch: C// OLS, OLIP (RET) 1973-Jul-24
CR35	Erickson, Caroline A. Branch: G// OLS, OLIP (RET), CLS, P. Eng. 1990-Feb-19	1643	Godwin, Peter J. Branch: C// OLS, OLIP (RET) 1988-Jun-07

1111	Good, Gordon S. Branch: C// OLS, OLIP (RET) 1962-Jun-19	1617	Hogan, J. Russell Branch: C// OLS, OLIP (RET) 1987-Jun-17
1132	Graham, Howard M. Branch: C// OLS, OLIP (RET) 1963-May-07	1360	Hume, Darrell L. Branch: C// OLS, OLIP (RET), CLS 1973-Dec-31
1595	Gregoire, Paul J. Branch: C// OLS, OLIP (RET), CLS 1986-Jun-18	1728	Irwin, Bruce C. Branch: C// OLS, OLIP (RET) 1992-Aug-04
1516	Gunn, Robert C. Branch: C// OLS, OLIP (RET), P.Eng. 1981-Feb-06	CR187	Jaros, Ronald Branch: I// OLS, OLIP (RET) 2002-Aug-29
1118	Gurnett, Edward G. Branch: C// OLS, OLIP (RET) 1962-Sep-17	1646	Jiwani, Zul Branch: C// OLS, OLIP (RET), CLS 1988-Aug-10
1447	Hackett, Richard Branch: C// OLS, OLIP (RET) 1978-Feb-22	CR128	Jones, Darrell W. Branch: I// OLS, OLIP (RET) 2000-Nov-17
941	Hadfield, Colin D. Branch: C// OLS, OLIP (RET) 1957-Jun-19	1282	Jones, Russell W.R. Branch: C// OLS, OLIP (RET) 1971-Sep-13
1503	Halsall, John R. Branch: C// OLS, OLIP (RET) 1980-Jul-09	1449	Karpiel, Ronald S. Branch: C// OLS, OLIP (RET), ALS 1978-Jun-05
1058	Hermanson, Glenn D. Branch: C// OLS, OLIP (RET), CLS 1960-Jun-21	1609	Kidd, Paul Branch: C// OLS, OLIP (RET) 1986-Dec-15
1078	Hill, James L. Branch: C// OLS, OLIP (RET), CLS 1961-May-10	1299	Kirstine, B. Gary Branch: C// OLS, OLIP (RET), P.Eng. 1972-Feb-14

1488	Kowalenko, Walter Branch: C// OLS, OLIP (RET) 1979-Aug-15	1489	MacLeod, Alistair M. Branch: C// OLS, OLIP (RET), CLS 1979-Aug-15
1401	Krupicz, Joseph A. Branch: C// OLS, OLIP (RET), P.Eng. 1975-May-09	1388	Madan, R. Paul Branch: C// OLS, OLIP (RET) 1974-Jul-26
1368	Kupferschmidt, Martin Branch: C// OLS, OLIP (RET) 1974-Jan-10	CR98	Magnanelli, Alfio Branch: C// OLS, OLIP (RET), P. Eng. 1991-Nov-19
1547	Lancaster, Edward M. Branch: C// OLS, OLIP (RET), CLS 1983-Feb-06	1668	Mann, Robert J. Branch: C// OLS, OLIP (RET) 1990-Jan-23
1257	Larocque, Richard Branch: C// OLS, OLIP (RET) 1970-Aug-25	CR70	Marlow, Robert M. Branch: P// OLS, OLIP (RET) 1991-Jan-29
1610	Lawlor, Michael J. Branch: C// OLS, OLIP (RET), AMCT 1986-Dec-15	920	Maughan, Michael J.M. Branch: C// OLS, OLIP (RET), CLS (RET), P.Eng. (RET), 1956-Aug-15
1198	Legros, Leo A. Branch: C// OLS, OLIP (RET) 1966-Aug-03	CR101	McElravy, Gordon Branch: P// OLS, OLIP (RET), CC 1991-Nov-19
CR167	Li, Songnian Branch: I// OLS, OLIP (RET), Ph.D., P.Eng. 2002-Jun-27	1508	McKechnie, Stewart D. Branch: C// OLS, OLIP (RET) 1980-Oct-09
1597	Lymer, Daniel Branch: C// OLS, OLIP (RET), P.Eng. 1986-Jun-18	1137	McKibbon, Ronald G. Branch: C// OLS, OLIP (RET) 1963-May-07
1459	MacIntosh, James A. Branch: C// OLS, OLIP (RET) 1978-Jul-19	1741	McLeod, Daniel J. Branch: C// OLS, OLIP (RET) 1993-Jan-21

1109	McMurphy, Bruce I. Branch: C// OLS, OLIP (RET), CLS 1962-Jun-19	CR208	Oren, Nedim Branch: I// OLS, OLIP (RET) 2016-Jan-20
1584	McPherson, Bruce G. Branch: C// OLS, OLIP (RET), P. Eng. 1985-Dec-18	1169	O'Sullivan, Michael J. Branch: C// OLS, OLIP (RET), CLS 1964-Dec-14
1710	Minnie, Steven J. Branch: C// OLS (RET), BCLS, CLS 1962-Jun-19	1182	Parr, Robert B. Branch: C// OLS, OLIP (RET) 1965-Nov-12
889	Moffatt, W. Harland Branch: C// OLS, OLIP (RET) 1955-Jul-05	1410	Patten, Lynn H. Branch: C// OLS, OLIP (RET) 1975-Jul-11
1623	Moore, William, Branch: C// OLS, OLIP (RET) 1987-Dec-14	1290	Patterson, Douglas W. Branch: C// OLS, OLIP (RET) 1971-Nov-29
1746	Mountjoy, Robert G. Branch: C// OLS, OLIP (RET) 1993-Jan-12	1778	Payette, Marc P. Branch: C// OLS, OLIP (RET) 1995-Apr-21
CR45	Mrstik, Paul F. Branch: G// OLS, OLIP (RET), P.Eng. 1990-Feb-19	2022	Pearlman, Robert Branch: C// OLS, OLIP (RET) 2018-Jan-26
CR170	Nadjiwon, Cathryn A. Branch: I// OLS, OLIP (RET) 2002-Jun-27	1695	Perkins, Kevin D. Branch: C// OLS, OLIP (RET) 1991-Jan-29
1420	O'Donnell, J. Hugh Branch: C// OLS, OLIP (RET), QLS 1975-Dec-10	CR112	Perkins, Stephen Branch: P// OLS, OLIP (RET) 1992-Aug-04
1010	Ogilvie, Donald W. Branch: C// OLS, OLIP (RET), CLS 1959-May-06	1638	Persaud, George M. Branch: C// OLS, OLIP (RET) 1988-Jun-07

1787	Pettit, Bruce D. Branch: C// OLS, OLIP (RET) 1995-10-19	1176	Roberts, Donald E. Branch: C// OLS, OLIP (RET) 1965-05-17
1539	Preiss, Richard A. Branch: C// OLS, OLIP (RET) 1982-Dec-06	1587	Roccaforte, Alfonso Branch: C// OLS, OLIP (RET) 1985-Dec-18
1752	Preston, Gary L. Branch: C// OLS, OLIP (RET) 1993-Aug-18	1096	Rody, Talson E. Branch: C// OLS, OLIP (RET) 1961-Nov-22
1351	Preston, Ronald K. Branch: C// OLS, OLIP (RET) 1973-Nov-22	1140	Roeser, Heinrich L.S. Branch: C// OLS, OLIP (RET) 1963-Dec-04
1421	Pun, Yip K. Branch: C// OLS, OLIP (RET) 1975-Dec-30	1544	Sam-Guindon, Kathryn Branch: C// OLS, OLIP (RET), CLS 1982-Dec-06
1318	Rady-Pentek, Joseph Branch: C// OLS, OLIP (RET), P.Eng. 1972-Dec-19	1260	Sauvé, Peter I.R. Branch: C// OLS, OLIP (RET), CLS 1970-Nov-17
1474	Renaud, Marcel Branch: C// OLS, OLIP (RET) 1979-Feb-20	CR122	Sauvé, Sheryn I. Branch: I// OLS, OLIP (RET) 2000-Jul-19
1342	Redmond, Donald A. Branch: C// OLS, OLIP (RET) 1973-Nov-16	1890	Seleem, Nahed N. Branch: C// OLS, OLIP (RET) 2006-Jan-13
1236	Riddell, Paul A. Branch: C// OLS, OLIP (RET), CLS 1969-Jun-16	1188	Sexton, Christopher A. Branch: C// OLS, OLIP (RET) 1965-Dec-13
1001	Roberts, Anthony F. Branch: C// OLS, OLIP (RET) 1959-Apr-22	1686	Shantz, Murray Branch: C// OLS, OLIP (RET) 1990-Jul-10

1473	Simmonds, Douglas Branch: C// OLS, OLIP (RET) 1974-Jan-03	1428	Strongman, Charles T. Branch: C// OLS, OLIP (RET) 1976-Nov-11
898	Smith, Ralph A. Branch: I/C/P OLS, OLIP (RET), CLS 2003-Sep-11	1431	Stubberfield, William C. Branch: C// OLS, OLIP (RET) P.Eng. 1977-Jun-08
1601	Snell, William D. Branch: C// OLS, OLIP (RET), CLS 1986-Jun-18	CR186	Sussman, Raphael Branch: I// OLS, OLIP (RET) 2002-Aug-26
1712	Snucins, Erik P. Branch: C// OLS, OLIP (RET) 1991-Aug-04	1326	Taggart, Ross W. Branch: C// OLS, OLIP (RET), P.Eng. 1973-Feb-04
CR52	Srom, Jaromir Branch: G// OLS, OLIP (RET), P.Eng. 1990-Jul-10	1426	Tamblyn, Bryan W. Branch: C// OLS, OLIP (RET) 1976-Jul-15
1365	Stassen, Bastian J. Branch: C// OLS, OLIP (RET) 1974-Jan-03	CR185	Tarantino, Giovanni Branch: I// OLS, OLIP (RET) 2002-Aug-19
1469	Statham, James S. Branch: C// OLS, OLIP (RET), CLS 1979-Feb-07	1603	Thorpe, Peter Branch: C// OLS, OLIP (RET) 1986-Jun-18
1164	Stewart, Robert Craig Branch: C// OLS, OLIP (RET) 1964-Nov-17	1823	Ting, Eric Branch: C// OLS, OLIP (RET) 1998-Aug-12
1513	Stirling, Robert D. Branch: C// OLS, OLIP (RET) CLS 1980-Dec-05	1279	Trivers, Colin G. Branch: C// OLS, OLIP (RET), P.Eng. 1971-Jul-30
1444	Stringer, Peter J. Branch: C// OLS, OLIP (RET), CLS, BCLS 1978-Jan-18	1604	Tulloch, Michael F. Branch: C// OLS, OLIP (RET), CLS, P.Eng. 1986-Jun-18

1155	Van Harten, Menno P. Branch: C// OLS, OLIP (RET) 1964-May-08	1035	Welsman, Roger R. Branch: C// OLS, OLIP (RET) 1959-Nov-25
1355	Vaughan, Brian G. Branch: C// OLS, OLIP (RET) 1973-Nov-26	783	Wiseman, Kenneth Branch: C// OLS, OLIP (RET) 1951-Dec-10
1259	Vinklers, John Branch: C// OLS, OLIP (RET), P.Eng. 1970-Nov-16	856	Wood, Gordon H. Branch: C// OLS, OLIP (RET), P.Eng. 1954-May-20
CR139	Wallace, Michael J. Branch: I// OLS, OLIP (RET) 2001-Sep-12	1344	Wyman, Paul C. Branch: C// OLS, OLIP (RET) 1973-Nov-16
1504	Watson, Mark T. Branch: I// OLS, OLIP (RET) 1980-Jul-09		