



ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

Public Protection



Pride in Profession



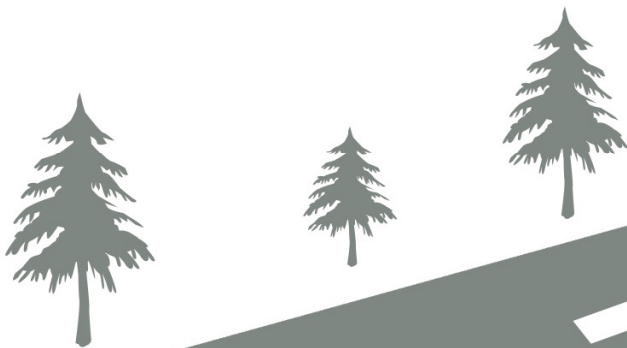
2008 Annual Report

Mission

Protect the public by regulating geoscience in Ontario and advancing professional practice.

Vision

To be the leader of the geoscience professions for the benefit of society and the Association's members.



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Preface

This is the Association of Professional Geoscientists of Ontario's (APGO) sixth Annual Report to the Minister Northern Development and Mines, the APGO membership and the Ontario public. The purpose of this report is to present a comprehensive overview of the Association's activities during the past year for the benefit of the identified stakeholders and others.

Under the guidance of the APGO Council, the staff worked with the various volunteer committees to attain many of the Association's 2008 objectives. The summary reports on committee activities for 2008 are presented on the following pages.

The Association is currently focussing on three key areas as per the Strategic Plan developed in early 2008:

- Governance;
- Enforcement & Compliance; and
- Communications.

The Association continued to fulfill its duties in the areas of Registration, Complaints and Discipline, Professional Practice and Continuing Professional Development (CPD).

Nationally, the APGO continues to work with other professional geoscience associations and the Canadian Council of Professional Geoscientists (CCPG). The goal of attaining nation-wide harmonization of knowledge and experience standards was met in May of 2008 at the CCPG Annual General Meeting as the Canadian Geoscience Standards Board Knowledge and Experience Requirements for Professional Registration in Canada were accepted by all regulated jurisdictions. These standards will facilitate mobility nationally. The Association also consulted with the Ministry of Training, Colleges and Universities and the Ministry of Northern Development and Mines to ensure that the Association would attain compliance under the Agreement on Internal Trade which comes into effect August 2009. As well, the APGO maintains an open dialogue with all geoscience regulated jurisdictions in order to better protect the public and to provide member service.

The APGO has also worked closely this year with a variety of government ministries and offices in order to continually improve public protection and to ensure that current and future members are represented at the government level.

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Letter to the Minister of Northern Development and Mines

May 3, 2009

The Honourable Michael Gravelle
Minister of Northern Development and Mines
99 Wellesley Street West
Whitney Block, Room 5630
Toronto, ON M7A 1W3

Dear Minister Gravelle,

On behalf of the Council of the Association of Geoscientists of Ontario (APGO), its committees and staff, it gives me great pleasure to present you with the APGO's 2008 Annual Report. This report summarizes the various activities of the Association as well as individual reports from the President, Vice President, Executive Director and various committees of the APGO reporting on activities in the past year. The audited financial report for 2008 and a complete listing of volunteers that contributed to the success of the Association this past year is included. We trust that you will find the APGO continues to meet our mandate, and that the Association is effectively governing the profession of geoscience in Ontario.

APGO has moved from a 'start up' to a mature professional organization with an increase in license holders to 1,458 at the end of 2008. Our membership number places APGO as the second largest geoscience association in Canada, and during 2008 we continued to work with our sister organizations in the other provinces and territories towards national mobility for professional geoscientists. A major step towards national mobility occurred in June 2008 with acceptance of the Geoscience Knowledge and Experience Requirements for Professional Registration in Canada by the Canadian Council of Professional Geoscientists. This is a key aspect to ensuring that all applicants, regardless of the jurisdiction in which they apply and reside, must meet a common national standard and can be licensed to practice in Ontario. Conversely this initiative, in and of itself, will help ensure that, going forward, geoscientists registered in Ontario are AIT compliant and will have access to practice geoscience in other Canadian jurisdictions. The ideal of national mobility has been a core value of APGO since its inception.

To meet the demands of a growing membership base and to highlight to the public the function and role of geoscience, the Association undertook a complete redesign of our Website in 2008, with a successful launch in early 2009. The key in the redesign process was the integration of a portal based database to facilitate ease of use and reduce duplication of effort in the APGO office. With a new user interface, new architecture, new navigation, and expanded content, the website is a valuable resource to our members and the public.

Another major initiative in 2008 was work undertaken with the Office of the Fairness Commissioner under the Fair Access to the Regulated Professions Act. APGO was one of the first professional regulatory bodies in Ontario to undergo the Fair Registration Practices Audit. The APGO Office worked very closely with the OFC staff as the process for the Audit was being developed to ensure that other professional associations being audited in the future would have an exemplary example to follow. The Association has also filed the Registration Practices Annual Report with the OFC and posted the report to the APGO website.

I would like to take this opportunity to thank you and the staff of your Ministry for the close working relationship that we enjoyed in 2008 and we look forward to its continuation moving into 2009 and beyond.

The APGO trusts that you find the Annual Report interesting and informative.

Sincerely,

Gregory C. Finn, Ph.D., P.Geo.
President

President's Report



During 2008 I had the honour to serve as Vice President and President of APGO, taking on the former role at the 2008 Annual General Meeting. I had been away from council

for several years prior to returning in 2007 and I am pleased to report to the membership that Council has functioned, is functioning and will continue to function in a focused and efficient manner to promote professional geoscience in Ontario. I would like to thank my colleagues on Council, the office staff and the members for their support over this past year. At this time I would like to take this opportunity to highlight some of the work undertaken by Council and its impact on you, the members.

In 2008 APGO saw its membership continue to increase, with 1,534 members as of December 31, 2008. As a result of this increase in membership APGO is moving towards a mature professional organization, after only 8 years. Concurrent with this growth APGO has increased the office staff to include part-time support for Communications and full-time support for Enforcement and Compliance. Both of these positions will result in improved support to our members.

The continued success of the APGO relies on continuing membership growth and that growth must come from new members - the largest pool of which are those students enrolled in geoscience programs offered at Ontario Universities. In 2007, the last year for which data is available, students in years 2 through 4 enrolled in geoscience programs numbered 1020, and in 2008 there were less than 25 student members of APGO. In that same year there were 246 graduates of these same geoscience programs and yet our membership did not see a corresponding increase in the number of applicants as Geoscientists-in-Training. Council undertook several initiatives to encourage students to become members and for graduates to apply for G.I.T. status. These included presentations by Regional Councillors at those Universities in their region to promote pride in

our profession, support for student functions and, most importantly, Council approved the removal of the student membership fee. This activity will be followed up in the fall of 2009 with communication to the university geoscience departments promoting student membership in APGO.

In 2008 Council made the decision to undertake a complete redesign of the APGO website, with the ultimate goal of making it user friendly and topical for members and the public. The key in the redesign process was the integration of a database in the backend to facilitate ease of use and reduce duplication of effort in the office. The new website was launched in early 2009 with a new user interface, new architecture and new navigation. Through the protected member portal under the 'Members Only Area', members are able to update their own information, participate in various discussion forums, renew their membership and pay their annual dues online. In addition a searchable member and Certificate of Authorization listing is available to all members and the public. For new members the application process can now be completed on-line. Other components of the website include areas for the internationally trained, geoscience students and a section targeted to the general public. The true benefit to the re-design is that the office now has direct access with the ability to carry out updates immediately, without having to rely on a third party.

One of the most significant achievements in 2008 occurred at the annual general meeting of the Canadian Council of Professional Geoscientists (CCPG) in June in Winnipeg. After four years of consultation among the various Constituent Associations (CA), the broader geoscience community and various stakeholders, the CCPG accepted the Canadian Geoscience Standards Board Geoscience recommended Knowledge and Work Experience Requirements for registration. These revised guidelines form the standards to which all applicants, in any CA across the country will be held when applying for membership. The adoption of the guidelines will facilitate mobility of geoscientists across Canada. Since its inception one of the major goals of APGO has been to work towards mobility of its members. Linking in the acceptance of the guidelines is the Agreement on Internal Trade, to come into effect in August 2009 to address the mobility of individuals from all professions on a national level.

At each Council meeting throughout the year the strategic plan, developed last year under Past-President Steve Usher, was reviewed and progress documented. Council continues to work through the plan assessing the status of each objective, ensuring it is on target and scheduled for completion to make certain that the Association continues moving forward to meet its Mission and Vision.

At the Annual General Meeting I will be passing the gavel to the incoming President Mr. Stephen Wilson, P.Geo. I want to extend my support to the new President and the Council for the 2009 year. I would also like to express my gratitude to two groups of individuals, without whom the association would not be as successful. First, the APGO Office staff for their dedication to the Association - they are the first line of contact with the members and ensure that the day to day operations run smoothly (the next time you call the office thank them). Secondly, the many volunteers, who contribute to the success of the Association by serving on committees and taking on various tasks when called upon. These individuals often work in the background, after normal business hours, and collectively contribute to the success of the Association of Professional Geoscientists of Ontario.

Gregory C. Finn, Ph.D., P.Geo.
President

Vice President's Report



For the past six years I have been honoured to have been elected to serve the profession of geoscience in Ontario as a member of APGO Council. Over the time that I have spent on Council I have always been impressed by the capability and dedication of

the individual Councillors and their somewhat remarkable ability to work together to achieve a common goal. The past year was no different in this regard and I am confident that we will continue to be a cohesive and productive team during my term as your president for 2009-2010.

I would like especially to thank outgoing President, Greg Finn, P.Geo., for his considerable

contribution to our success, not just in the past year of his presidency but over many years. Greg was not on APGO Council between 2004 and 2007, but he was still actively involved in issues critical to the profession as a member, and then as Chair of the Canadian Geoscience Standard Board. The Association and its members owe him a large debt of thanks.

Over the past few years, but especially in 2008, I have noted the continuing evolution of the Association. We have transitioned from a hectic start-up, with a staggering to-do list and not enough bodies or the budget to do it, to a rapidly maturing regulator with resources to address all of the functions and duties that must be undertaken by a regulator in Ontario. In particular, it was gratifying to see the addition in 2008 of an Enforcement and Compliance Coordinator and a Communications Coordinator to APGO staff to assist with these vital functions. Since the beginning of the Association, APGO staff always hit well above their weight, but often didn't have the time or resources to check off the entire wish list of Council. The addition of some more "weight" will hopefully both reduce the workload of the staff to manageable levels and increase the ability of the Association to fulfill its responsibilities to the public and the members.

In the remainder of 2009 and into 2010, I anticipate that we will see continued evolution of the APGO. The Strategic Plan developed in early 2008 will continue to guide the efforts of the Association, with concentration on the three key areas of governance, enforcement and compliance, and communications. The governance efforts will continue to guide an Association that operates under clear, well defined rules and procedures. The increased enforcement and compliance efforts of the APGO have already resulted in unlicensed practitioners seeking registration and I expect that trend to continue. It is also likely that these measures will lead to the first legal injunction(s) against unlicensed practitioners and/or companies. Such injunctions will further protect the public, the environment and the reputation of the profession of geoscience itself from those individuals who continue to practise geoscience without as yet having been assessed by the Registration Committee/Registrar as having met the required knowledge and experience standards for the profession. Communications efforts such as the redesigned web site, and Field Notes e-newsletter, plus the increasing presence of APGO

staff and/or Councillors at various functions will continue to raise the profile of the Association and the profession.

I look forward to the next year and working with Council, APGO staff, and the many volunteers that are vital to the Association, and to further the goals of the organization and this great profession.

Stephen Wilson, P.Geo.
Vice President

Executive Director's Report



It is my pleasure to report that much was accomplished over the 2008 year on behalf of the public and the APGO members. APGO volunteer members and staff were involved in a wide variety of areas concerning professional geoscience including: administration, regulation consultation, governance, mobility within Canada particularly as affected by the Agreement on Internal Trade, registration fair practices under the Office of the Fairness Commissioner, design and implementation of the Association's new website and database, the Association's inaugural online salary survey, and consultation on and acceptance of the Canadian Council of Professional Geoscientists Canadian Geoscience Standards Board Geoscience Knowledge and Experience Requirements for Professional Registration in Canada.

Operations and Administration

In early 2008 Council and invited guests met to review the Association's goals and objectives, review the old strategic plan and generate a new strategic plan to guide the Association into the future. During a day long session three distinct areas of focus emerged on which the new strategic plan is based: Governance, Enforcement & Compliance, and Communication with all stakeholders. Specific goals were identified and a three-year plan implemented. The Strategic Plan is reviewed and updated at each Council meeting to ensure the Association is moving toward the goals that have been set.

The Association continues to experience reasonable growth and is on sound financial

footing. The APGO experienced an excess of revenue over expenditure for 2008 which allowed growth of the Contingency Reserve Fund, by \$105,606. This will allow the goal of fully funding the Contingency Reserve Fund by the end of 2009 to be achieved. The Fund remains to ensure that APGO has the financial resources should it be faced with defending any legal challenges. The Fund is monitored annually and will be adjusted from time to time to assure that future requirements will be met. The General Fund created in 2007 to contend with anticipated web expense, legal fees, and the Fair Access to the Regulated Profession Act audit was utilized for the purposes for which it was intended.

Staffing

The latter half of 2008 saw several staff changes at the offices of the APGO. I am pleased to report the addition to the office of the full-time Enforcement & Compliance Coordinator, Mr. Gerald Smith, and the part-time Communications Coordinator, Mr. Bernard Kradjian.

Mr. Smith will be focussing on locating and contacting those individuals who appear to be practising professional geoscience in Ontario without being duly registered as per the *Professional Geoscientists Act, 2000*. He will also be seeking compliance from those organizations which appear to be offering professional geoscience services and, as stipulated in the Act, may require a Certificate of Authorization. Mr. Smith's efforts will help to protect both the public and the reputation of professional geoscience by ensuring that all those who are practising professional geoscience are qualified to do so, having met the prescribed requirements.

Mr. Kradjian produces materials for the Association's communication and outreach. Mr. Kradjian maintains the Association's website, creates copy for the promotion of professional geoscience to both the public and those who are not yet licensed, produces the Association's newsletter – Field Notes, and any other publications or creative materials the Association may require.

Mr. Smith's and Mr. Kradjian's efforts on behalf of the Association are greatly appreciated as are the efforts of all office staff.

Staff

A. Benjamin – Assistant to the Registrar

G. Smith – Enforcement & Compliance
Coordinator
B. Kradjian – Communications Coordinator
M. Meyer – Bookkeeper

Regulation Consultations

The Environment Subcommittee and Brownfields Subcommittee continued to be very active throughout the year. Consultation sessions were held with the Ministry of the Environment with regards to Brownfields Regulation 153/04 and comments on the revisions were supplied by the APGO with the input of the Brownfields Subcommittee, the Environment Subcommittee and APGO members. Consultation and update sessions were held for Association members and for any interested non-members by the Brownfields Subcommittee.

As well, the Mining Act consultation sessions were attended by APGO staff and members and suggested revisions were reviewed by the Geology Subcommittee. These revisions continue to be monitored by staff and the Geology Subcommittee.

Mobility

During the course of 2008 the APGO worked closely with the Canadian Council of Professional Geoscientists (CCPG), other geoscience regulated jurisdictions in Canada, the Ministry of Training, Colleges and Universities, and the Ministry of Northern Development and Mines, as all jurisdictions worked toward mobility of all professions under the Agreement on Internal Trade (AIT). Many meetings and consultation sessions were attended by office staff. Council reviewed the results of these meetings and were pro-active in taking action to ensure compliance of the APGO under the AIT and Canadian mobility for the Association's members. Although all professional geoscientists will continue to be required to register in each jurisdiction in which they work (with the exception of the Yukon and Prince Edward Island where geoscience is not regulated) the Agreement on Internal Trade will greatly facilitate membership transference to the various jurisdictions.

During the CCPG Annual General Meeting (AGM) in 2008, the Inter-Association Mobility Agreement (IAMA) was extended to the following AGM while the Agreement on Internal Trade was under discussion by the various provincial governments. At the same AGM, the revised Geoscience Knowledge and Experience

Requirements for Professional Registration in Canada were accepted by geoscience regulated Canadian jurisdictions. This agreement on the national requirements for geoscience registration will greatly facilitate mobility in Canada going forward.

Fair Access to Regulated Professions Act

The Fair Access to Regulated Professions Act, 2006 resulted in the creation of the Office of the Fairness Commissioner (OFC). This agency was established in April 2007 and, as per its mandate, the agency is to ensure that Ontario's regulated professions have registration practices that are transparent, objective, impartial and fair, regardless of where an individual was educated and trained.

The APGO was one of the first regulated professions to undergo the Registration Practices Audit as is required by all regulated professions under FARPA. A process auditor was selected and hired in mid-2008. The audit of the registration practices of the APGO was conducted in the fall of 2008. In the auditor's report dated October 7, 2008, it was the auditor's opinion that "... for the year ended July 15, 2008, the APGO was in compliance, in all material respects, with the criteria established in the FARPA, with parts II and III of the FARPA and with sections 19, 20, 22, 23, 24 and 25 contained in part VI." The full report will be made available on the OFC website and on the APGO website.

Complaints and Discipline

The APGO continues to fulfill its mandate to protect the public through regulation via the complaints and discipline process. All complaints filed with the APGO will continue to be carefully reviewed by the Complaints Committee and the findings of the Committee will determine further action.

Member Services

APGO members continue to benefit from the services negotiated on their behalf. Through a number of consultation sessions, APGO members are now able to avail themselves of Professional Liability Insurance opportunities arranged by the Association. Other services include Secondary Liability Insurance coverage included with the membership dues; job and resume postings on the website; and an online searchable member and Certificate of Authorization listing. A variety of other insurance needs may be met through APGO's link with the Engineers Canada insurance

offers. Field Notes, the Association's e-newsletter, was distributed on a regular basis to inform members of happenings and events of interest to the geoscience community. Currently, members continue to be notified of events that may be of interest to them via email.

Work on the new APGO website and integrated membership database continued throughout 2008.

As well, the APGO, in cooperation with the Ordre des géologues du Québec (OGQ), undertook the Association's first salary survey. This survey was conducted online on behalf of both APGO and OGQ by the consulting company InfoFeedback. The results of the survey will be delivered in early 2009.

Appreciation

I would like to extend sincere appreciation, on

behalf of both myself and all APGO members, to the dedicated staff and volunteers who continue to drive the Association forward as a geoscience regulator leader. This organization succeeds due to the commitment of its volunteers and the outstanding effort of the office support staff. The time and effort which volunteers devote to the Association is humbling. As the Executive Director & Registrar I would particularly like to thank the President, Executive Committee, Council and the many APGO committee chairs and committee members who have contributed in so many ways, giving up their valuable time in order to serve the Association. Their counsel, commitment and devotion to high ideals are greatly appreciated.

Andrea Waldie, P.Geo.
Executive Director

Registrations as of December 31, 2008

Membership Class	At December 31, 2008	At December 31, 2007
Full P.Geo.	1431	1348
Temporary P.Geo.	15	13
Limited P.Geo.	12	9
Non-Practising P.Geo.	13	9
Geoscientist-in-Training	63	66
Student	28	19
TOTAL	1562	1464

Number of Certificates of Authorization Issues	
At December 31, 2008	At December 31, 2007
153	144

Committee Reports

Registration

Jim Steel, P.Geo. - Chair

Andrea Waldie, P.Geo. - Registrar

The registration process for both individual memberships and Certificates of Authorization (Cs of A), those entities offering or providing professional geoscience services directly to the public, continued at the expected pace throughout 2008.

During the year, APGO's Registration Committee met five times to review both new and deferred memberships and C of A applications and to review policies and procedures. The Committee also provided invaluable input on the draft versions of the Canadian Geoscience Standards Board Geoscience Knowledge and Experience Requirements for Professional Registration in Canada. As in previous years, the Association owes a huge debt of gratitude to the volunteers on the Registration Committee who have put in many hours assessing applications.

Membership Registrations

As at December 31, 2008, APGO's membership breakdown by class was as follows:

- 1, 431 P.Geo. (Full unrestricted Practising)
- 12 P.Geo. (Limited)
- 15 P.Geo. (Temporary)
- 13 P.Geo. (Non-practising)
- 63 Geoscientist-in-Training
- 28 Students

By year-end APGO had received a total of 2,039 applications from the time of its inception, including the 154 applications received in 2008.

To search a list of current members in good standing, please visit the APGO website at:
<http://www.apgo.net/membersearch.php>.

Certificates of Authorization

As of December 31, 2008, APGO had issued a total of 153 Certificates of Authorization (Cs of A), to firms offering or providing professional geoscience service(s) in Ontario. The number of Cs of A is categorized as shown below:

- 91 One Practitioner (47 Environmental; 36 Geology; 8 Geophysics)

- 21 Two Practitioners (15 Environmental; 4 Geology; 2 Geophysics)
- 41 Three or more Practitioners (25 Environmental; 14 Geology; 2 Geophysics)

To search a list of current Certificates of Authorization in good standing, please visit the APGO website at:

<http://www.apgo.net/companysearch.php>

Appeals of the Decision of the Registration Committee

The APGO also has a formal independent appeal procedure to allow for reconsideration of applications for membership or Certificates of Authorization that are denied by the Registration Committee. Appeal hearings are conducted under the provisions of the Statutory Procedures Act and take place before a special panel of the APGO Council. Each applicant is provided with the opportunity to appeal the decision of the Registration Committee.

During 2008, there were no appeals of the decisions of the Registration Committee.

Suspensions

The Registrar has the power, under the Act, to suspend a member's licence. Suspensions during 2008 resulted from such issues as non-payment of annual membership dues within the time-frame (as set out in the By-Laws), or from not successfully completing the Professional Practice and Ethics exam within the time frame stipulated in the Registration Regulation (O.Reg. 59/01).

In many cases, these issues were addressed and full licensure was restored. In a few very isolated cases, failure to act upon the suspensions resulted in licences being subsequently revoked by the Council.

During 2008, the following suspensions were issued:

- 13 for non-payment of annual membership dues.

As at December 31, 2008, 8 membership suspensions remained in effect.

There were no suspensions issued in 2008 for sanctions imposed as a result of the decisions of the Discipline Committee.

Professional Practice & Ethics Examination

During 2008, 128 APGO members or applicants registered to write the Professional Practice and Ethics (PPE) examination. The exams are held across Canada each year on a quarterly basis in January, April, July and October. The APGO and eight other jurisdictions in Canada provide this service. For the three-hour APGO version of the exam, candidates must answer 120 multiple-choice questions and a 30-minute essay question. One hundred of the multiple-choice questions are based on national issues, while 20 are specific to professional practice and ethics as they apply to undertaking professional geoscience activity in Ontario.

Because of the geographic dispersion of APGO members throughout Ontario, across Canada and around the world, the Association continued to make the arrangements for candidates to sit the exam at any location, provided suitable facilities and a professionally registered proctor could be arranged. In 2008, applicants wrote in 12 cities in Ontario, 3 wrote in other provinces, and 3 wrote out-of-country (Tel Aviv, Qatar and China). The APGO strives to be inclusive while maintaining the standards set by the profession.

Once again, on behalf of the Association and all those who sat the NPPE exam during 2008, we would like to extend our gratitude to our many volunteer members who served as proctors at the many sittings throughout the year.

DR. DAVID L. CHARLESWORTH, P.Geo.

The Registration Committee would also like to note the passing of a valued member, Dr. David Charlesworth, P.Geo. His thoughtful opinions, considered input and quiet sense of humour will be greatly missed.

Complaints

Milan Situm, P.Geo. – Chair

The Complaints Committee function is to review complaints received by the Registrar or the Association. The committee is currently comprised of 15 members.

The last complaints committee meeting was held in June 2007. There were no complaints referred to the Committee in 2008 and no panels convened to address a complaint.

Discipline

Roger Woeller, P.Geo. – Chair

The Discipline Committee was not called upon to convene any hearings or supply a panel during the 2008 year.

Discipline Committee activities for 2008 started with an initial meeting and training session convened on June 6, 2008. This session was held in conjunction with the APGO AGM in Toronto. The session was presented by Carol Street LLB (independent legal council to the Discipline Committee) and was well attended by Committee members and members of the APGO board. It is recommended that this training be undertaken annually as a refresher for members of the Committee, and orientation tool for board members and new members to the Discipline Committee. Another session is currently planned for June 2009 AGM.

Teleconferences were attended by committee members and the executive director on a quarterly basis during 2008 to ensure that information was disseminated and to undertake the business of the committee.

The committee has appointed a Standing Hearing Panel of member and public non-members with alternates and is on call as required.

Enforcement and Compliance

Stephen Wilson, P.Geo. – Chair

The Enforcement and Compliance Committee is responsible for working with the Executive Director/Registrar and APGO staff to ensure that the practicing geoscientists and firms offering geoscience services to the public in Ontario are appropriately licensed to do so. The committee's primary function is to provide policy and guidance to the Registrar and staff of the Association. The registrar is an ex-officio

member of the committee. The committee reports to Council.

The activities and accomplishments of the Enforcement and Compliance Committee for 2008 included:

- Assisted the ED/R in familiarizing the new enforcement staff with the requirements of the Association in regards to enforcement of the Act and regulations;
- Provided guidance to APGO staff regarding the existing policies and procedures related to compliance and enforcement;
- Updated the list of tasks for the APGO and staff to focus on with respect to enforcement and compliance,
- Assisted staff with research and interpretation of specific instances of potential non-compliance with the Professional Geoscientists Act and to determine the appropriate action for the Association;
- Worked with the ED/R and staff to organize and update the enforcement and compliance database as required.

The Association retained a full-time enforcement & compliance coordinator in 2008, and the APGO's enforcement and compliance efforts have substantially increased. The Committee looks forward to working with the ED/R and staff to continue this initiative in 2009. An expected initiative will be for the Committee to help staff determine the appropriate response of the Association to chronic offenders, complicated files and for those instances of non-compliance that pose a serious or immediate risk to the public and/or the environment.

Governance

Karen Ford, M.B.A., C.M.A. – Chair

The mandate of the Governance Committee is to monitor the overall function of Council and the Association to ensure compliance with the Act, Regulations and By-laws and adherence to all other pertinent standards and practices of a self-regulating professional association.

The Governance Committee meets to address specific issues as they arise.

Documented practices and procedures with regard to annual governance assessment of Council, Standing Committees and sub-Committees continue to be reviewed, updated and/or written as required and in accordance with the Strategic Plan of the APGO. These include:

- Review and update of terms of reference to ensure completeness and consistency
- Review and update of existing operational compliance practices
- Review and update of policies and procedures for Council, Standing Committees, subcommittees
- Review and update document-management policies and procedures
- Review and update staff management policies and practices
- Review and update professional practice guidelines

In addition to the above, the Governance committee was involved in assisting with the preparation of the first audit of the APGO by the Office of the Fairness Commissioner.

The Governance Committee takes to Council those items that require Council review and acceptance.

Finance

**Kristin Hanson, M.Sc., P.Geo. – Chair/
Treasurer**

The primary functions of the Finance Committee are to ensure that the financial policies and procedures of the Association are followed and to review operating costs and performance of the Association against its budget and expenditure projections. The Finance Committee has two subcommittees – the Audit and Compensation Subcommittee, and the Budget Subcommittee. As in previous years, the Treasurer and the Finance Committee reviewed the Association's annual budget (which controls APGO's activities), the Auditors' Report and Audited Financial Statements (which certify the details of APGO's operations) and discussed any issues that arose with the Executive Director/Registrar and obtained clarifications during the year, to ensure that the final documents are accurate. The Association's year-

to-date financial statements were reviewed in the same manner on a monthly basis.

In 2008, the Association was able to make a contribution of \$105,606 to the Contingency Reserve Fund (CRF), achieving the goal of fully funding the CRF by the end of 2009. This goal was set by Council in 2004, for a start-up Association dealing with typical start up challenges, including financial challenges. The purpose of the CRF is to ensure the Association has the financial capability to continue operations in the event it must defend itself against a legal challenge. By fully funding the CRF, we can now be confident that the APGO can continue its operations in the face of a legal challenge, and can continue to grow and achieve its mission and vision through driving its strategic plan.

Insurance Advisory

Bill Stiebel, P.Geo. - Chair

The Insurance Advisory Committee (IAC) is mandated to ensure APGO has appropriate insurance in place to enable Council to regulate the profession in accordance with the Act, and to review/oversee group insurance plans offered as a member service.

In November 2008 the IAC and Executive Committee undertook a review of APGO's overall coverage requirements to ensure limits and coverage were appropriate for the Association and members. As a result of this review, overall insurance coverage has been revised and coverage increased where appropriate, in accordance with market conditions and overall APGO activities. Council and committee members are appropriately covered with respect to Directors and Officers liability and Professional liability insurance to undertake the affairs of the Association. Comprehensive General Liability insurance is also in place to protect the conduct of the Association.

In 2008, APGO was invited to join the Professional Liability Group Plan that the Prospectors Association of Canada (PDAC) had recently arranged access to for PDAC Members. The offered plan was reviewed with PDAC and the carrier to ensure the coverage offered

reflected the varied and multi-disciplinary nature of professional geoscience practice. Access to this new PLI group coverage for professional geoscience practice, as well as other insurance products related to business coverage, is now available to all APGO members.

All members in good standing of APGO, through its membership in CCPG, are automatically covered by Secondary Professional Liability Insurance (SPLI). This SPLI provides coverage to any member should they receive a third party claim resulting from the provision of professional geoscience advice or opinion in an activity not related to their primary employment. This coverage is automatically provided and included with member's annual dues.

APGO members are also able to take advantage of Group rates for personal Life Insurance and other personal financial management products and advice from Manulife. Members are able to accept these services for their personal consideration or those offered by another insurer.

Additional information about Professional Liability Insurance, SPLI, personal insurance services from Manulife, and other benefits of membership in APGO is provided on the APGO website.

Nominations

Steven Usher, P.Geo. - Chair

In early 2008 the nominations committee chaired by Maureen Jensen, P.Geo., identified candidates for those elected Council positions open at the end of Council's 2007-2008 term. These positions were successfully filled in the 2008 election and the chair turned over to Steven Usher, P.Geo., for the last half of 2008.

The nominations committee is most active in the latter half of each year. The committee was charged with identifying and encouraging candidates for several positions coming open for the new Council for 2009-2010. These included: Vice President, two councillors at large, and the south-west regional councillor. Five candidates came forward and will participate in the election in early 2009.

Based on this report, this committee feels it has discharged its duty in 2008. We wish to thank Andrea Waldie and staff for their support in making the process run on time each and every year.

Non-Members Appointment

Matt Hollands, R.P.F., M.B.A. – Chair

The non-APGO member public appointees contribute to Council through sharing their diverse and qualified insight and their wealth of experience in business sectors and professions outside of geoscience to assist Council with the administration of this self-governing body.

The non-member public appointees consider decisions of Council from the viewpoint of the public of Ontario. The Act stipulates that the public appointees participate on key APGO Committees including the Complaints Committee, the Discipline Committee, and the Executive Committee as well as participation on special panels required to review registration appeals. Non-member public appointees have satisfied this mandate during the 2008 year.

There are five non-member appointee positions on the Council:

- One Non-member Lieutenant Governor-in-Council Appointee (LGA)
- Four Non-member Appointees.

The non-member public appointees embrace their role on Council with passion, dedication and professionalism as do their fellow member Councillors.

Term of Non-members:

Matt Hollands, R.P.F., M.B.A. – Chair May 31, 2009

Karen Ford, M.B.A., C.M.A. – May 31, 2010

Dorene Weston, M.B.A., LGA Appointee – May 31, 2010

Amy Stephenson, M.B.A., C.F.A. – May 31, 2011

Donald Johnston, LL.B. – May 31, 2011

The Non-Member Public Appointee Committee thanks outgoing committee chair Matt Hollands (Hollands Forestry Consulting) for his contribution and dedication to the APGO Council

and Executive Committee. Mr. Hollands provided sound and considered advice to Council and Executive during his term. The Association and members of the committee wish him every success with his consulting practice.

Professional Practice Committee

Bill Stiebel, P. Geo. – Chair

The Professional Practice Committee (PPC) is a Standing Committee of Council mandated to develop guidelines and standards for the practise of professional geoscience, develop an ongoing program of professional development, maintain standards of professional ethics, and address other matters of professional practise as may arise from time to time. The PPC meets on a planned basis or as the case may arise to address specific issues of an urgent nature.

The PPC has four subcommittees: Mining Practice (Geology), Environmental Geoscience, Geophysics and Continuing Professional Development through which the principal activities of the PPC are conducted. These subcommittees are very important to members since they develop the standards of practice that govern how members should conduct their professional activities, and maintain currency in professional practise. The subcommittees also interact with other regulatory agencies on behalf of APGO to advice on proposed legislation that may affect geoscience practise. The PPC meets to deliberate matters referred from APGO Council and the subcommittees, to provide direction to the subcommittees regarding issues to be addressed, and to recommend to Executive Committee as appropriate specific professional practice issues for deliberation and approval by APGO Council. The Chairs of the PPC subcommittees are also PPC members.

The Environmental Geosciences Subcommittee, Brownfields Subcommittee and Geology Subcommittee have been the most active throughout 2008. This is due to the large amount of regulation being developed that effects the practice of geoscience, as well as public education respecting the geosciences, in areas such as mining, groundwater protection and use, and the remediation of contaminated and brownfield sites.

Some of the key activities of the PPC during the 2008 Council year are summarized in the following:

- Review and comment to the Ministry of the Environment (MOE) on proposed application of wellhead protection plans to small hamlets and private rural properties;
- Consultation with the MOE SDB on the proposed amendments to standards under the Record of Site Condition (RSC) Regulation 153/04;
- Ongoing consultation with the MOE regarding the proposed amendments to Qualified Persons to comply with the amended requirements of the RSC Regulation 153/04, as well as participation in various Brownfield's working groups to develop mandatory Phase 1 and 2 Environmental Site Assessment (ESA) standards to meet the RSC requirements.
- Membership at the MMAH Minister's Stakeholder Group on Brownfields Redevelopment; and,
- Review and comment on proposed changes under the Ontario Mining Act.

During 2009, the PPC will continue to work with the PPC subcommittees to provide guidance and review for different areas of geoscience practice based on the application of geoscience principles, experience and use of professional geoscience.

The roster of senior practitioners in different disciplines will be updated to support any professional practice complaint issues as needed. A review of the CPD requirements and reporting process will also be undertaken.

The activities and plans of the various PPC subcommittees are summarized in separate subcommittee reports. The committees could not function without the dedication and volunteer time of members, and their contributions to the Association and their furthering of the geoscience profession is very much appreciated.

Subcommittee Reports

Geology Subcommittee

Rohan Millar, P.Geo. - Chair

The Geology Subcommittee of the APGO meets to address mining and mineral exploration issues, as they arise, and as they pertain to professional geoscience; and to develop the standards of practice that govern how members should conduct their professional activities and maintain currency in professional practice.

After being inactive during 2007, the subcommittee was re-established in August 2008 to consider the proposed changes to Ontario's Mining Act by the provincial government. The time limits imposed by the government on public comment to the changes allowed for a narrow time frame to solicit members' responses to the proposed changes. After reviewing the changes and assessing members' individual responses it was determined that there were no grounds for a submission to the government on the proposed changes to the Ontario Mining Act.

The Geology Sub-committee will continue to meet on an as-needed basis to fulfil its mandate within the APGO.

Environmental Geoscience Subcommittee

Mary Jane Conboy, Ph.D., P.Geo. - Chair

The main issues of 2008 focused on Regulation 903, the Brownfields Act and the Clean Water Act.

Regulation 903 - water wells regulation was revised and posted in July 2007 after several consultation sessions held in late 2006, early 2007. Since the 2003 revisions to this regulation this topic has been of great interest to APGO members working on wells. A subcommittee to deal with this issue was struck and comments and concerns from members were compiled for discussion with Ministry of Environment contacts. The Regulation introduced a new Class of license governing water sampling, monitoring and non-powered

construction. This new class of license captured many activities currently undertaken by P.Geo.s working with wells. P. Geo.s were provided with an exemption from the Class V license but must work for a company that holds a well contractor's license. Plans were made for an information seminar on this issue in early 2008.

The Clean Water Act was enacted during 2007. The first regulations involved the appointment of the committee chair, the composition of the committees and the development of plans. In December 2007, most committees held their first source protection committee meetings. A limited number of P. Geo.s are sitting on these committees. APGO Environmental Geoscience Subcommittee has an interest in and continues to monitor the technical side of this work to offer feedback and support to P. Geo members and to help keep the public informed on the technical side of this work.

Nutrient Management Professional Practice Guidelines were prepared by a subcommittee, reviewed by the APGO Environmental Geoscience Subcommittee members and offered for review to OMAFRA. These guidelines are currently before the APGO Council for review.

The following activities will be undertaken within the mandate of the Committee to advise or provide recommendations to the Professional Practice Committee and APGO Council on professional practice guidelines and other pertinent issues. These include:

1. Provide the Professional Practice Committee with recommendations for guidance related to:
 - development of references or a selected bibliography for the practice of environmental geoscience;
 - development and recommendation of a professional practice guideline for work in nutrient and biosolids management;
 - development and recommendation of a professional practice guideline for work in contaminated sites and Brownfields; and,
 - development of new guidelines – for consideration for geomorphology.
2. Continued outreach to the Ministry of the Environment and APGO members on regulatory/policy issues, including:
 - Regulation 903 as amended to Regulation 128/03 – Water Wells;

- Regulation 153/04 – Records of Site Condition and the Qualified Person issue;
- Clean Water Act and accompanying regulations; and
- Permit-to-Take-Water Program.

3. Support for regional professional practice seminars and sponsorship of workshops where appropriate for APGO members to apprise APGO members of the work and resources of the Committee.

4. Respond to additional items as appropriate. The Environmental Geoscience Subcommittee meets by teleconference an average of once a month with subcommittees meeting 2 – 4 times per year by phone. Once a year the Environmental Geoscience Subcommittee meets face to face – generally in conjunction with the APGO annual meeting. The Environment committee has successfully organized workshops for members on timely issues – Water Wells Regulation, Nutrient Management and Brownfields Act changes. These workshops enlist in-kind support from speakers and are generally well attended by APGO members.

Budget considerations are:

1. Workshops for Members to comment on and assist the Committee with responses to anticipated MOE initiatives, such as an anticipated guidance document on sampling contaminated sites.
2. Teleconference budget - committee meets by teleconference 8 – 10 times per year and once in person.

Geophysics Subcommittee

Milan Situm, P.Geo. - Chair

The committee did not convene in 2008 as there were no issues regarding professional practice, as it pertains to geophysical specialists, that required attention.

Continuing Professional Development Subcommittee

Todd McCracken, P.Geo. - Chair

The Continuing Professional Development (CPD) Subcommittee functions to establish and regularly review a Continuing Professional Development (CPD) program to help members improve their skills, enhance the currency of their knowledge and provide structure and support for professionals to engage in a program of lifelong learning, consistent with the Association's legislated mandate.

The Subcommittee conducted the annual CPD audit from the membership's 2007 CPD submission received in 2008. From this process the subcommittee was able to flag minor inconsistencies in the program and make corrections. Feedback is being provided to the members who were audited, who in turn provide comments to the committee on potential ways to improve the process. The audits for the 2008 submissions will take place in the later part of 2009.

The committee, although it does not endorse specific programs, reviewed several submissions from various groups to determine if the courses/seminars being offered would qualify for CPD hours.

In 2009, the subcommittee is reviewing and revising the CPD program in order to simplify and streamline the process while maintaining the integrity of the program.

CCPG and Labour Mobility Report

Thom Kewen, P.Geo.

The Canadian Council of Professional Geoscientists (CCPG) was established in 1998 to assist and represent the provincial and territorial associations that license geoscientists in Canada. The mission of CCPG is to develop consistent high standards for licensure and practice of geoscience, facilitate national and international mobility, and promote the recognition of Canadian professional geoscientists.

The CCPG Board of Directors meets twice yearly to consider a wide range of national and international issues. CCPG decisions are not binding on constituent associations (CAs) but valuable in guiding CA policies. CCPG was involved with many national and international initiatives in 2008.

Since incorporation, CCPG has been very active in promoting professional mobility and working towards national licensure. The "Inter Association Agreement on Mobility" (IAMA) was signed by member CAs in 2001. However, it was applied differently between jurisdictions and considerable efforts were made to improve its implementation. Mobility is also a regulatory requirement under the federal Agreement on Internal Trade (AIT). In 2008, the federal government proposed "fast track" changes to AIT intended to achieve full mobility by late 2009. As final details are being worked out, it is clear that the leadership role of CCPG in resolving many original differences between CAs has been instrumental in facilitating a successful outcome.

The Canadian Geoscience Standards Board (CGSB) is a standing committee of the CCPG and has been critically involved with developing consistency in registration requirements through common academic standards and practice experience. In 2008, the CGSB Knowledge Standards were completed after almost a decade of effort. Greg Finn, APGO President, served as the Vice-chair of this Committee over the past several years, becoming the chair in mid-2008. CAs will be aligning their registration processes with the knowledge and experience requirements outlined in the knowledge and experience document. The document will assist academic institutions in developing geoscience curricula to prepare geoscience graduates to become Professional Geoscientists upon graduation and after completing relevant work experience. In 2009, CCPG hopes to initiate development of national professional practice guidelines utilizing a similar process to that undertaken previously by the CGSB.

The newly formed Licensure Compliance Committee was created to develop a national strategy to improve awareness of the necessity and benefits of licensure for all who are practicing, or intend to practice, professional geoscience. This extremely important initiative

will compliment individual efforts of all CAs. Andrea Waldie, APGO Executive Director and Registrar, is the chair of this committee.

In 2008, CCPG continued to raise the international profile of Canadian geoscientists with participation in the 3rd International Professional Geoscience Conference in Flagstaff, Arizona. At this conference Canada, the United States, Ireland, the United Kingdom, Spain and the European Union became signatories of the Flagstaff Declaration which sets out an agreement to form a global framework to improve international cooperation on a range of professional geoscience issues. CCPG will be hosting this conference in Canada in 2012.

Student & G.I.T. Mentoring Subcommittee

Nell VanWalsum, P.Geo. – Chair

The Student and G.I.T. Mentoring Subcommittee was very busy during the middle of 2008, conducting numerous teleconference meetings to prepare materials for the new APGO Web Site. The membership of the Subcommittee grew, through solicitation to our membership. The participants of this Subcommittee included Students, G.I.T. members and practicing members.

The objective of the committee was to provide materials for the web site specifically targeted students and G.I.T. members. These materials included a list of Frequently Asked Questions (targeting students and G.I.T. members), as well as a form that could be used to help students and G.I.T.'s track their progress towards becoming an APGO member.

Northern Ontario Subcommittee

Rich Schmidt, P.Geo. – Chair

The Northern Ontario Subcommittee is responsible for organizing Association events in the north and to ensure that the views of Northern Ontario geoscientists are made known to Council. In the elected Council, Northern Ontario is represented by two regional councillors.

The Northern Ontario subcommittee was inactive in 2008. The Subcommittee plans to communicate with Northern Ontario APGO members in 2009 to determine issues of specific concern.

Communications Subcommittee

Wendy Diaz, P.Geo. – Chair

In 2008, the Communications Committee consisted of six members. Sadly, one member, Jim Beechinor, passed away suddenly on January 28, 2009. Three APGO members were publication team members and two members served as the contributing editors and one served as editor. APGO's Executive Director & Registrar served as the second contributing editor. This subcommittee distributes the association's newsletter, Field Notes, to the APGO membership on the Internet and via electronic mail. A new Communications Coordinator was hired in the later part of 2008 to produce the newsletter in-house.

The subcommittee published the newsletter every other month for a total of 6 issues in 2008 (Number 27 to 32) and maintained two sponsors. About 23 articles were published last year. Articles covered various topics such as: informing members of an online Salary Survey; a discussion of common misconceptions about the Professional Registration process; a review of Professional Accountability and the Complaints Process; discussion of recent amendments to Ontario water well regulations as well as results of a private water well survey; and, the important safety issue of helicopter transportation for Canadian Mining Companies. National Mobility of Professional Geoscientists remained an important topic with an article informing members of their professional obligations if they work in Quebec. Recruitment and mentoring continued to be promoted by articles about the Canadian Federation of Earth Sciences (CFES) survey on the current and future demand for Earth Science professionals and the continued work with Professional Access and Integration Enhancement Program (PAIE). In the regular President's Perspective article, each month the APGO President addressed the membership and gave his insight on pertinent issues affecting all members such as the need for mentoring geoscience students and enhancing the relationship between the APGO

and the academic community. The Book Review feature article introduced in 2007 continued in 2008 and two newly published books were featured and reviewed by our committee member Claudia Cochrane, P. Geo., "An Updated Guide to the Subsurface Paleozoic Stratigraphy of Southern Ontario" by D.K. Armstrong and T.E. Carter as well as "The World Without Us" by Alan Weisman. The newsletter continued to provide APGO members an opportunity to announce achievement awards, publication of books or newsworthy accomplishments in the Headliner Section of the newsletter. Also, included in the newsletter were various electronic links to interesting geoscience-related items on the world wide web; articles in other professional publications under Colluvium, and a job link to the APGO website. Photographs taken by APGO members are used as the banner at the top of the each newsletter.

In keeping with the APGO's Council Strategic Plan, which includes improved communication between stakeholders, the newsletter introduced a new format in the November/December 2008 issue of Field Notes (No. 32) after 4 years of publication. The different sections of the newsletter are now more distinct for ease of navigation. The more efficient design makes it easier to notice important announcements.

Also in keeping with the Strategic Plan, during the June 2008 Council meeting it was decided to break the committee into two parts to deal with the two main functions of the committee, that of Communications and Outreach, and the production of the e-newsletter. Therefore, there is now the Communications and Public Awareness Committee and the Field Notes Newsletter Subcommittee.



Members of the 2008-09 APGO Council

President

Greg Finn, Ph.D., P.Geo., Brock University

Vice President

Stephen Wilson, P.Geo., Golder Associates Ltd.

Past President

Steve Usher, P.Geo., P.Eng., AECOM

Regional Councillors

North Eastern Ontario

Richard Schmidt, P.Geo., WESA

North Western Ontario

Abraham Drost, P.Geo., Skybridge Development Corporation

South Western Ontario

Ian Macdonald, P.Geo., WESA

Central Ontario

Milan Situm, P.Geo., Geophysics GPR International Inc.

South Eastern Ontario

Mark Priddle, P.Geo., McIntosh Perry Consulting Engineers

Councillors-at-Large

Andrew Cheadle, P.Geo., AMEC

Kristin Hanson, P.Geo., Aqua Terre Solutions Inc.

Christine Vaillancourt, P.Geo., Northern Shield Resources Inc.

Debbie McCombe, P.Geo., Scott Wilson Roscoe Postle Associates

Lieutenant Governor-in-Council Appointees (APGO Members)

Chris Kimmerly, P.Geo., Trow Associates Inc.

Frank Colozza, P.Geo., CanGEO Remediation

Lieutenant Governor-in-Council Appointee (Non-Member)

Dorene Weston, Full Circle Consulting

Public (Non-Member) Appointees

Karen Ford, M.B.A., C.M.A., BMO Financial Group

Matt Hollands, R.F.P., M.B.A., Hollands Forestry Consulting

Amy Stephenson, M.B.A., C.F.A., PetroWorth Resources Inc.

Donald Johnston, Aird & Berlis LLP

CUDGO Representative

Vacant

Committees and Memberships

Statutory Committees

1. Discipline Committee

The Discipline Committee is responsible for hearing and determining on cases of professional misconduct, negligence or incompetence, brought against a member or certificate holder. Committee to be comprised of (but not limited to) 1) 2 councillors who are sitting as elected councillors; 2) 2 councillors who are non-member appointees; and 3) 5 members from the membership at large.

Membership

Chair – Roger Woeller, P.Geo., WESA
Vice-Chair – Tammy Middleton, P.Geo., Region of Waterloo
Secretary – Tammy Middleton, P.Geo., Region of Waterloo
Heather Brodie-Brown, P.Geo., Ontario Ministry of the Environment
Mary-Lou Byrne, P.Geo., Wilfrid Laurier University
Wayne Caston, P.Geo., Golder Associates Ltd.
Peter Duckworth, P.Geo., AMEC Earth & Environmental
Maureen Jensen, P.Geo., Market Regulation Services Inc.
Mike Jones, P.Geo., Azimuth Environmental Consulting Inc.
Robert Kuehnbaum, P.Geo.
Brian Langlois, P.Geo., INCO
Tony Lotimer, P.Geo., ARL Groundwater Resources Ltd.
Dave MacDonald, P.Geo.
Deborah McCombe, P.Geo., Scott Wilson Roscoe Postle Associates
Todd McCracken, P.Geo., INCO Ltd.
Jack Parker, P.Geo., Ontario Geological Survey (MNDM)
Chris Rockingham, P.Geo., Northgate Minerals Corporation
Ivan Severinsky, P.Geo., AMEC Earth & Environmental Limited
Rich Schmidt, P.Geo., WESA
Don Johnston, Aird & Berlis LLP
Karen Ford, M.B.A., C.M.A., BMO Financial Group
Amy Stephenson, M.B.A., C.F.A., PetroWorth Resources Inc.

2. Complaints Committee

The Complaints Committee is responsible for receiving and investigating complaints against members of APGO. Committee to be comprised of (but not limited to) 1) 2 councillors who are sitting as elected councillors; 2) 2 councillors who are non-member appointees; and 3) 5 members from the membership at large.

Membership

Chair – Milan Situm, P.Geo., Geophysics GPR International Inc.
Vice-Chair – Irmir Pawlowski, P.Geo., Ministry of the Environment
Rex Camit, P.Geo., Self Employed

Terry Carter, P.Geo., Ontario Ministry of Natural Resources
Dale MacGregor, P.Geo., retired
David Wahl, P.Eng, P.Geo., Latin American Minerals Inc.
Thom Kewen, P.Geo., Aqua Terre Solutions Inc.
David Kerr, P.Geo., City of Kawartha Lakes
Doug Cater, P.Geo., Dundee Precious Metals Inc.
William McGuinty, P.Geo., self employed
Frank Colozza, P.Geo., JFM Environmental Ltd.
Mike Doughty, P.Geo., University of Toronto
Ryan Post, P.Geo. Nottawasaga Valley Conservation Authority
Tamara Kondrachova, P.Geo., Toronto Region Conservation Authority
Heather Malcolmson, P.Geo., Ministry of the Environment
Martin Taylor, P.Geo., Self Employed

3. Registration

The Registration Committee reviews all applications for registration and determines their acceptability for membership. Responsibilities of this committee also include the establishment of academic standards for admission, establishment of work experience standards and administration of examinations including the Professional Practice and Ethics Exam (PPE). Committee to be comprised of 1) not less than 3 members of Council; 2) not less than 2 practising members of the Association who are not members of Council; 3) the chair of the Council of University Departments of Geoscience of Ontario (CUDGO) or a designate appointed by CUDGO who is a member of the Association; and 4) the Registrar (sitting ex-officio)

Membership

Chair – James Steel III, P.Geo., Mining Insights Inc.
Vice Chair – Ian Macdonald, P.Geo., WESA
CUDGO Designate – Vacant
Academic Advisor – Tony Szeto, P.Geo., York University
Academic Advisor – Vacant
Rex Camit, P.Geo., Self Employed
A. Wayne Caston, P.Geo., Golder Associates Ltd.
Douglas Cater, P.Geo., Dundee Precious Metals Inc.
David Charlesworth, P.Geo., David L. Charlesworth & Associates Inc.
Irmgard Pawlowski, P.Geo., Ontario Ministry of the Environment
Martin Taylor, P.Geo., Self Employed
Nell van Walsum, P.Geo., Water & Earth Science Associates Ltd.
Greg Zwiers, P.Geo., Grand River Conservation Authority
Mark W. Priddle, P.Geo., McIntosh Perry Consulting Engineers
Christine Vaillancourt, P.Geo., Northern Shield Resources Inc.
Andrea Waldie, P.Geo., Executive Director & Registrar, APGO

Student and G.I.T. Mentoring Subcommittee

Membership

Chair – Nell VanWalsum, P.Geo., WESA

Andrew Cheattle, P.Geo., AMEC
Shelly Cuddy, P.Geo., The Regional Municipality of Durham
Irmi Palowski, P.Geo., Ontario Ministry of the Environment
Gloria Suarez, G.I.T., Self Employed
Thomas Eckert, Student, University of Toronto
Milan Situm, P.Geo., Geophysics GPR International Inc.
Peter van Driel, P.Geo., Ecoplan Ltd.
Sara Devita, G.I.T., AMEC Earth & Environmental
Amy McCulloch, G.I.T., AMEC Earth & Environmental
Andrew Snowden, G.I.T.
Michael Lazorek, G.I.T., Ontario Ministry of Natural Resources
Rhonneke Van Riezen, G.I.T., Niagara Peninsula Conservation Authority
Stefanie Goure, P.Geo., Defence Construction Canada
Iqbal J. Khan, G.I.T.
Steve Usher, P.Geo., AECOM

Standing Committees

APGO has seven standing committees as outlined in By-law No. 7 - Standing Committees of Council. These committees are required to conduct all business in accordance with By-law No. 1 - Business.

1. Executive Committee

This committee is responsible for implementing policy decisions of Council and providing management of the Association on behalf of Council. This committee meets regularly and may take interim action in the event of an emergency where time does not permit the meeting of Council. Committee to be comprised of (but not limited to) 1) the president; 2) the vice president; 3) the past president; 4) the treasurer; 5) on councillor who is a non-member appointee; and 6) the executive director (sitting as ex-officio)

Membership

Chair – Greg Finn, Ph.D., P.Geo., Brock University
Secretary – Matt Hollands, R.P.F., M.B.A., Hollands Forestry Consulting
Stephen Wilson, P.Geo., Golder Associates Ltd.
Kristin Hanson, P.Geo., Aqua Terre Solutions Inc.
Steve Usher, P.Geo., AECOM
Andrea Waldie, P.Geo., Executive Director & Registrar, APGO

2. Finance Committee

The primary functions of the Finance Committee are to ensure that the financial policies and procedures of the Association are followed and to review operating costs and performance of the Association against its budget and expenditure projections. Committee to be comprised of (but not limited to) 1) one elected councillor; 2) one councillor who is a non-member appointee; and 3) the treasurer (to be the chair)

The Finance Committee has two subcommittees – the Audit and Compensation Subcommittee and the Budget

Subcommittee.

Membership

Chair – Kristin Hanson, P.Geo., Aqua Terre Solutions Inc.
Steve Usher, P.Geo., AECOM
Matt Hollands, R.P.F., M.B.A., Hollands Forestry Consulting

Audit and Compensation Subcommittee

Membership

Chair – Amy Stephenson, PetroWorth Resources Inc.
Steve Usher, P.Geo., AECOM

3. Nomination Committee

The Nomination Committee is responsible for soliciting and receiving nominations for elections to Council and to prepare and submit a slate of nominees for all positions open on Council as required in By-law No. 8 - Elections. Committee to be comprised of (but not limited to) 1) the past president; 2) 2 members of the Association who are not members of Council; 3) one elected councillor; and 4) the executive director (sitting ex-officio)

Membership

Chair – Steve Usher, P.Geo., AECOM
Chris Rockingham, P.Geo., Northgate Exploration Limited
Rich Schmidt, P.Geo., Water and Earth Science Associates Ltd.
Milan Situm, P.Geo., Geophysics GPR International Inc.
Brian Thompson, P.Geo.
Andrea Waldie, P.Geo., Executive Director & Registrar, APGO

4. Non-Member Appointment Committee

The Non-Member Appointment Committee is comprised of the non-geoscientist members of Council that are appointed to represent the public on APGO Council. The Act requires that 25% of councillors be non-members of the Association to ensure adequate representation of the public. There are five (5) non-members on Council of whom one (1) is appointed by the Ontario Government through the office of the Lieutenant Governor. The remaining four (4) public councillors are appointed on the recommendations of the Non-Member Appointment Committee. All non-member appointees must be residents of Ontario. The executive director sits as ex-officio.

Membership

Chair – Matt Hollands, R.P.F., M.B.A., Hollands Forestry Consulting
Karen Ford, M.B.A., C.M.A., BMO Financial Group
Amy Stephenson, MBA, CFA, PetroWorth Resources Inc.
Dorene Weston, Full Circle Consulting (LGA)
Don Johnston, Aird & Berlis LLP
Andrea Waldie, Executive Director, APGO

5. Insurance Advisory Committee

The Insurance Advisory Committee is mandated to oversee professional liability insurance (primary and

secondary), household and vehicle insurance plans, medical/dental/health insurance plans and other insurance-related services, either as required under legislation, or as offered in the form of member services. Committee to be comprised of (but not limited to) 1) one councillor who is a member of the Finance Committee; 2) 2 members who are not members of Council; and 3) the executive director (sitting ex-officio)

Membership

Chair - Bill Stibel, P.Geo., Jacques Whitford Limited
Kristin Hanson, P.Geo., Aqua Terre Solutions Inc.
Bill Pearson, P.Geo., Pearson Geological Ltd.
Andrea Waldie, P.Geo., Executive Director & Registrar, APGO

6. Governance Committee

This Committee is responsible for monitoring the overall function of Council and the Association to ensure compliance with the Act, Regulations and By-laws and that it adheres to all other pertinent standards and practices expected of a self-regulating professional association. Committee to be comprised of (but not limited to) 1) 2 elected councillors; 2) one councillor who is a non-member appointee; and 3) the president (sitting as ex-officio).

Membership

Chair - Karen Ford, M.B.A., C.M.A., BMO Financial Group
Kristin Hanson, P.Geo., Aqua Terre Solutions Inc.
Stephen Wilson, P.Geo., Golder Associates Ltd.
Steve Usher, P.Geo., AECOM
Greg Finn, Ph.D., P.Geo., Brock University

7. Professional Practice Committee

The Professional Practice Committee is responsible for providing guidance and advise to Council, other APGO Committees and the members and Certificate of Authorization holders, on issues of professional practice. The Professional Practice Committee also develops guidelines for the practice of professional geoscience and oversees the Association's program of Continuing Professional Development. Committee to be comprised of (but not limited to) 1) the past president; 2) one elected councillor; 3) 2 members of the Association who are not councillors; and 4) the registrar (sitting as ex-officio).

Membership

Chair - Bill Stibel, P.Geo., Jacques Whitford Limited
Hrayr Agnerian, P.Geo., Scott Wilson Roscoe Postle Associates Inc.
John Buckle, P.Geo., Geological Solutions
Wayne Caston, P.Geo., Golder Associates Ltd.
Andrew Cheatle, P.Geo., Goldcorp (Canada) Ltd.
James Evans, P.Geo., RBC Financial Group
John Gartner, P.Eng., Retired
Maureen Jensen, P.Geo., Market Regulation Services Inc.
Bill Mercer, P.Geo.
Milan Situm, P.Geo., Geophysics GPR International Inc.
Steve Usher, P.Geo., AECOM
Andrea Waldie, P.Geo., Executive Director & Registrar, APGO

Environmental Geoscience Subcommittee

Membership

Chair - Mary Jane Conboy, Ph.D., P.Geo., Well Wise Centre
Secretary - Doug Fisher, P.Geo., Shaheen & Peaker Limited
Terry Carter, P.Geo., Ontario Ministry of Natural Resources
Jim Gehrels, P.Geo., Ontario Ministry of the Environment
Muin Husain, P.Geo., Genivar Ontario Inc.
Tony Lotimer, P.Geo., ARL Groundwater Resources Ltd.
Ian Macdonald, P.Geo., Water & Earth Science Associates Ltd.
Glen Palmer, P.Geo., Trans Canada Pipelines
Ed Rodrigues, P.Geo., Golder Associates Ltd.
Rich Schmidt, P.Geo., Water and Earth Science Associates Ltd.
Gayle Soo Chan, P.Geo., Central Lake Ontario Conservation Authority
Stephen Wilson, P.Geo., Golder Associates Ltd.
Bill Stibel, P.Geo., Jacques Whitford Limited
Mori Mortazavi, P.Geo. P.Eng., Peto MacCallum Ltd.

Geology Subcommittee

Membership

Chair - Rohan Millar, P.Geo., Goldcorp Canada Ltd.
Christine Vaillancourt, P.Geo., Northern Shield Resources Inc.
Neil Westoll, P.Geo., P.Eng, AECOM
Geophysics Subcommittee
Chair - Milan Situm, P.Geo., Geophysics GPR International Inc.
Scott Allison, P.Geo., Cimarex Energy Co.
Malcolm Argyle, P.Geo., Sander Geophysics Ltd.
John Buckle, P.Geo., Geological Solutions
David Leask, P.Geo., GE Canada
Keith Morrison, P.Geo., Quantec Geoscience Ltd.
Continuing Professional Development Subcommittee
Chair - Todd McCracken, P.Geo., INCO Ltd.
Karen Besemann, P.Geo., Golder Associates Ltd.
Heather Brodie-Brown, P.Geo., Ontario Ministry of the Environment
Andrew Cheatle, P.Geo., Goldcorp (Canada) Ltd.
Greg Finn, Ph.D., P.Geo., Brock University
Rik Kristjansson, P.Geo., Consultant
Shastri Ramnath, P.Geo., FNX Mining Company Inc.
Steve Usher, P.Geo., P.Eng., AECOM
Andrea Waldie, P.Geo., Executive Director & Registrar, APGO

Other Committees

1. Enforcement and Compliance Committee

The Enforcement and Compliance Committee is responsible for working with the Executive Director/Registrar to ensure that the Act is enforced and that all practicing geoscientists and firms offering or

providing geoscience services in Ontario are appropriately licensed to do so.

Membership

Chair - Stephen Wilson, P.Geo., Golder Associates Ltd.
Chris Davis, P.Geo., INCO Technical Services Limited
Maureen Jensen, P.Geo., Market Regulation Services Inc.
LGA to be added upon appointment
Amy Stephenson, MBA, CFA, PetroWorth Resources Inc.
Andrea Waldie, P.Geo., Executive Director & Registrar,
APGO.

2. Communications and Public Awareness Committee Membership

Membership

Chair - Greg Finn, Ph.D., P.Geo., Brock University
Deb McCombe, P.Geo., Scott Wilson Roscoe Postle Associates
Mark Priddle, P.Geo., McIntosh Perry Consulting Engineers
Dorene Weston, Full Circle Consulting
Andrea Waldie, P.Geo., Executive Director & Registrar, APGO
Field Notes Newsletter Subcommittee
Membership
Chair - Wendy Diaz, P.Geo., Self Employed
Vice Chair - George Wahl, P.Geo., G.H. Wahl Geological Consulting
Claudia Cochrane, P.Geo., Cairnlines Resources Limited
Chris Kimmerly, P.Geo., Trow Associates Inc.
Andrea Waldie, P.Geo., Executive Director & Registrar, APGO

Northern Ontario Subcommittee

The Northern Ontario Subcommittee is responsible for organizing Association events in the north and to ensure that the views of Northern Ontario geoscientists are made known to Council. In the Elected Councillor Council, Northern Ontario is represented by two regional councillor(s).

Membership

Chair - Rich Schmidt, P.Geo., WESA
Mike Cosec, P.Geo., Ministry of Northern Development and Mines
Matt Hollands, R.P.F., M.B.A., Hollands Forestry Consulting
Abraham Drost, P.Geo., Skybridge Development Corporation

Mobility Subcommittee

Membership

Chair - George Wahl, P.Geo., G.H. Wahl Geological Consulting
Andrea Waldie, P.Geo., Executive Director & Registrar, APGO

APGO Representation on National Committees

1. Canadian Council of Professional Geoscientists ("CCPG") Ontario - Thom Kewen, P.Geo. Aqua Terre Solutions Inc.

2. Canadian Geoscience Standards Board ("CGSB")
CGSB Ontario Board Member - Mario Coniglio, Ph.D., P.Geo., University of Waterloo.

3. National Professional Practice and Ethics Exam Advisory Committee ("NPPEAC")
Andrea Waldie, P.Geo., Executive Director & Registrar, APGO

4. CCPG Licensure Compliance Committee
Andrea Waldie, P.Geo., Executive Director & Registrar, APGO

Appendix 1

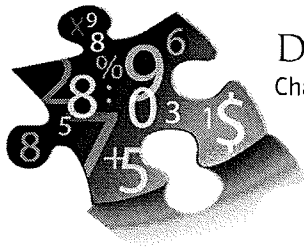
ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

Financial Statements Year Ended December 31, 2008

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

Financial Statements

December 31, 2008



DUFFY & ASSOCIATES LLP
Chartered Accountants

Joseph Duffy, B.Comm. CA CFP, Principal
Pierre M. Turgeon, B.Math CA CFP, Principal
Naomi Naray, B.Sc CGA CA CPA(De), Principal
David A. White, B.Comm. CA CFP, Principal

AUDITORS' REPORT

To the Council of The Association of Professional Geoscientists of Ontario

We have audited the statement of financial position of The Association of Professional Geoscientists of Ontario as at December 31, 2008 and the statements of operations, changes in net assets and cash flows for the year then ended. These financial statements are the responsibility of the association's management. 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 plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the association as at December 31, 2008 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Toronto, Ontario
February 5, 2009

Duffy & Associates LLP
CHARTERED ACCOUNTANTS
Licensed Public Accountants

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

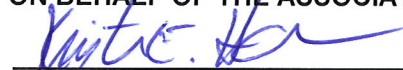
Index to Financial Statements

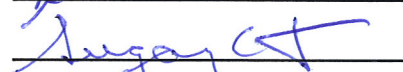
Year Ended December 31, 2008

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ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO**Statement of Financial Position****December 31, 2008**

	2008	2007
ASSETS		
CURRENT		
Cash	\$ 118,077	\$ 120,374
Term deposits	720,138	557,476
Membership fees receivable (Note 3)	355,803	360,796
Prepaid expenses	12,789	8,473
	<u>1,206,807</u>	<u>1,047,119</u>
EQUIPMENT AND LEASEHOLD IMPROVEMENTS (Note 5)	47,095	52,266
	<u>\$ 1,253,902</u>	<u>\$ 1,099,385</u>
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable and accrued liabilities	\$ 32,118	\$ 34,039
Dues received before acceptance	31,533	20,819
Accrued and withheld taxes	35,055	35,925
Deferred revenues (Note 6)	665,860	627,630
Deferred donation; education fund (Note 7)	6,813	12,703
	<u>771,379</u>	<u>731,116</u>
NET ASSETS		
Contingency reserve fund (Note 9)	423,875	318,269
Strategic initiatives fund (Note 10)	58,648	50,000
	<u>482,523</u>	<u>368,269</u>
	<u>\$ 1,253,902</u>	<u>\$ 1,099,385</u>

ON BEHALF OF THE ASSOCIATION

Councilor

Councilor**See accompanying notes to financial statements.**

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO**Statement of Operations****Year Ended December 31, 2008**

	2008	2007
REVENUES		
Membership dues	\$ 643,581	\$ 604,781
Registration fees	39,650	40,997
Exam fees	26,030	32,095
Interest income	20,352	18,307
Advertising & Sponsorship	7,552	2,050
Deferred donation	5,890	12,703
Stamps, seals and miscellaneous	5,853	9,117
	748,908	720,050
EXPENSES		
Administrative wages and benefits	285,369	242,439
Rent	55,236	51,610
Communication	52,249	27,989
CCPG membership assessment	48,998	33,267
Legal	35,148	35,384
Office and general	34,075	50,839
Accounting and audit	20,120	19,275
Travel and accommodation	17,466	20,587
Examination services	14,910	18,920
Postage and photocopying	14,865	13,995
Amortization	14,225	12,071
Liability insurance	13,649	21,634
Interest and bank charges	13,393	10,257
Telephone and fax	10,175	11,041
Stamps, seals, cards and certificates	4,786	13,401
Bad debts (recovery)	(10)	353
	634,654	583,062
EXCESS OF REVENUES OVER EXPENSES	\$ 114,254	\$ 136,988

See accompanying notes to financial statements.

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

Statement of Changes in Net Assets

Year Ended December 31, 2008

	Contingency Reserve Fund	Strategic Initiatives Fund	2008	2007
FUND BALANCE - BEGINNING OF YEAR	\$ 318,269	\$ 50,000	\$ 368,269	\$ 231,281
Excess (deficiency) of revenues over expenses	105,606	8,648	114,254	136,988
FUND BALANCE - END OF YEAR	\$ 423,875	\$ 58,648	\$ 482,523	\$ 368,269

See accompanying notes to financial statements.

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO**Statement of Cash Flows****Year Ended December 31, 2008**

	2008	2007
OPERATING ACTIVITIES		
Excess of revenues over expenses	\$ 114,254	\$ 136,988
Item not affecting cash:		
Amortization	14,225	12,071
	<u>128,479</u>	<u>149,059</u>
Changes in non-cash working capital:		
Membership fees receivable	4,993	(34,318)
Prepaid expenses	(4,316)	11,009
Accounts payable and accrued liabilities	(1,921)	(21,093)
Dues received before acceptance	10,714	(4,827)
Accrued and withheld taxes	(870)	7,227
Deferred revenues	38,230	54,210
Deferred donation; education fund	(5,890)	(12,297)
	<u>40,940</u>	<u>(89)</u>
Cash flow from operating activities	<u>169,419</u>	<u>148,970</u>
INVESTING ACTIVITY		
Purchase of equipment and leasehold improvements	<u>(9,054)</u>	<u>(61,530)</u>
INCREASE IN CASH FLOW	160,365	87,440
Cash - beginning of year	<u>677,850</u>	<u>590,410</u>
CASH AND CASH EQUIVALENTS - END OF YEAR	\$ 838,215	\$ 677,850
CASH CONSISTS OF:		
Cash	\$ 118,077	\$ 120,374
Term deposits	<u>720,138</u>	<u>557,476</u>
	<u>\$ 838,215</u>	<u>\$ 677,850</u>

See accompanying notes to financial statements.

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

Notes to Financial Statements

Year Ended December 31, 2008

1. DESCRIPTION OF BUSINESS

The Association of Professional Geoscientists of Ontario was formed on August 15, 2000 by a proclamation of the Ontario Legislature.

The purpose of the Association of Professional Geoscientists of Ontario is:

- to establish and operate a professional association for geoscientists;
- to develop, establish and maintain standards of knowledge and skill, professional qualification, practice and ethics among members of the profession and;
- to share information, promote public awareness of the role of geoscientists and interact on matters relating to professional practice of the geoscientists with registration, licensing or regulatory bodies.

The Association of Professional Geoscientists of Ontario is a tax-exempt, not-for-profit organization.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Revenue recognition

The Association follows the deferral method of accounting for revenue. Membership fees are recognized as revenue in the year to which they relate. Deferred donations are recognized as revenue when earned under the terms of their designated use.

Use of estimates by management

The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make certain estimates and assumptions. These estimates and assumptions affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reported periods. Actual results may differ from estimates.

Equipment and leasehold improvements

Equipment and leasehold improvements are stated at cost less accumulated amortization. Equipment and leasehold improvements are amortized over their estimated useful lives at the following rates and methods:

Computer equipment	55%	declining balance method
Computer software	100%	declining balance method
Telephone system	20%	declining balance method
Furniture and fixtures	20%	declining balance method
Leasehold improvements	67 Months, (term of lease)	straight-line method

The Association regularly reviews its equipment and leasehold improvements to eliminate obsolete items.

3. MEMBERSHIP FEES RECEIVABLE

On December 31, 2008, membership in the Association stood at 1,562 (2007 - 1,464), and the applications for memberships that were in process of approval at 129 (2007 - 52).

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

Notes to Financial Statements

Year Ended December 31, 2008

4. LEASE COMMITMENTS

The Association leases premises under a long term lease that expires on September 30, 2012. Under the lease, the Association is required to pay a base annual rent of \$25,765 for the first five-year term. In addition to the above base rent, the Association must pay for its proportionate share of utilities, property taxes, maintenance and other related costs for the leased premises.

Future minimum lease payments as at year end are as follows:

2009	\$	27,818
2010		29,871
2011		31,924
2012		23,943
	\$	<u>113,556</u>

5. EQUIPMENT AND LEASEHOLD IMPROVEMENTS

	Cost	Accumulated amortization	2008 Net book value	2007 Net book value
Computer equipment	\$ 20,408	\$ 15,087	\$ 5,321	\$ 4,251
Computer software	2,686	2,686	-	-
Telephone system	875	875	-	-
Furniture and fixtures	20,787	9,621	11,166	9,060
Leasehold improvements	46,607	15,999	30,608	38,955
	<u>\$ 91,363</u>	<u>\$ 44,268</u>	<u>\$ 47,095</u>	<u>\$ 52,266</u>

6. DEFERRED REVENUES

The balances in the deferred revenue accounts is composed of membership fees billed in October of the current calendar year (2008) for memberships for the following calendar year (2009). The full amount of memberships billed at the end of the year is deferred and included as income in the following year.

Deferred revenues also result from exam fees received in advance of the exam date. These are recognized as income as the exams are written.

7. DEFERRED DONATION

In 2006 a designated use donation was made for the establishment of an education fund. Revenue for the donation is recognized as expenses are incurred for the establishment of the fund.

8. FINANCIAL INSTRUMENTS

Financial instruments of the Association consist of cash, term deposits, membership fees receivable, accounts payable and accrued liabilities. The carrying values of these financial instruments approximate their fair values due to their short term maturity.

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

Notes to Financial Statements

Year Ended December 31, 2008

9. CONTINGENCY RESERVE FUND

The APGO Contingency Reserve Fund (CRF) is intended to ensure the Association has the financial resources to defend legal challenges that it might face. The CRF is to be fully funded by the end of 2009, and thereafter maintained in the amount equivalent to at least six (6) months of operating requirements of the Association. Council is to annually review the amount of the CRF, the amount of six (6) months of operating requirements of the Association, and ensure that the annual budget will achieve an appropriate operating surplus to allow the CRF to be appropriately maintained.

10. STRATEGIC INITIATIVES FUND

In 2009 The General Fund was re-named the Strategic Initiatives Fund to better describe its purpose, which is to fund initiatives stemming from implementation of the Strategic Plan, such as web site upgrades, legal consultation fees to facilitate regulatory changes (e.g. mutual recognition agreement with Quebec), legal consultation fees to support enforcement and compliance actions, and professional consultation fees for communications and marketing initiatives.

11. COMPARATIVE FIGURES

Some of the comparative figures have been reclassified to conform to the current year's presentation.
