

No. 130

ANNUAL REPORT
of the
ASSOCIATION OF ONTARIO LAND SURVEYORS

Organized 1886

Incorporated 1892



PROCEEDINGS OF THE ONE-HUNDRED AND TWENTY-THIRD
MEETING SINCE INCORPORATION
HELD AT DEERHURST RESORT, ON, CANADA
FEBRUARY 25 – 27, 2015

Preface

To the members of the Association of Ontario Land Surveyors:

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

Blain W. Martin
Executive Director
July 2015

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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This edition, 200 copies

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

FELLOWSHIP AWARD

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

CENTENARY AWARD

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

PRESIDENT'S AWARD

BOB AARON	2014
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ASSOCIATION OF ONTARIO LAND SURVEYORS

Organized February 23, 1886

Incorporated 1892

PAST PRESIDENTS

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

Officers of the Association: 2014-2015

HONORARY MEMBERS

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

PRESIDENT AND CHAIRMAN OF COUNCIL

Dasha PAGE	Grimsby
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VICE-PRESIDENT

G. T. HARTWICK	Pakenham
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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

Eric L. ANSELL	Peterborough
Past President	

Term Ending

G. B. MAGEE	2014
R. W. MURRAY	2015
J.E. BUISMAN	2016
R. J. Hogan	2016
W.A. Bhatti	2017
J. J. Fee	2017

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

Officers of the Association: 2015-2016

HONORARY MEMBERS

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

PRESIDENT AND CHAIRMAN OF COUNCIL

Travis HARTWICK	Pakenham
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VICE-PRESIDENT

Murray PURCELL	Newmarket
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EXECUTIVE DIRECTOR / TREASURER

Blain W. MARTIN	Stouffville
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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

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

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

ACADEMIC AND EXPERIENCE REQUIREMENTS COMMITTEE

2014 - 2015

Nancy Grozelle, Presiding Officer

Term Ending

A. V. SHELP	2017
M. K. TULLOCH	2017
R. G. BENNETT	2017
P. LAMB	2017
A. BUCKLE	2017
T. HARTWICK	<i>Council, Vice President</i>
K. J. PALMER	<i>Lay Councilor</i>
M. A. CHAPMAN	<i>Ryerson Liaison</i>
G. SOHN	<i>York Liaison</i>
M. V. MOUNTJOY	<i>Deputy Registrar</i>
W. D. BUCK	<i>Registrar</i>

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E. H. HERWEYER, Gloucester	A. D. SANKEY, Mississauga
P. J. HOMER, Brampton	R. A. SIMONE, Windsor
B. C. IRWIN, St. Catharines	S. SINNIS, Newmarket
J. C. G. KEAT, Peterborough	I. D. SMITH, Fonthill
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D. A. LAMONT, Dundas	H. J. VERHOEF, Fort Frances
G. E. LAWRENCE, Newmarket	M. T. WATSON, Pickering
M. J. LEGRIS, Oakville	

**REGIONAL GROUP CHAIRS
2014-2015**

SOUTH WESTERN

Jason P. Wilband

EASTERN

Paul A. Miller

GEORGIAN BAY

Dale F. Eplett

HAMILTON & DISTRICT

Brent R. Larocque

KAWARTHA-HALIBURTON

Robert F. Sevigny

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Mark K. Tulloch

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Bahram Yalda

SOUTH CENTRAL

Shawn Hodgson

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South Western Regional Group

AGM 2015 Exhibitors

AOLS Archival and Historical Committee
Airborne Imaging
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Cansel
Carlson Software Inc.
Cole Engineering
GeoShack
Leica Geosystems Ltd.
MicroSurvey Software Inc.
MultiView Locates Inc.
Northway/Photomap/Remote Sensing Ltd.
Phoenix Measurement Solutions Inc.
Pimarc
Sokkia
Surv.ca
T2 Utility Engineers
Tekmet Limited
The Drafting Clinic Canada Limited
Tulloch Mapping Solutions Inc.
UKKO
Underwater Topographic Mapping

Exhibitors in the Hallway:

AOLS Public Awareness Committee
The CG&B Group Inc. part of Arthur J. Gallagher Group
Professional Surveyors Canada
Provincial Georeferencing - MNRF
Ryerson University
URISA
York University



PROGRAMME: 2015 ANNUAL MEETING

TUESDAY, FEBRUARY 24th, 2015

Meet & Greet for All Members

WEDNESDAY, FEBRUARY 25th, 2015

Opening Ceremonies

Commission Reports

Avoiding Complaints and Insurance Claims – Results of a Low Claims Ratio

Introduction of Exhibitors

Lunch with the Exhibitors

Exhibitor Presentations throughout the day

Keynote Speaker: Susan F. MacGregor, Surveyor General of Ontario

Izaak de Rijcke – Innovation in Geomatics Services for the Consumer

Reports from Committees and Initiatives:

CEC (Tom Packowski)

Standards Committee (Bob Halliday)

PSRI (Brian Maloney)

Open Forum (Part 1)

Veterans' Celebration Dinner

Welcoming Party

THURSDAY, FEBRUARY 26th, 2015

Copyright Enforcement Group Meeting
Municipal Surveyors' Meeting
Educational Foundation Meeting
Discipline Committee Meeting
Exhibitor Presentations throughout the day
Director of Titles, Jeffrey Lem, Presentation
Service Ontario Panel

Concurrent Sessions:

GIS Seminar
How to Use GPS
Integrated Technologies
GIS Seminar
How to Use GPS
Integrated Technologies
AOLS Website Tutorial on Account Registration and CPD Submissions
Convocation Lunch
Learning Session with Peter Sullivan on the National Geomatics Roundtable
Changes to the AERC Articling Process and What it takes to be an Articling Surveyor
How to Avoid Bad Reviews – SRD
President's Dinner & Dance

FRIDAY, FEBRUARY 27th, 2015

Reports
2015 Budget
Open Forum (Part 2)
Thanks to Guests
Closing Ceremonies

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President Dasha Page (right) and Steve Page

**Following proceedings, transcribed by ASAP Reporting Services, have been
edited for publication**

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

Wednesday, February 25th, 2015 – Huntsville, Ontario

OPENING REMARKS:

HUNTSVILLE, ONTARIO

--- Upon commencing on Wednesday, February 25, 2015 at 9:01 a.m.

OPENING CEREMONIES

DASHA PAGE: Welcome. I would like to call our meeting to order. Ladies and gentlemen, we will commence our opening ceremonies with singing O' Canada. Today one of our members, David Horwood, will lead us in singing our national anthem.

Ladies and gentlemen, please stand for our national anthem and join in singing O' Canada.

-- (The Canadian national anthem was sung)

Thank you, David, and all for the beautiful rendition of our national anthem.

Welcome, ladies and gentlemen. I'm Dasha Page, President of our Association and I'll be chairing this year's Annual General Meeting. The 123rd general meeting since incorporation of the Association of Ontario Land Surveyors will please come to order.

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

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

The donation will immediately go to the AOLS Educational Foundation. Plus, this year, I have dared to add something else. Every rule breaker has also the option to raise his or her donation, and this new amount will then apply during the course of

our meeting unless it is raised again. The Educational Foundation needs some money. It's all up to you really.

You will notice our new handy badges. Please return these to the registration desk prior to leaving the meeting if you could so we can recycle them for next year. Welcome all. Today's the 123rd Annual General Meeting at the Deerhurst Resort in the lovely town of Huntsville.

To our out-of-province guests - they're all sitting right up here in the front, most of them anyway - I extend a special welcome to the town of Huntsville, the largest town in the Muskoka region. I hope it is, that's what Google said. I hope you enjoy your stay in Ontario's wonder of the world. I also hope you have a chance to enjoy the amenities and hospitality that this town and Muskoka region have to offer.

I'm wearing the Presidential Chain of Office which is the official symbol of authority of the President. Gary? Thank you. This particular chain was first worn in 1986 and replaces the historic chain kept in the archives of our Association. Travis Hartwick, our incoming President, will be the last name on the current Presidential Chain of Office. A new chain of office is required for the President of 2016. This new chain will be presented at the 2016 meeting in London, and will be worn for the first time at our meeting in Ottawa celebrating our 125th year in 2017.

I also want to draw your attention to the historic chain that we have now on the screen that we brought up from our archives. This chain was presented on February 14th, 1967, a week before I was born -- I just gave away my age, didn't I -- by Bill Pocklington to the Association of Ontario Land Surveyors to be worn by the President. In the memory of his father, Bill made every piece of this chain. There is his father's compass, magnifying glass and plumb bob. This important piece of our history will be on display during our entire meeting at the archival booth. Please do take your time to look at it because it's quite neat.

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, a perpetual symbol of truth, honesty and accuracy." It is a treasured artifact of our Association, and traditionally signals the commencement of our general meeting. The Standard Measure will be set out at the call to order of each session of our meeting.

Our Sergeant-at-Arms for this meeting is Kevin Kujala. The responsibility of the Sergeant-at-Arms is to maintain the schedule and decorum of the meeting. He has been given the authority to use whatever means may be necessary to achieve this purpose. It is also his duty to present and guard the Standard Measure.

Sergeant-at-Arms, do you have the Standard Measure to present to this meeting?

SERGEANT-AT-ARMS: I do, Madam President.

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

-- (The Standard Measure was presented)

Thank you. Be seated. As you can tell by the music, Kevin is dressed as Indiana Jones. And, Gary, thank you for that theme that we just told him to find about ten minutes ago.

I was a bit disappointed, Kevin had a really nice beard when he proposed to be Indiana Jones but he didn't grow it, he shaved it. Otherwise he looks just like him. So he's dressed as Indiana Jones, just in case you didn't know. And if you're not familiar with this movie character, Indiana Jones is an archeologist and, throughout all of his movies, he's shown using maps and notes to find his way. In one of his movies, he even uses a transit to lay out a location of a buried vault.

Many of his actions are not dissimilar to the historical role surveyors played in collecting information to retrace the boundaries. This character fits our theme of building our geospatial future, as geospatial technology has had a profound impact on many professions and sciences including archaeology. Thank you, Kevin.

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

I would like to review some of the guidelines for the meeting. The business 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 this course of this meeting please approach a floor microphone and wait to be recognized by the Chair. You really have to help me to recognize because I really can't see that far and that's -- that's the truth.

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 Resolutions Committee and Chair before discussion.

The Resolutions Committee includes the newly-elected junior Councilors, Al Jeraj and Dan Dzaldov. The Chair will determine the method of voting. This voting will be done by the raising of hands. I will 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.

The theme of this year's meeting is "Building our Geospatial Future." The theme is

a reflection on the propulsion of our profession into a world that is progressively more technology enabled and encompasses so much more than the traditional boundary survey. It also speaks to the need of our profession to be involved in building our own future in a progressive industry.

Our keynote speaker this year was scheduled to be Jim Boxall -- I really have to read this, because otherwise I'm going to say something I shouldn't because -- Director of the Geosciences Centre of Dalhousie University, James is. Unfortunately at the very, very last moment he cancelled, and he really didn't give us enough time to deal with the situation.

And it's the keynote speaker that's supposed to set the tone of this meeting, and we were quite excited about his keynote speech, we were caught off guard. Fortunately, we were saved -- saved by Susan MacGregor. Susan came to the rescue, and she'll provide us with a keynote address. She'll provide some valuable insight on the future of our profession today after our lunch with exhibitors.

Following the keynote presentation, Izaak de Rijcke will tell about the innovation in Geomatic services for the consumer that could lead to "Costco" surveys. Before our keynote speaker, our business meeting will start with Commission reports and a special presentation by the Insurance Advisory Committee.

Later this afternoon, we'll hear reports from our committees and initiatives followed by our first part of Open Forum. The Veterans' Dinner is tonight, and is open to veterans and their accompanying persons. The Welcoming Party is also tonight and will be in the Exhibit Hall. Thursday is our educational day starting with a presentation from Ontario's newly appointed Director of Titles, Jeffrey Lem, followed by the Service Ontario presentation and panel and continued with concurrent learning sessions. The convocation luncheon where we support our newly Commissioned surveyors will be held at noon in the Peninsula Room.

Thursday afternoon continues with educational planning sessions including an update from Peter Sullivan, Surveyor General of Canada. Thursday evening will be the first time that there will be the President's dinner and dance replacing the traditional President's Luncheon on Friday. I hope to see you all there to show your gratitude and support for our new President, Travis Hartwick, and for all the awards and citations that will be presented during this event.

We're all quite excited about this event and I think that you are too, since we have almost 200 people attending this event. It should be a lot of fun.

Friday we will complete our business session with reports and a second session of Open Forum. We have time for some good open 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's only as good as you make it.

It's my pleasure now to introduce the AOLS Council for 2014. Please stand as you're introduced and remain standing.

INTRODUCTION OF AOLS COUNCIL:

The President, Dasha Page, that's me; Vice-President, Travis Hartwick; Past President, Eric Ansell; Senior Councilors, Richard Murray and Bret Magee; Intermediate Councilors, Jeff Buisman and Russ Hogan; Junior Councilors Jeff Fee and Wikar Bhatti; Surveyor-General, Susan MacGregor; Lay Councilors Mark Spraggett, Patricia Meehan -- Patricia is not here, though -- and Kathleen Gowanlock; Executive Director, Blain Martin; Registrar, Bill Buck.

Ladies and gentlemen, your 2014 Council.

Thank you. We have again this year 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 AGM 2015 SPONSORS:

Our sponsors this year are:

The Event Sponsor, The CG&B Group Inc., part of the Arthur J. Gallagher Group.

Platinum Sponsors: Cansel Survey Equipment, Geo Shack Canada, Land Survey Records Inc., Leica Geosystems Ltd., Protect Your Boundaries, Sokkia Canada, Teranet Inc., the Connectors Insurance Group - Bob Morrow, Tulloch Mapping Solutions Inc.

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And, for the

Veterans' Dinner: Autodesk Canada

Convocation Lunch: Morgan Meighen & Associates

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Meet and Greet Sponsors, of course last night, very successful, and that was sponsored by North Eastern Regional Group.

In total, this sponsorship contributes \$25,000 to the success of our AGM. I want to thank all sponsors for their generosity. Please help me thank all of them.

I would like to also welcome all students in geomatics and articling students to our meeting. Could any students who are with us this morning please stand so our members can welcome you.

Also joining us over the course of our meeting are a number of guests representing other provincial and neighbouring state Associations, other professions and the national organizations involved with our profession. I would like to now introduce

our guests and their accompanying -- no, I don't think any accompanying people are here, sorry.

INTRODUCTION OF ASSOCIATE GUESTS:

Due to time constraints, I have asked only one representative guest to briefly speak at our closing ceremonies on Friday morning, 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. I'm certain that they will prove to be valuable assets during our meeting.

These introductions are in no particular order. I'm trying to keep them under our toes. Usually we read it from east to west, from west to east. They're all over the place, so pay attention: Jody Isen -- I don't know how to pronounce your name. I just realized that, Jody. Jody Isenor, President of Nova Scotia; Alex Giannelia, President of Canadian Institute of Geomatics; Al Jamieson, President of Alberta Land Surveyors. This is a test, Steve. Steve Buzikievich, President of British Columbia Land Surveyors; Robert Frenette, President of New Brunswick Land Surveyors; Paul Burtnick, President of Manitoba Land Surveyors; Daniel Bérard, President of Quebec Land Surveyors; Gord Stark, President of Canada Lands Surveyors; Ryan Maloney, President of Saskatchewan Land Surveyors; Malcolm Shaw, National Society of Professional Land Surveyors and member of New York. Thank you. And Al Little, President of URISA Ontario.

Thank you. Good job, gentlemen, you paid attention. Welcome.

I would like to point out that Malcolm and his wife, Janice, have been coming to our meetings for more than 30 years now and we are always pleased to see them return. Malcolm and Janice have made many friends within our Association over the years and we welcome both of them back. There are, unfortunately, those who can no longer attend our meetings. I'll now read the names of those members who have passed away since our last meeting and also one that was not recognized at our last meeting.

TRIBUTE TO DECEASED MEMBERS:

Please rise and remain standing for a silent tribute as we remember the February 2014 to 2015 list of Deceased members:

Howard Gibson, 1107;
David Edward Sweezey, 866;
Robert John Ure, 796;
Ted Allan Graham, 963;
Stefan Eperjesi, 1470;
Alexander MacLean MacKay, 828;
John Shaver, 667;
Raymond Matthews, 744;
Kendall Shipman, 1175;

Eathel (Red) Petzold, 830;
Donald Endleman, 943

Does anyone know of any other members who have passed away since our last meeting?

Let us take a moment of silence for our deceased members.

Thank you. Please be seated.

INTRODUCTION OF NEW COUNCILORS

Since 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 Councilors and for Vice-President. I'm pleased to announce that your 2015 Vice-President is Murray Purcell and 2015 Junior Councilors are Al Jeraj and Dan Dzaldov.

Please join with me in congratulating these new members to our team of leaders.

I would now invite Vice-President Murray and new Councilors Al and Dan to say a few words.

MURRAY PURCELL: Thank you, President Dasha. First I'd like to take a personal - personally and publicly thank Richard Murray and Bret Magee for the contribution to Council over the last three years. And if either of you were available to be Vice-President, I would not be standing up here talking right now. As enjoyable as Council is, and the additional three years - the additional three years can be taxing and I get that, but I hope that in the future when your dust settles and the Nominating Committee perhaps makes the call, you'll consider that request at that time, too.

Secondly I'd like to thank the Nominating Committee for the confidence in suggesting me as a candidate. For my name to come up in front of this esteemed group is an honour in itself.

Thirdly, I guess I'd like to thank all of you, the membership, for believing me enough to acclaim me as your Vice-President -- at least that's what I'm going with.

I attended the Council meetings yesterday as a guest, and I look forward to working with President Travis and the 2015 Council to address any and all challenges and to move our Association forward. It's truly an honour to serve as your Vice-President. Thank you.

AL JERAJ: Thank you, Madam President. I would like to echo Murray's comments and thank you for acclaiming me and having the confidence to not run against me. No, in all seriousness, I would like to thank the membership for giving me this opportunity to serve and give back to the profession.

Yesterday Council was gracious enough to invite myself, Dan and Murray to sit in on their meeting and I can tell you that the membership is well served. I would like to thank Past President Eric Ansell and outgoing Councilors Bret Magee and Richard Murray for their commitment and service over the years. They have left big shoes to fill, but I plan to fill the void by honouring my commitment to the membership to serve as Junior Councilor. Thank you.

DAN DZALDOV: Ditto. I actually have to go up a little later for the insurance presentation, and part of that is hoping to do a little bit of audience participation. So I was going to actually ask everyone to raise their hands just to let us know who you would have voted, but then I decided I'm not chancing it. So, thank you, and looking forward to the year.

DASHA PAGE: Thank you, gentlemen. By the way, I apologize for my voice, it's kind of --I'm getting over a cold and so that's the reason for this raspiness. So, my apologies.

Minutes of the last meeting. As part of our business, we must address the minutes of the 122nd Annual General Meeting. Executive Director, Blain Martin, please present the motion regarding the minutes of the 2014 annual meeting.

MOTION TO ACCEPT THE MINUTES OF THE 2014 ANNUAL MEETING:

BLAIN MARTIN: Thank you, President Dasha. Golly, it's a big room, isn't it? Look at all those people. I'd like to start by welcoming everybody. It's great to see everybody here, and it's great to see such a large room so filled.

I'd like to present the motion on the minutes of the last -- our last meeting that was in Niagara Falls. The motion should be up on the screen. Can you pull that motion up, Gary? Oh, it's good. Thank you.

BE IT RESOLVED THAT the proceedings of the 2014 Annual Meeting as printed in the 2014 Annual Report be received. That motion is moved by myself and seconded by Bill Buck who I think is sitting at the back there. Thank you, Dasha.

DASHA PAGE: Thank you, Blain. Discussion? All those in favour, please raise your hand. All those opposed, please raise your hand. Thank you, the motion is carried.

We have all heard about our demographics. Our Executive Director, Blain Martin, keeps reminding us about our aging membership with his statistical data every single time he speaks. Was that a bit too ironic -sarcastic? Sorry, I just worked with him for way too long now, I can't help myself.

And clearly our most critical challenge is the ability to attract young people to our profession. However, the only way our profession gets noticed is if we all work together and train more surveyors. Therefore we have a challenge for you.

Currently, we have over 50 articling students in our system. The last OLS number issued this year was 1980. Our 125th meeting will be held in Ottawa in 2017 when Canada celebrates 150 years. Who will be the lucky surveyor to get a licence number 2017 in 2017 in our capital city when our Association is 125 and Canada is 150? Can we register 36 surveyors in the next two years? That's our challenge.

I'm sure we can do it if we support our students, hence the large fines for the ringing phones. A great example of supporting our students comes from the Educational Foundation. In January, three of our Educational Foundation award-winning articling students were eligible to become Ontario Land Surveyors. That makes a total of 77 award winners who have become OLSs since 1975.

Currently, seven of our articling students are Educational Foundation award winners. Now, I have to recognize Maureen. She gave me this. So I hope, Maureen, you're happy that I read it, and I hope you all understand how important the Educational Foundation is. Thank you, Maureen.

We have a number of presenters today, and I'm sure that some will be open to questions and answers as time allows. The business portion of our meeting is being recorded. And in order that we -- that the minutes and proceedings of this meeting can be properly transcribed, I ask that anyone wishing to speak during the course of this meeting, that you approach a floor microphone and wait to be recognized by the Chair or by the presenter.

After being recognized, please state your name and hometown and affiliation before speaking. The Chair may find it necessary to restrict speakers the one appearance on any subject. I'm repeating myself, I realize that.

INTRODUCTION OF CHARLIE WILKINS:

Before our Commission reports, I want to introduce -- I'm very happy to introduce Charlie Wilkins, and let him give a brief introduction to the commemorative history of the Association that he's writing for our 2017 AGM. I want him here at this time so that you'll be able to recognize him as he attends various functions at our AGM.

For instance, he'll be the guest speaker at the Veterans' Dinner and you will likely see him in the vicinity of the archival booth. Charlie's enthusiasm for our book is contagious, and I urge you to share your stories with him during this convention. He wants this book to be about your stories related to what surveyors have done for our province.

Ladies and gentlemen, please welcome Charlie Wilkins.

CHARLIE WILKINS: Hi, everybody. Just want to tell you a very brief story. When I went to meet the members of the Archival Committee who were going to decide on who would write this book, they said "Well, sit down and make yourself comfortable and we've got a few questions for you." And there we go, wait 'til I get my glasses on here. And I said "Well, go ahead, shoot. Whatever you like."

And the first question they asked me was "Do you understand the very complicated relationship between cadastral surveying and hydrography and photogrammetry and geodetics and geographical information management and all the rest of geoscience and geomatics? Do you understand that?"

And I said "Yes, I do of course. You know, I wouldn't be here if I didn't understand that." And they said "Okay. But do you understand why, when 150 years ago the first surveyors came to this province, and practically killed themselves with hard work, and complained constantly about lousy pay and terrifying conditions, terrible conditions, mosquitoes and black flies, and bitterly cold winters and swamps and many died of pneumonia and so forth? Do you understand why those people or how they could somehow persuade their sons and daughters into the profession, who would then persuade their sons and daughters into the profession, and these family connections would carry on and on despite all the difficulties that surveyors must face?" And I said "Yes, I understand that perfectly. That's not even a -- that's a simple one."

They said "Do you understand the extremely arcane complicated functioning and meaning of the Association of Ontario Land Surveyors?" I said "Yes, I understand that perfectly."

"Okay. Do you understand an organization that, when it came to numbering its surveyors, would deliberately choose to give its number-one position to a man named Strange?" And I said "Yes, I understand that."

"Okay. Do you understand Blain Martin? Yes, that's easy. No problem." Finally there was some buzzing and decision-making and they said "Well, you know, we would almost think that you are a surveyor, because you seem to understand about who we are and what we do. But we know you're not because there isn't one Ontario Land Surveyor alive who understands any of those things but you're clearly a good bullshitter."

And Mark Twain defined one's capability to lie - or to bullshit, so to speak - as the primary kind of quality of a writer and "So you've got the job. How are you going to go about telling our history?"

And, immediately, it was clear to me that I was not going to go about telling that history and I explained to them "I'm not going to tell it to you. You're going to tell it to me. And, furthermore, it's not even going to be a history. It's going to be a celebration of the history. A history already exists."

And, furthermore, we're not going to tell it with long analyses or chronological kind of explication and so on, we're going to tell it with stories. The stories of who we are, and what keeps us human and what makes us human as surveyors, and all of the wonderful connections that stories have to surveying in Ontario down through the decades, through the early years of plotting the north and the mega-projects of the 20th Century and on into the galactic future that is surveying. We're going to do all that."

And Blain and the others said to me "Well, there's a place you have to go and get those stories and we call it the AGM. And there are going to be dozens and dozens of people there with great stories to tell you."

So, here I am. I have a little recorder with me. I've already been meeting people who have told me quite a few good stories and I'm looking forward to hearing many more. And my plea is this; try to think of yourself as a story-teller, and please come and tell me your stories or I will seek you out and ask you your stories.

And they don't have to be very complicated. But, when told, as a kind of mosaic, they will create for our reader an interesting kind of overall depiction of what has gone on. When it -- just one more thing here- when we wrote the contract for this book, we wrote into it -- or I wrote into it "I see our book primarily as 'the story of surveying in Ontario,' history as theater, history as character and characters, history as events and intrigue and challenge."

Our overall aim in the book will be to provide a captivating and varied experience for the reader, not just a recounting, but an invitation to curiosity, to finding out, to enjoyment and also, of course, to memory. A delivery of independently inviting elements that together will tell the larger tale. I'd like to think of a book that a reader or a browser could open anywhere and enter the story in some way.

So, anyway, keeping that in mind, I have handout for you if you need prompting as to what constitutes a story that you might tell. I look forward to talking to you over the course of the few days we'll be here. Thank you very much.

DASHA PAGE: Thank you, Charlie. I can -- I'm sure you will all agree with me that we're in good hands. This is not going to be a documentary. This is going to be a great book. I want to order it already because I think he's going to do a splendid job.

I'm quite looking forward to reading it, and it's a pleasure to present this small token of appreciation, Charlie -- you walked away too fast. We have made a contribution in your name to Habitat for Humanity in terms of many of our members already contributed to in services, time, staff and of course -- of course dollars. And your glasses.

CHARLIE WILKINS: Thank you very much.

DASHA PAGE: So now I have here in red that we should be at 9:45. We're at 9:41. We're four minutes early. I'm doing good. That's how our Council meetings were and everybody loved that. So let's try to be on time in our meeting.

Our first Commission Report this morning will be presented by our Intermediate Councilor Jeff Buisman. Jeff will present an overview on Outreach and Professional Education. His Commission includes the following committees; Public Awareness, Geomatics Recruitment and Liaison, University and College Students Liaison, Academic and Experience Requirements, Continuing Education, Website.

Ladies and gentlemen, please welcome Jeff Buisman.

OUTREACH AND PROFESSIONAL EDUCATION OVERVIEW:

JEFF BUISMAN: Thank you, Dasha. On Council we -- there's -- I should say there's over 15 committees. And so to oversee and get a -- keep a good touch of all the different committees, we broke them out into groups, which we call Commissions.

This is the Outreach Commission and I'll talk about that one. Bret will talk about one Commission as well and so will Travis. And, by that way, we'll kind of give you a quick snapshot of what's happening overall big picture with the committees.

As Dasha mentioned the six committees let me go through them quickly again. As every industry, organization has, we have acronyms out of -- like crazy. So, PAC, Public Awareness Committee. GRLC, Geomatics Recruitment Liaison Committee. This one's hard to say, UCSLC, University and College Student Liaison Committee. AERC, Academic and Experience Requirements Committee, CEC, Continuing Education Committee and Website. Interesting Website, the most techie of them all, doesn't have an acronym.

We have met as a Commission, I'm going to say, about three times. It's usually a conference call with a GoToMeeting. They go well. If I can say that there's a theme across all the committees, these are the themes that I see in their messaging and what they're trying to accomplish.

One is recruiting candidates to become surveyors, and Dasha has given us a challenge for that for the next two years. Informing the public. Another theme is becoming better surveyors, and that happens in a variety of committees and in different ways. I see this coordinated effort among our committees. So we've really tried hard to make sure there's no overlap, minimize the overlap and also teach and give advice to other committees.

In fact, we had a special meeting of three committees just to even figure out, you know, what are you doing, what are you doing, what are you doing. Let's make sure we're on paths that make sense and we're not overlapping.

So I'm going to go through the six committees briefly. PAC, Public Awareness, Michael Matthews is the Chair. He's got about eight to ten members. And they are active and pumped, I'm going to say they do great work. They have had 22 events this past year, and a couple of those, the Ontario Universities Fair and many others. Michael tells me that they were great events. Worked out well. And we're seeing this committee, how they have things structured because it's doing so well as a model that the two other committees -- the GRLC and UCSLC -- will be following as well because their model works well.

And the biggest thing is they have a plan. They have a great plan. They, a few years ago, hired a consultant to come up with a plan. It's a multi-page document,

but it really sets out their goals and objectives. And it was a bit of work to write it the first time. But then, from then on, it's always updating and keeping that plan active and going through the details of it. And that -- that plan is the type of plan we hope to build with those two other committees.

The PAC message -- of course they're public awareness. Their message -- they've got lots of messages. So one, of course, is make surveying interesting to high school students. And I'll mention this -- this secondary school has taken a particular interest in surveying and I'll expand on that in a minute.

Also their message is that the AOLS brand in that we provide high quality services and products. The challenge -- I'm going to say challenge to make the public aware of geomatics and what it is. Make the public side of our website well-known and used, market the advantages of our GIM managers and then support members and committees in public awareness.

So, one example -- and I'll talk about that in a minute -- but, I'm giving you this picture here, this is that high school that I was talking about. One survey firm has donated some equipment, they've -- and Maureen has been there to provide some training on it, and they're moving forward more with geomatics and surveying-type curriculum. So that's exciting.

Another example here is this is the front of a flyer that the -- if I've got it right- the Monument Protection Task Force put together. And, again, they're working through Public Awareness Committee on the promotion of this flyer and I think you may hear more about this later on in this meeting.

But PAC -- PAC can't do it alone. Yes, they have great members to get that plan going, but I think each one of us has a challenge to help them. Consider presenting to your local high school. I've done it a couple times, and fortunately it's worked out really quite well. And a big advantage was PAC supplied me with a great video and a great slide deck. And it's not that hard to talk through a 45-minute class with that material.

You go through it once and you got a -- it's really good stuff. And I've done it a couple of times in a geography class and the geography teacher told me later that they even -- she used like a test question based on this presentation. So, it works out really well, and I encourage you to try your local high school. So -- and the GIM members, they're looking -- PAC is looking for your help on the marketing of the GIM role.

Our historian here, our story writer told us about surveyor stories, but we also want you to bring your interesting surveying stories to PAC so they can bring the public message out there. Bring out issues to PAC's attention. And PAC is telling me that they would love a rep from each Regional Group on their committee. Maybe that will help in the dissemination through the high schools.

The next committee; the University and College Liaison Committee. I'm going to

say this committee was reborn -- has a rebirth in that this committee existed a while ago, but we felt the need to resurrect this committee because we, at Council, felt the need to resurrect this committee because we found the university students were not connected that well to the AOLS.

So, the goal here is really to focus on the university students and the connection with the AOLS, as well as becoming an AOLS. Wikar Bhatti, one of our Councilors, is Chair. They've already had a couple meetings to set the direction in terms of reference for this committee. And this is one committee that's going to establish a tactical plan similar to what PAC has been working with.

The Geomatics Recruitment and Liaison Committee has had -- I want to first say thanks to Nigel Day. His passion for this promotion has been incredible. The main thing is just to really push geomatics knowledge and enthusiasm right down to the high school level. But Nigel has decided to retire as Chair, and Hugh Goebelle is the new Chair and they're just in the midst of re-focusing and setting direction as well.

CEC, Continuing Education Committee. Again, a new Chair is coming because Paul Church has decided to move on. Paul did an incredibly great job in getting our professional development program running. Tom Packowski is the new Chair. And if I can say something on behalf of Council and them is it's record your hours, record your hours, record your hours and do your activities.

So, really we all know that -- I think it's the end of next year, will be the end of our first three-year term of which you have to have your CPD hours in by. And you'll save Council and everybody a lot of grief if you get all your stuff done on time. So, I really encourage you to do that. Of course your time here at this meeting is contributing to your performance, to your CPD stuff.

There is a training session on Thursday morning by Julia on how to enter your hours. I made a point of doing it myself before I came to say yeah, I can do it. It's a little tricky. There's a few buttons, it's a little unclear. But you can work through it. And if you're not sure how to do it, Julia will help you. What's nice is you can get a nice report and so on, too. You can see how you're doing.

So I looked it up and I -- I looked it up -- this over the literature. I didn't double-check that I had this all right with CEC.

But, for active members who work more than a hundred days in a year, 36 hours of formal work over three years professional, 66 hours over three years. And then, for non-active members, you need an additional 30 hours of formal and/or professional time.

I found by attending regional group meetings and the AGM you can get -- and maybe a lecture course here and there, you can get most of this fairly easily. So it's not onerous. So there's a -- that message is get your -- record your hours. Probably many of you have done the work, but you just have to record it.

The next committee, AERC. It's a Statutory Committee. Nancy Grozelle is the Chair. Every time we have a Commission meeting, I'm just impressed with -- we had no issues, things are going well, and that's always nice to hear so then there's no problems to fix.

The new articling process, as you're probably all aware, is well in place and working well. They are still working on a couple of online EAKs -- areas of -- essential areas of knowledge, and they are now starting academic requirements for the GIMs and putting an articling process in the works -- is in the works.

The Website Committee, Ken Wilkinson is the Chair. Of course we had the major accomplishment that we're on the new website, but that's already over -- that's becoming old news. I find when I use the website, it's great. It's not always completely intuitive. Like, oh, I'd click my button here, not there. But I can get through it.

And so, the committee knows that, and they're working on those things. And they've got a hierarchy of tickets or issues to deal with, and they just continue to prioritize and address these tickets as they move along. They've got a new website host and they're happy with that. And, again, there's a session on Thursday morning with Penny on how to use the website. So, if you are having trouble with the website, I encourage you to attend that committee -- that session on Thursday morning.

I had to ask myself why is website -- why is the website part of this Outreach Committee where it just seems so technical. But, really, it's a nice tool for the public message, it's a resource for inquiries and it's a resource that we can use as well. There's the -- what do you call it -- the cyber?

BLAIN MARTIN: The Cybrary.

JEFF BUISMAN: -- the Cybrary that's been developed with just a whole pile of information on different aspects of surveying and so there's a lot of tools in there. So the website is a big communication tool for us and, you know, especially that message of getting new surveyors as well.

So, in summary, we have six committees that I'm -- that this Commission is overseeing. We want to strengthen the public understanding. Of course want to get more surveyors, and we want to strengthen the existing surveyors and that message we could use your help in the PR message and record your hours. Thank you.

DASHA PAGE: Thank you, Jeff. That was a very informative report. Isn't it great to be President? I do nothing. I just tell them what they have to do and they present and they do such a splendid job. It's a pleasure to present this small token again of appreciation for the Habitat for Humanity. Thank you, Jeff.

JEFF BUISMAN: Thank you, Dasha.

MAUREEN MOUNTJOY: Can we have a question on something from the floor for a second?

DASHA PAGE: Okay, yes.

MAUREEN MOUNTJOY: Is this microphone on? Okay. Hi, I just wanted to add a little bit more information on the Richmond Green Secondary School and acknowledge J. D. Barnes Limited.

DASHA PAGE: Maureen, can you say who you are?

MAUREEN MOUNTJOY: Oh, Maureen Mountjoy from Brampton. I'd like to acknowledge Joseph Young and J.D. Barnes Limited. They were the company that stepped forward to offer the donation. They actually went out and purchased the equipment for the secondary school, and Joseph and some of his staff went over to help the students as well. So I'd like to publicly acknowledge that company and Joseph Young.

JEFF BUISMAN: Thanks. Thanks, Maureen. They need to be acknowledged.

DASHA PAGE: I don't see any more questions. Our second Commission Report will be presented by our senior Councilor, Bret Magee. Bret's Commission is the Professional Standards and Practice and includes the following committees and task forces; Digital Standards Task Force, Professional Standards, Survey Review Department, Underground Utilities Task Force, Complaints, Discipline and that's it.

Ladies and gentlemen, please welcome Bret Magee.

PROFESSIONAL STANDARDS AND PRACTICE OVERVIEW:

BRET MAGEE: Thank you, Dasha. As you know, my name is Bret Magee. I'm a Senior Councilor, and I was asked to do a brief review, overview of the activities of the various committees within my Commission.

So, the six committees within the Commission are the Monument Protection Task Force, the Underground Utilities Commission -- or Committee -- sorry, the Discipline Committee, the Survey Review Department Committee, the Complaints Committee and the Professional Standards Committee.

Now, this Commission -- the focus of this Commission has been very much directed by the strategic plan. The strategic plan was updated in the spring, it was a five-year review check-in. And I really want to touch on the volunteer hours that get these committees up and running.

We had incredibly good value for incredibly small budget. During last -- during the 2014 budget, these committees were tasked with cutting their costs, sharpening their pencils, so to speak, and they rose to the challenge.

So here's a quick budget. These numbers are current according to Russ Hogan. These are valid numbers. If you take a quick glance at those, you can see it's a very small budget and they've spent very few dollars.

Like I said, this is a lot to do with the volunteer hours. It also has to do with the website. It's making things way more efficient. It's starting to pay us back. GoTo Meeting is being employed lots, as well as teleconferencing, that sort of thing. Moving forward, the 2015 budget for these committees is reduced all in an effort to save money.

So, what have we been up to? The Monument Protection Task Force. Dave Lamont is the Chair. They have six members. They meet monthly. You don't hear a lot about this task force, but they've actually been quite active. They created a special provision that is on the Ontario Good Roads Association website, and this has to do with creating a -- it's a contract that municipalities will take and include in their construction contracts. They are working with PAC to man the AOLS booth at the Ontario Good Roads Association. So, -- great efforts there.

The Underground Utilities Commission or Committee. Gary Auer is the newly-appointed Chair. And in direction with the strategic plan, this whole committee is important enough to remain as a committee. It sort of stayed on the back-burner, so to speak, while efforts were focused elsewhere. This will get revitalized this spring.

The Discipline Committee. Travis Hartwick is the Chair. And this is one committee I'm very glad to stand here and say has been very quiet this past year. There's been no -- no panels struck in 2014 which is great. Two mediations.

There's potential for one or more panels in 2015. Now, they've been actively working on a policy -- a policy statement to recoup the costs of hearings. Hearings are quite expensive, and they're revisiting how to get the monies back. There will be a new Chair coming. Travis has to step down as Chair because he's becoming our President.

The Survey Review Department Committee. So Dale Eplett is the Chair of this committee. It's a very active, great committee. I sit on this committee as well. They hold meetings regularly. They have spent considerable time working on what constitutes a project -- and this is from the SRD point of view -- what is acceptable as a sketch, and ultimately what requires a plan submission form or a sticker. And they're currently working on a process to review C of R members and, more importantly, how to fund that review.

The Complaints Committee. Andrew Mantha is the Chair. Patricia Meehan is the Complaints Review Councilor. I want to give a special thanks to Murray Purcell, he's got a lot of years of experience on that committee. He has to step down, he's moving into the executive -- what's it called? Anyways, the Vice-President role of the Executive Committee, sorry. So he has to step down. This committee meets monthly, it meets by teleconference and unfortunately this committee is very active, so I'm just going to speak to this for a bit.

There's the slide. You can see it on the very far right-hand side. In 2014, we've had 30 active complaints. That's a record. Besides hearing the complaint and dealing with that, the strategic plan asked during the strategic planning process that they complete a Manual of Procedures. This was done. It's been completed. It's been submitted to Council and accepted. A great job. That's an important document for us.

We also had a bit of an experiment, if you will, early on this year. So the system that you are all familiar with is what I call a two-comment system. You have a complaint is lodged, the surveyor responds, the complainant can then comment on the surveyor's response. The surveyor gets another kick at the can. Both parties get two comments -- ability to comment. During the complaints process, there's an exit survey given, and a lot of comments were that it just takes too long. It's a long process. It seems to be an onerous process. So we discussed this with our lawyers, looked at the Surveyors Act. We cut it down to a one-comment process. The complaint was lodged, the surveyor responded, then we went to work.

This did not work for us at all. It was a lot of referrals -- numerous referrals to Patricia Meehan. People weren't happy with it, so we immediately switched back to the old system. Case closed. And I encourage you all to refer to Bill Buck's -- to refer to Bill Buck's article on complaints and how to avoid them. This was in the last or the second last e-mail blast that came from the Association. It's got a lot of good statistics in it. A very, very well-read article.

The Complaints Committee has asked me to send these messages along to everybody. The committee is frustrated by products that are causing complaints to be lodged. Okay, we see a lot of products coming in, not sure what's acceptable as a sketch, what can or cannot be shown as a topographic survey or a topographic plan. This is an ongoing concern, and it appears that products are being prepared that should be subject to SRD review, they are not getting a sticker or a plan submission form.

Some statistics of interest here. These are for the years 2000 to 2013. So, 75 percent of members have had no complaints ever lodged against them. A hundred and twenty-four members have had one or two complaints against them. Okay. Now, the last three bullets; four members have had a total of 37 complaints in that period of time. So, 15 percent of the total complaints are lodged against 0.67 percent of the membership.

Okay, that's -- that's worrisome. Eighty-one percent of complaints are made by the public. And this the last bullet, so 80 percent of complaints made by OLSs get referred to Council.

Okay. So, if the complaint's made by an OLS, they're taken as a serious thing. Okay.

The Professional Standards Committee. So, a very special thanks to Kent Campbell. He's now stepped down as Chair of this committee, and Bob Halliday -- Robert

Halliday has been appointed as the new Chair. This happened recently. Now, this committee is really very much directed under the strategic planning. It's been refocused and it's moving forward.

So, Bob Halliday comes to the committee. He just finished off as Chair of the AERC during the whole restructuring of the articling process. He delivered the task on time, did a great job. So Council looked at him to step up for this one as well. A project charter has been prepared. It's been signed. It's been dealt with. The first meeting of the Steering Committee has been held. This is up and running. This is a going concern now and you're going to hear lots about this, I would imagine, over the next course of the next year or two.

So the project charter, the final deliverables are clear. It's going to be a revised and updated practice manual that is to include but not limited to the following tasks; the creation of standards and definitions of sketches including their use and non-use. Now, this comes right back from feedback from complaints and from SRD. The creation of or revision of GPS standards, creation of or revisions of LiDAR standards. There's new technology out there, let's use it and let's use it right. Control surveys, proposing a definition of project to be employed by the Survey Review Department. Digital field note standards. The list goes on: Condominium surveying and plan requirements, mining survey standards, website standards for business. Now, the next two bullets here, the standard practice for right of entry, standards for contract requirements. That's right from complaints.

Right of entry is causing a lot of complaints. Let's look at it. What are we doing wrong? Contracts, not having a signed work order. It's -- a lot of complaints are coming from that. Let's deal with this.

You know, consultation with the Insurance Advisory Committee to incorporate other standards required to minimize claims. These guys are dealing with this stuff, they know what the problem is, let's look at it. Their charter is very specific, it's got specific milestones, it's got specific steps for the reviewing of each task and ultimately Council approval. Very good, thank you.

DASHA PAGE: Thank you. And, again, a certificate for Habitat for Humanity. That -- that was awesome. It's too bad that I couldn't see the screen.

I know this is a lot of information and I hope you all are paying attention. There will be a test at the end of this. I am serious. I do have a skill-testing question for you. Let's see if everybody was paying attention.

The first person that comes up with the answer, please put your hand up and go to the microphone. Identify yourself and give me the answer. I've got five drink tickets for the person that has the answer. And this is -- and you will never know what it is. Some questions will be easy. Some questions will be hard. This one is -- it should be easy.

I have mentioned when I was born. What year was I born? Kevin, go ahead.

MARTHA BURCHAT: Martha Burchat, Ottawa. 1967.

DASHA PAGE: Awesome. Thank you. Our last Commission Report will be presented by our Vice-President Travis Hartwick. Travis is a member -- Travis is Member Services and includes the following committees: AGM Planning, AGM Operating Task Force, Archival and Historical, Government Relations, Insurance Advisory.

Ladies and gentlemen, please welcome Travis Hartwick.

MEMBER SERVICES OVERVIEW:

TRAVIS HARTWICK: Thanks, Dasha. I appreciate that. So, here I am again, last. I thought I learned my lesson on the candidate trail here when I went to South Central Regional Group, and Dan and Al left me with a whole bunch of time to fill. Now I see my comrades here in arms took about ten minutes when they were supposed to take 15, so now you'll have to listen to me for a half an hour instead of 15 minutes. But I think we'll maybe have a longer break than that, so...

So, Members Services Commission. So, you listened to Jeff, you listened to Bret, all their boring Commissions and boring committees, statutory committees. I was pretty fortunate being Vice-President to be the Commission Chair for the Members Services Commission which is non-statutory fun stuff.

So, four committees, really three committees that are active. So we have the Insurance Advisory Committee, the AGM Planning Committee, the Government Relations Committee and the Archival and Historical Committee.

So, Commission members; myself, I'm the Chair. Richard Murray is the Vice Chair. Wikar Bhatti is a member. Kathleen Gowanlock is our lay member, Lieutenant Governor in Council appointee. Dan Dzaldov, Insurance Advisory Chair, our President, Dasha Page, AGM Planning.

Mel Truchon is the Chair in her own right for the Operating Task Force. So, once -- we'll get into that in a minute. Gordon Good is the Chair for the Archival and Historical Committee. And then our newly formed -- well, not really formed yet, I guess, formed in March -- will be our Government Relations Committee. And TBD is not Thomas D. Bunker, it's going to be "to be determined."

So, Insurance Advisory Committee, the Chair is Dan Dzaldov. And, really, this committee has about five members, one member of Council, and they get together, they advise on claims from a surveyor's perspective. So they get together with the insurance people, they talk about claims, they look at -- look at claims. They basically decide, you know, is the insurance policies, are they good, are they doing what they're supposed to be doing, surveying the -- surveying the group.

They have quarterly meetings. The meetings are at the AOLS office. They're face to face. And, again, you know, what they want to do at these meetings is get some

teachable moments and make sure that we're protecting our members the way that we need to protect them with the insurance.

Information return, it comes back to Council through reports. They are also in the Professional Surveyor Magazine, and Dan will give a presentation immediately following the break with some teachable moments, I'm sure.

The AGM planning Committee, that's always the President, so this year it's Dasha Page. The members of that committee are the President and the President's spouse, the Past President, the Operating Task Force Chair who is Mel this year and then the AOLS staff.

Really, the purpose of this committee is to get together and brainstorm and prepare a theme and deal with the logistics of the AGM. The meetings are teleconferences and usually one site meeting for the Planning Committee and then there's at least one more site meeting for the AGM Operating Committee. So, again, a typical meeting is AGM agenda, theme, and the accompanying persons program.

Information return, it comes back to Council usually through the President and the Executive Director. Council has some input as we go along. We get periodic information blasts in Insight and then, of course, we have the AGM here which is the final results of all our hard work.

The Government Relations Committee. So, this -- this was always a placeholder in the Member Services Commission and we never really had a term of reference to get this committee up and going. So, Eric Ansell and myself, this year we got together. We thought hey, let's get a terms of reference together for this, so we did that. And really what we want out of this committee is a vehicle, a vehicle for disseminating information from the AOLS to the government and then from the government back to the AOLS. So, right now, information can come from the government through members giving us a call about hearing something through the grapevine. It comes through the Executive Director, it comes through the Surveyor General. So there's lots of different modes for that to happen. So, we're hoping to streamline that a bit and get the information firsthand and through a various specific source.

So the member -- the Chair -- it was going to be a Senior Councilor, so we'll determine that in the next couple weeks who that's going to be. The members, the most senior public employee who is also an AOLS member or a designate from each ministry department employing Ontario Land Surveyors.

So the idea right now is sort of have this at a government -- an Ontario government level. I don't think we're going to get into the municipal governments. We may get into the Federal government, but we'll see how this -- how this committee functions and it will evolve as it goes along.

So, the idea would be to have, you know, the Surveyor General or her designate, head of MTO, head of surveys of MTO and then MGS or Service Ontario there as - as a meeting. And I think it would be a good idea to get these people talking, I'm

not sure how much they talk on the side or formally within their groups but I think it would be a good committee moving forward. We're hoping that they'll meet quarterly and then they'll report right back to Council.

The Archival and Historical Committee, the Chair is Gordon Good there. Currently, seven members on this committee. They're certainly looking for more members. Gord asked to mention that they're always looking for more members -- young, old, OLSs, non-OLSs, spouses -- whoever wants to join the committee, they're looking for good ideas and people to -- to push their agenda forward.

Really the main thing that they do -- two main things is the historical booth at the AGM and I'm sure they're set up there now. So I encourage you to go over and see them. I believe it's to do with transportation this year, so it should be interesting to see. And then they also manage the historical artifacts. So, if anyone wants a historical artifact to take out to an office or to use for a learning purpose, or if the Association gets an historical article -- artifact in, they'll photograph them, they'll catalogue them and they'll be the caretakers of that artifact.

They meet seven or eight times a year, and one of them is definitely a face to face and they try to pick out an historical place to go. So some of the interesting things that they've been doing is the historical video, the cataloguing of the items, the AGM display. There's a monument garden that they're caretakers of, and they're responsible for the 2015 AGM book, finding the -- finding the author and making sure that that -- that is a success.

So, information return, it comes through the Commission Chair and it comes through the Executive Director who sits on that committee also.

So, in summary, four committees. They're not statutory committees, and we look after the member "stuff." So it's really for you, the members, this Commission, and I certainly encourage you to get involved in the Commission if you have interest in that area.

So really, as you can see, the three Commissions, they have three different agendas. I don't think you saw any overlap. It's very structured. It has a lot of committees at the bottom. Things funnel up to the three Commission Chairs, and then it funnels up to Council to make decisions, to set policy and bring that down through the Commission Chairs and back to the committees.

So, a lot of great people work on these committees and on the Commissions, a lot of great work, a lot of the hard work that you see to keep this Association moving forward is done by these committees. So, hopeful -- hopefully this was useful having three Commission Chairs up here to speak about the committees and about the responsibilities.

And, Dasha, I'll leave it up to you how you want this to move forward if there's questions or how you want to go from here.

DASHA PAGE: Thank you, Travis. And, again, we have a certificate in your name for Habitat for Humanity. Thank you.

You can see that I was privileged to work with very committed people, and it's just they do a great job. They take everything very seriously, and I believe the reports were quite detailed and I will let you explain how much work we are trying to do and better our profession.

It was a splendid report, Travis. So, we're doing good, but before I set you free for coffee break, I will mention a few things.

First, the Educational Foundation. Maureen, this is for you. Since 1975, our Educational Foundation has awarded \$357,000 to 340 students. Did you know that all proceeds from our exhibitors' draw at the welcoming party held this evening will be directed to the foundation? So, please, buy tickets.

I also want to remind you that right after our break, the Insurance Advisory Committee presentation includes an exciting announcement that you definitely do not want to miss. So, do come back. As part of this AGM, as I mentioned already about the skill-testing questions, after every break -- I'm just trying to make you keep your attention up, okay?

So, before every break, put your thinking hats on and pay attention during our proceedings and seminars. Before I ask the question, I'll ask my Sergeant-at-Arms to carefully view the audience, identify the first hand that raises.

If you know the answer, raise your hand -- and fast, of course -- and then the Sergeant-at-Arms will escort you to the microphone. And, if you answer correctly, you'll receive five drink tickets and he's got the envelopes with the tickets. So, I'm very serious about that.

So I have another one, of course, right? Another question. Are you ready? At which full meeting will the new Presidential chain be worn for the first time? Kevin, it's your job.

RALPH GRANDER: Well, I hope I'm right. It's Ralph Grander. 2016?

DASHA PAGE: No.

RALPH GRANDER: No?

SERGEANT-AT-ARMS: You --

DASHA PAGE: I know. You should buy, yeah, since he had it wrong. The next -- next attempt?

GARY AUER: Gary Auer. 2017?

DASHA PAGE: Very good. Thank you.

SERGEANT-AT-ARMS: Here.

GARY AUER: Thanks.

DASHA PAGE: Okay. Coffee is in the Exhibitor's Hall. Our next presentation will start at 10:45. Please be in your seat and settled before that. Enjoy your coffee.

-- Coffee break taken from 10:30 a.m. to 10:45 a.m.

DASHA PAGE: Welcome back, everybody. We're late, it's 10:46. Is the Sergeant-at-Arms here? Kevin? I just want to make sure apparently we have missed a member that wanted to ask a question after our Commission Reports. I apologize for that.

Kevin, you'll have to help me out, I really can't see into the crowd. And if somebody is standing there and wants to ask a question, do get my attention. Stop me if I'm going too fast. I have a tendency to speed -- to speed through everything. Mark put it higher. I thought I was tall. Even with my high heels, it seems like a little bit too much. I had to put it lower just a little bit, okay. Okay, sorry about that.

Okay. So just a quick reminder to turn your phones off again. Many of you probably had them on during the coffee break calling the office, making sure you didn't miss anything, right. Or leave them on because, you know, the Educational Foundation needs more money.

Our last session before lunch is Avoiding Complaints and Insurance Claims, and it will be presented by the Insurance Advisory Committee represented by Mark Sampson on my left, and Dan Dzaldov and Joe Young. Welcome, gentlemen.

AVOIDING COMPLAINTS AND INSURANCE CLAIMS:

MARK SAMPSON: I'm going to put this back higher. Good morning, everyone. As Dasha mentioned, my name is Mark Sampson, and I'm from CG&B Insurance Brokers. Thank you. CG&B Insurance Brokers, we've been your insurance brokers for actually almost 35 years now, and --

(Cellphone ringing)

MARK SAMPSON: That's not my phone. Someone's got to pay some money...

JOSEPH YOUNG: It's me. I had too much respect for Dasha to interrupt her this morning but I don't have any respect for Mark.

MARK SAMPSON: Oh.

JOSEPH YOUNG: Where is the Sergeant-at-Arms? I owe him some money. And the reason I'm doing this because it's worth it to increase the fine. So, I'd like to raise it to \$200 for any future offenders. I think we can trust our President, so here's the fine.

DASHA PAGE: Thank you.

MARK SAMPSON: Great.

JOSEPH YOUNG: Carry on.

MARK SAMPSON: All right. Back to -- all right, well done. I always -- I think he's trying to phone me right now, that's the problem. Luckily he only has my number when it's time to collect the premium, not when he's reporting a claim.

Okay. So, yeah, we've been your broker for almost 30 years. I've been your personal broker for five. And I'll just sort of give you some background. CG&B -- I don't know if it's happening in the insurance -- or in the surveyor industry as well, but there's some consolidation going on in the insurance industry. And CG&B, we're the fourth largest broker in Canada right now. We operate under different brand names across Canada.

And one of the things which was new for us at the end of last year is that Arthur J. Gallagher is the third largest broker in the world and they wanted to get here in Canada. And we decided to partner with Arthur J. Gallagher, which is huge. They're not a presence here in Canada right now. So just more of a FYI that at CG&B, sort of we're going to be changing our brand name to Arthur J. Gallagher sort of a year from now.

But, once again, no change in personnel, no change in people. It's just the brand is changing, so just to give you sort of a heads up that you'll start seeing sort of the Gallagher brand versus the CG&B brand but there's really no change.

Just to share a quick story before we get into insurance, it was about a month and a half ago, sort of the executive of CG&B, were getting together, talking about strategic plans for, you know, 2015 and we were together as an executive team. And, you know, I don't know if it happens in the survey industry that, you know, a meeting turns into dinner and you have maybe some beer or some wine or anything like that. Does it ever happen in the survey industry at all? No, no. Okay. Well, I'll just say for insurance, occasionally that happens.

So, we're at dinner and, once again, having a bottle of wine and having a -- having a good time. So, at some point, one of our executive -- her name is Tracey -- said "You know what, I've had probably too much to drink. I'm going to call my daughter to come pick me up." So, we're like "Yep, that's very responsible." So, you know, she calls her daughter, her daughter comes and shows up. And so she's about -- she's 22 years old, and comes in and she just graduated from Wilfred Laurier University trying to figure out what she's going to do. So, of course we're

trying to convince her to get into the insurance industry. Of course, why not, right? But she wasn't very interested in that.

So, of course my next thought is why don't you try in the survey industry. And, for some reason sort of, she didn't want to do that either. So, she picks up Tracey and -- and goes home.

So the next -- the next morning, Tracey, the mom, comes to me and says "Oh, you know, my daughter, Tanya, sort of -- you know, she gave it some thought and she made one comment." I said "Oh, what was that?" And she said "Well, she asked me 'Like, who was that really tall guy that I was talking to?' Oh, that's Mark Sampson, you know, he does a lot. She's, like 'Okay, well, he's kind of good looking for an old guy'."

An old guy. I don't think I've ever been referred to as an old guy before. I guess that's why I love coming to the sort of surveying profession that much because I feel really young at heart. Sorry, that was a long winded -- it's true, though. That was true. It's a true story. I didn't make that up.

Okay. So, we're here today to talk about the professional liability program. So we have another serious objective here, is we really want to try to break something that's never happened before in an insurance presentation. Is that we want some spontaneous applause, and even -- maybe even a stand-up -- a stand-up ovation at some point in this presentation. So that's what all of us -- the three of us here -- obviously, Joe already started it out with donating money to the education fund.

But that's our goal. At some point in this presentation that we're going to break a Guinness -- I looked it up in the Guinness World Book of Records -- no one has ever cheered during an insurance presentation. So we're going to try to break that record today.

And the way we're going to do that is we're going to talk about the role of the Advisory Committee -- the Insurance Advisory Committee which I think is one of the most important and rewarding committees that the AOLS has. We're going to talk a little bit about the professional liability program, we're going to give you an update from our recent meeting, and we're going to talk about common surveyor errors that happen again and again and again. We're going to talk about our costs and then we're going up open up for questions.

So, right now, I'm going to turn it over to Dan who is the Chair of the Insurance Advisory Committee. Dan.

DAN DZALDOV: I've never felt short before.

MARK SAMPSON: Let me do that for you. He's got to get up on stage there, sorry. There you go. How is that?

DAN DZALDOV: Thank you, perfect. All right. First, I'm just going to go

through who the members of the committee are. The Executive Director, Blain Martin. Mark. Our adjustors from Maltmans are John Breeze and Steve Schneider attend each meeting.

Yours truly as Chair for now. Rudy Mak who's been on the committee for -- I don't if Rudy is here -- I think probably, what? Ten years. Close to it. Martin Nisbet who just joined our committee, and actually travels a fair bit to get to our office. Dasha and Joe, who both I guess kind of the last couple of years have been on the committee.

The -- the next slide. The role of the committee, we meet three times a year, and each meeting is generally a half day. It's in the boardroom, and with the nature of the meeting, we actually have to meet face to face, and documents are brought in that we review and we walk out with nothing other than some knowledge. But -- we're forgetting all the names and -- and individual claims that have been discussed.

What happens is John and Steve from Maltmans will bring in a package of, I'd say on average, 25 to 30 claims each meeting and they'll review them with us. There are notes that get handed out from each claim that will range anywhere from a half a page to as much as two pages of information. The -- the person who's -- who the claim is against is -- we talk about that, and all the details of the claim itself so that we have a very good understanding of what happened.

John and Steve might ask us for our opinion -- they do that quite often -- and we are often looking for clarification sometimes involving seeing the plans and other documentation that they've brought with them. There's usually a pretty substantial file that comes to every meeting.

What they're really looking for is technical advice from us. They want to know if their assumptions are correct. Obviously they're not surveyors, but certainly someone like John has been doing this for -- I'd hate to say how long, but for a long time -- and has a very good understanding. But there amazingly still is -- even though it's the same errors and the same issues come up at every meeting, amazingly there's always something new.

And they're looking for guidance, they're looking to find out from us if there was already a settlement, if we think that was reasonable. If there's a settlement on the table, what we think of that. And ultimately the discussion -- one of -- one of the goals is to flush out how we can share the blame and the pain. And, as you know, often the surveyor is blamed. But it's -- it's often not our fault.

And then there's a lot of other parties that can share the blame and, again, that's where we come in to try to explain to John and Steve the process that we go through in our offices and why something could have been done differently. We're also looking to see what the surveyor could have done differently, and part of that is our presentations on giving some ideas back to the members.

Speaking of that, the last couple of years we've been trying to get back to you some

ideas. It started in 2013 at the AGM when we did presentations on common errors and that was followed up with an article in the quarterly. And there was also -- as I'm sure everyone to get their CPD hours -- read my article in the last quarter of 2014.

Today's presentation is another example. And when we discussed this last year, it was agreed that the Chair would take generic notes. As I mentioned, when we review the claims, we do know who the parties are but we're not walking out with any of that information. So we've agreed that the Chair would take generic notes on some ideas that we can get back to you and the result of that was the article in the 2014 quarterly. And I did that as Chair and am committed to do that, but unfortunately I'm not going to be Chair anymore.

And Joe has committed to -- and, Maureen, I just want to make sure you know this - has committed to make sure there's a two- or three-page article in every quarterly resulting from our meetings.

The other item that we do deal with at the meetings is the policy -- and Mark will speak more to that -- but we do get updates on negotiations with the provider on an annual basis. We discuss the types of coverage, the limits and anything that comes up with discovery insurance for retired members. We do review, in general terms, the methodology for billing fees to the members, and of course there's always special issues, good or bad, that come up on our agenda.

And, you know, one of those special good issues is something you're going to hear about today. So I'm going to pass it back to Mark.

MARK SAMPSON: So, for those -- oh, I'll put this back up. So, for those that haven't read the article, I do have Dan's article actually over at my -- our little desk over there, and Dan has already said that he will sign them for you if -- because they will be collector's items. So -- and he will do that at a small donation to the education fund. So if you want to donate something, he will autograph it and you can frame it if you want and that's what we agreed.

Okay. So let's talk about some of the features and benefits. And -- and just to sort of follow up on what Dan does, and I witness -- I mean, this is a volunteer committee, the Advisory Committee, and we meet four times a year. And the surveyors that are on the committee, they donate their time. Each one of them are running their own business, but they donate their time for the betterment of the Association, the betterment of you.

And I can see they work tirelessly about reviewing the claims and saying "Hey, the surveyor did this wrong," or "No, the surveyor didn't do this wrong" and they give valuable advice to the insurance company on your behalf. And, once again, they're doing this from a volunteer perspective, so I'm sure they'd be happy if you bought them a beer later.

Okay. Features and benefits. Let's quickly talk about some of the features and

benefits of the program. So, part of it is that there's broad insurance coverage -- and I'm not going to go all through the details because I don't want you to be bored about that -- but one of the big advantages that you have as an Association is that pretty much almost everyone is a member of this program. So there's a lot of scale, and that allows me to negotiate sort of the best coverage that I can, as well as the broadest coverage and the best program for all the members.

Of course the expert claims handling, Maltmans. Has anyone in here had a claim before? Raise their hand. No. Oh my, not one hand raised.

Unbelievable. Okay. For those of you coming here who have never had a claim, raise their hand. Okay. So the rest of you have had a claim, by the way, just so you know. So, Maltmans is fantastic. They've been doing it as long as we've been doing it, almost 30 years. They know surveying.

Sort of a lot of you -- some of you know him a little bit better than others. But he's great and they do a great job. One of the things that sometimes gets overlooked is sort of the competitive and stable pricing. The insurance program just hums along. There's no big peaks and valleys. It's -- it's normally running at sort of like a flat rating or one or two percent up or down, but there really isn't much. It's pretty much stationary and that's done by design. And I'll tell you the reason why, how we've been able to accomplish that in a second.

One of the huge benefits is that there is free retirement coverage for all members. As long as you have been a member of the program for at least five consecutive years -- which, pretty much everybody has -- when you retire, you will have a policy for \$500,000 for any claims that are made against you for an alleged error or omission even -- even if you're retired.

As a professional, everyone has a higher standard of care, so you can be sued. So, one of the huge advantages of this program is that it will -- it will protect you and your professional negligence, or the defence of that, indefinitely as long as the Association holds the policy.

Obviously the service and advice, and then we do have a business insurance program built just for members which is quite advantageous. I won't -- we're running a little bit short of time, so I won't go too much in detail.

So I want to talk a little bit about another really important benefit here. There's something called a profit sharing endorsement that has been built into this program for you guys. And the profit sharing endorsement pretty much, it rewards the members for good loss performance. And I just want to give everyone a bit of a background also, another feature that we have that doesn't get talked about that much is that the Association -- we have something called the self-insured retention.

And the self-insured retention is a mechanism whereby the Association self-insures the first \$550,000 of all claims. And let me tell you the reason why that is. Because surveyors, you know, do have claims. And whether or not they're at fault or not, it's

always alleged by architects or engineers or construction companies that surveyors are the first line, that they made the error. Whether or not that's factual or not, it's always alleged.

So we know there's a certain level of claims that we're always going to have. And it basically roughly estimates between, you know, around 45 to 65 claims a year. So, instead of just trading dollars with the insurance company whereby we're just giving them premiums and they're paying the claims, the way we've structured the program -- and this is really important to understand -- that there's a \$550,000 self-insured retention.

And the way we get at that basically is we take the \$550,000, then we add what the insurance -- the insurance company will pay anything above the first \$550,000 in claims. Then the insurance company comes in, they will adjust the entire loss. But basically let's say the premium is a million dollars, so you have \$1.55 million. And then what happens is there's a rating formula that we split that amount, so we basically collect the 550. It's sort of built into your fees or your policy fees and that is built in.

And -- and then that all gets billed out. Not everything that you're paying as your insurance premium is part of the actual premium. It's also including that \$550,000. And it's really important, the reason why we do that, as I mentioned, is that because we know there's some consistency and it can keep the premium low for the insurance company. Why not retain the risk yourself up to a certain level? And then, if it exceeds that, then it's the insurance company's problem.

So this a really, really important feature because this feature, we have -- one of the reasons, obviously, is to keep the premium low and -- as low and as consistent as possible. So what has happened is in the 2009/2010 term, with the increase in the self-insured retention and the lower number of claims, there actually was a profit for -- for the insurance company.

In which case, I think it's the first time ever that the profit sharing endorsement was triggered. And, in which case, there's actually going to be \$172,000 premium return to members. A hundred and seventy-two thousand premium return to members. Ladies and gentlemen, come on. Come on, give me some credit. Yes, that's what I'm talking about. Guinness, yeah.

Thank you. Oh, man, I was waiting for that. Oh, that was awesome. So, \$172,000. This is huge. This is -- and we do a lot of Association programs. This program, we're ecstatic. And it's funny -- and I've got to give some credit to Lorraine, the past Executive Director, and my predecessor, Kevin Goranson. I, unfortunately -- well, I didn't negotiate this in the contract because it was done 25 years ago. But, it's funny, after we had a certain profit which we've never had before, I read the wording. I said "Huh, I think they owe us some money back."

So I went back to the insurance company and, sure enough, they -- they said "Yep, you know, there was -- we definitely owe some money back." So what the

Insurance Committee decided to do obviously is we have the 172, and we decided to keep \$20,000 of that to do further loss control seminars next year and the year after to make sure all members here keep their claims low.

All right. But, that being said, is that we're going to deliver cheques to everyone here today that is currently a member of the Association program and participated back in 2009, we're going to give you a cheque today for -- for your premium refund.

Yes, there we go. It was that too, and no one ever comes up and says hi to me. So I thought that would be a way for you to come up and actually say hi. So -- so the total refund is going to be -- is proportionally split by the total percentage of the premium that you paid in that policy year, less any claim surcharges.

So, if you had a claim surcharge, we take that out of your premium, and then whatever percentage is that's proportionally split back. And, once again, the refund cheques will be available today after this seminar. I'll be here, you know, the rest of today, all of Thursday, and we'll be -- come up, and show me your ID and your firm and I'll hand you a cheque. So it's a great way to start the seminar and the AGM. So that will be available today.

Okay. So, that's the big news. And roughly the amount -- the amount of refund is roughly -- don't quote me on this -- but it's about ten percent of the premium that you paid in that policy year is what you're getting back today. A cold hard cheque. And if you want to endorse any of it over to me, that would be good too. No, I'm just joking. Okay. So, Dan, let's give us an update of our last meeting.

DAN DZALDOV: So, I don't have as good news for you and I'm not handing out any cheques. I guess as part of this next little segment, I'm going to ask some questions and I've been told that if you don't raise your hand one way or the other, you're actually not getting your CPD time for this session.

We -- our last meeting was the beginning of February. And the winter meeting usually, because of the season and I guess things are a little bit slower and it includes the holiday time, there's usually less claims. We actually reviewed 16 claims at this last meeting.

And the first question I'm going to ask for a show of hands, the breakdown -- what you think the breakdown is between legal boundary issue claims and construction claims. So, with a show of hands, I'm going to ask who thinks that construction claims were the majority of our 16 claims? Okay. And who thinks legal boundary claims were the majority?

All right. Well, construction is correct, as you would -- as you would assume. Of the 16 claims that we reviewed, there was one claim that resulted from a topographic survey. There were three legal boundary issues that resulted in a claim and 12 of the 16 were construction related.

And the second and last question that I'm going to ask is, of the claims, if you think it was based -- it was -- the claims occurred because of a field error or an office error. So, the first group to show their hands would be for those that think the errors were based on a field mistake.

Okay. And then office. It looks like office actually had more hands and that was actually correct as well. So, of the 16 claims, four of them were really almost like either incident reports or frivolous claims or a surveyor just calling, as they should, and then speaking to John and Steve about something that could result in a claim. So you couldn't really classify those as where an error came from because there really wasn't anything.

Two of the claims had just come in within the week or two before the meeting and so it was really too early again to classify them. Of the other ten, four were -- resulted from a mistake made in the office, or alleged mistake made in the office or a likely mistake made in the office, and four of them were from errors made in the field.

And I'll just mention a couple things about the office side of checking. We all know that field work needs to be checked. When it comes to construction work, I think we all know that it needs to be checked in a timely fashion. So, it's certainly recommended -- and we can see it from the claims coming in that an office check would have caught the field mistakes, and the next morning could still be too late based on the fact that usually there's 72 people out there waiting for us to lay out that one point and then everything happens from there on in.

But, again, reviewing the claims, had someone checked the level notes, had someone checked the field work that was done the next morning, there's a good chance that it could have been avoided. There's those dreaded 5:00 p.m. calcs where your client finally gets you the information at 3:45 -- if that early in the day -- and insists that you get the calculations ready and the crew be out there the next morning at 8 o'clock.

Not much that you can do unless you have staff that are working all night to check that the same night. But at least the next morning it really would be recommended that someone take a look at the calcs that were done to make sure nothing was omitted. It's also a great idea if you can, if you have the ability to do this, to make sure someone else is checking someone's calculations. I know that's not always practical.

Again, the idea is even if you can't have someone else check the calculations, at least get whoever did the calculations to put it aside and come back to it the next day. And always looking for some sort of blunder check, just inserting it back with the original site plan or something that hopefully will catch -- catch the possible mistake.

And occasionally we're -- we get asked by our client or the consultant to actually fix their work and adjust -- adjust our calculations because they've done something

wrong. And obviously you'd like to throw that back at them and ask them to correct their work. But if we are making changes and -- to someone else's drawing, let's try to get it back out to that client or consultant. And you'd be amazed -- I did it a few weeks ago. You'd be amazed when you actually put it in an e-mail that "Here's what we did based on your instructions but we can't take responsibility, we're just sending it back to you to review it," you'd be amazed at how many times -- after they told you on the phone "Yeah, yeah. You do it. You do it. Everything will be fine." You'd be amazed that they then stop and everything stops and you get a million e-mails -- which, that's the unfortunate part. But they'll say "No, let's get everyone to review it before something happens."

So, that's just a bit of a summary of what we took back from our last meeting. And now I'm going to call on Joe to review some more.

JOSEPH YOUNG: This is a little bit redundant to what Dan just said, but it's a list of basically sort of the top ten errors. And if I twitch during some of them, maybe they're a little close to home. But these are the -- seem to be the ones that we see every quarter, and -- and if we could eliminate them, there would be -- we'd have a lot less to talk about at our meetings.

One of the most common ones is setting of benchmarks for clients or trades, incorrect cut information or calculation errors in the field, calculating the cut incorrectly. Using a top of footing elevation instead of a underside of footing elevation or vice-versa are the common cut ones.

Topographic errors, elevation errors, problems locating structures or calculation errors in the office with things such as earthworks where there's not an independent or a gross check done on the volumes. Relying on benchmark or elevation information provided by other parties or on movable objects. Fire hydrants, top of curbs and manholes. We should always have an independent check or something documenting the elevation if it's provided for the paper trail which protects us.

Residential and customer layouts, mistakes made locating boundaries. I've seen quite a few of those lately where people are tying in one back bar or not doing independent checks to confirm that the two bars they found are, in fact, the two bars that they think they found.

Errors in mathematical calculations, again, on that. Failing to check house plans or changes in house plans, confirming that you have the most recent siting for a house plan. Or sometimes they'll get reversed at the last minute and there needs to be a paper trail to follow up on that.

Failure to check minor variances or subdivision agreement variations. We've seen some cases recently where there's unique bylaws. We've had one case recently where there was a setback as well for a hydro line, which very few of us -- few of us, I think, had ever heard of before where there was a minimum setback to an actual hydro line.

Most front, rear and minor side yard setback issues are resolved by minor variances, but some are not. If they encroach into easements, or if there's Ontario Building Code issues and you're looking at either -- in worse case, demolition -- or, best case, fireproof windows and doors.

Gridline errors using -- confirming whether you're using architectural or engineering plans, confirming that there hasn't been changes. Being very specific when you provide gridline error -- or gridlines to a client, ensure that the client knows which gridline you're using, which version of the gridline, which floor it's from.

Foundation issues are the same. Piles and caissons are the same. These errors are also caused by plans being out of date. Using plans that are not intended for construction. That can be either ones say, not issued for construction, but you're begged and pleaded to use them anyways. Or architectural plans.

The use of different formats -- digital formats like AutoCAD or Micro Station or others when you convert them from -- a client provides it in one format and you use it in your own format and you don't do some independent checks. Ultimately it's caused by poor communication with the office, the architect, the engineer and the client.

And now I think I'll hand it over to Mark.

MARK SAMPSON: Okay, perfect. Okay, great. Thank you. So, I mean, really from my perspective, you know, I'm not a surveyor. You know, as part of this committee, we rely on sort of experts and just sitting back and listening to the claims over and over again. A lot of these common errors were what we presented in Toronto a couple years ago for common errors that are happening. They just keep on happening.

And a lot of this -- you know, and one of the comments that we get is "This could have been avoided with another check." And we've done -- you know, Dan's done it, Joe's done it, and I've done it as well. Every year we give a presentation to the articling students on loss control and -- and, you know, risk management procedures and what you should do.

And it always comes back to, you know, follow what you've learned and follow your profession and check and double-check. And a lot of these could be errors -- or a lot of these errors could be avoided. And just to reiterate, you know, everyone here gets a claims-free discount and that's the way the program works. Everyone gets a claims-free discount.

What we do, which is fair across the board, is this is the cost of the claim if you have a claim. Obviously there's a minimum \$5,000 deductible that you will incur if there's an indemnity payment. It doesn't -- the \$5,000 doesn't cost you for the insurance company investigation or for expense, it's only on if there's actually -- if there was an error and there's an indemnity payment, that's when the deductible comes in.

But, in addition, there's a claim surcharge. And because we're all part of the same program, basically what you do is pay your deductible and then there's a 12-percent surcharge on every single claim that you have and that surcharge is payable over -- over three years.

And -- and so basically the ones that are having the claims are the ones that are contributing a higher amount to the premium. And so that's sort of the hard costs of having a claim. And I've mentioned this before and time and time again, it's also some of the hidden costs that you don't think about by not making that check. The hard costs of the 5,000 and the 12 percent, but it's also the cost to your reputation. Obviously you as an individual surveyor to your firm, if you do make a mistake to a contractor, they might not use you again. So, there's a huge potential of having a negative reputation by not doing your checks.

In addition, productivity. People forget, but if you have a claim, you're going have to defend that allegation and that takes time away from doing survey work. In addition, you're -- you know, you're going to have unpaid remedial work, potentially you could have loss of fees. You might not get paid for it and that affects your overall profitability.

So this is just -- just a reminder of sort of the cost of claims, and really our goal -- and I would love every year to get a standing applause and to actually have the insurance company give you guys money back from the premiums collected. And that would be a goal that hopefully we can all strive for, and we can only do that if everyone sort of pays attention and tries not to make an error and trying not to rush, do your checks and it's communication.

So, on that note, I'd like to say thanks for having me today, and I look forward to obviously seeing everyone here in the room over at my desk there to pick up their cheques. So, thanks very much.

Are there any questions at all that anyone has that they want to address as part of the group or you can talk to me individually if it's a firm-specific question?

HELMUT PILLER: I have a question.

MARK SAMPSON: Yeah, sure.

HELMUT PILLER: Do I need to go to the mic?

DASHA PAGE: Yes.

HELMUT PILLER: Helmut Piller, Toronto. My question is we have a proliferation of non-surveys. These are topographic sketches, et cetera, et cetera, that find their way into construction -- infill primarily. In Toronto we do a lot of this.

Now, would our insurance program cover an incident that is caused by an incorrect topographic sketch? And quite often they say this is not a survey and -- but yet, the

public, the architects and the builders all accept it as a survey. If it comes from an Ontario Land Surveyor signed at the bottom, it's -- would you refuse coverage? Let's say if I produce this topographic sketch, it is being used and then it results in a side yard or a backset error or a wrong -- a wrong boundary basically, do you still cover it or do you say "Well, wait a minute, you didn't produce a survey, so you're on your own."

MARK SAMPSON: One of the features of the policy is that it protects every surveyor in the scope of your actions as a professional surveyor. So, whether or not if it's alleged that you did a mistake, absolutely you have a hundred percent defense cost.

If you're acting in the scope -- the one issue that surveyors would have is that if you're acting in the scope, if you're providing professional engineering advice, as an example. That's something that the policy is specific to this is your work as a surveyor. If you act as an engineer or try to do engineer stuff, then that's where you could come into issues.

But the insurance policy, as long as you're acting within your scope of your profession, would provide you a defense and would cover you.

HELMUT PILLER: I have strong objections to that, because that will take costs out of our program. And the members who do this kind of -- or would take this kind of approach of not trying to do a proper survey, is costing them if claims have arisen out of that.

MARK SAMPSON: I don't know, and that would be the -- that would have to be looked at and I don't -- I don't have obviously that information.

HELMUT PILLER: But I don't think if it is not prepared as a survey, then it shouldn't be covered because the member is short-cutting the process of doing a proper survey. That's my point. Thank you.

MARK SAMPSON: Okay, thank you. Any other questions? No? Okay. Dasha, I'll turn to you.

DASHA PAGE: Thank you, gentlemen. That was great. I think that prevention is the word that stayed in my head. We have to take care of a lot of checking and preventative measures so we don't make too many mistakes.

So, again, we're going to -- don't run away. Sorry, I know I'm taking my sweet time. We have -- we have the small token of appreciation, a contribution made in each of your names to the Habitat for Humanity.

And we have to stand here because the pictures have been really bad apparently because of me. We have to stand close together for the picture, I can shake your hand and give you the certificate. How was that? I got in trouble from Lena. She came over to me, she says "The pictures are awful. What are you doing there?"

So, now it's all about the exhibitors. Once again, we have a very impressive list of exhibitors. The exhibitors are a very important part of our meeting, and we thank them all for taking a few days out of their busy schedule to join us. They're a vital component of the AGM in demonstrating the latest in technology and support services to our members.

I would ask Doug Jemmett 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. Are you guys ready?

By the way, I was disappointed a little bit with the applause. That was a lot of money. So, either you guys are very rich, or the news leaked out beforehand. So, are the exhibitors ready? Please come up on the stage and you can make your presentation to the membership.

Please welcome our exhibitors.

INTRODUCTION OF 2015 EXHIBITORS:

OPHIR WAINER: I'll jump right in. Thank you very much. My name is Ophir Wainer, and I'm the business development manager for T2 Utility Engineers. It was actually a pleasure to come up, or down, to Ontario. I'm now living in Quebec, but I always miss Ontario and I love actually coming out to the AOLS AGM every year. It's a great event.

T2 Utility Engineers is an engineering firm that specializes in subsurface utility engineering. So all the information of the underground -- all the information of the underground utilities. And I would actually like to invite everyone to come to our information session today at 1 o'clock or tomorrow at 10:00 a.m., and we're actually going to be going through the liabilities of subsurface utility engineering and the liabilities that the surveyors face when they're picking up that information. Thank you and have a great show.

SUSAN MULEME KASUMBA: Good morning, everyone. I'm Susan Muleme Kasumba. I'm the Eastern Sales Manager for Airborne Imaging. Airborne Imaging is one of Canada's largest airborne LiDAR firms. We've got five airborne scanners, and we work with Land Surveyors on projects that are larger where you might have issues with access to the property, or if the location is quite remote and it's difficult for your survey crews to get on the ground.

And also we do a lot of corridor work, transmission lines, pipelines, railways and roads and highways. We've got some information at the booth if you have any questions about LiDAR. If you've never looked at any LiDAR data before, come by and I'd be happy to show you. Have a good show. Thanks.

JEAN-FRANÇOIS DIONNE: Bonjour mesdames et messieurs, ladies and gentlemen. I'm representing UKKO, and we are the official sensefly UAV for construction surveying and infrastructure for Eastern Canada. It's our first time

here, I'm very happy to be here.

We have a new system out there, it's the smallest, lightest RTK capable UAV on the market -- three centimetre vertical -- and my presentation tomorrow afternoon at 1:00 p.m. will discuss accuracies obtained from this ultralight UAV under two kilos.

Again, my name is Jean-François and I'm representing UKKO and definitely come and meet me later today. I love red wine.

JON VAN DER VEEN: Hello, my name is Jon Van Der Veen. I'm here with surv.ca. We're a website you can use to easily upload and organize and optionally sell your projects and files right on a map.

There's no software to download. It's a very fast, new secure site and you can sign up today by going to the site at www.surv.ca and you can try out -- you can start a free trial membership.

And we've got a great overhead scanner that we're raffling off as well to get you started scanning. So, thank you very much.

PATRICK LEVAC: Hello, everyone. My name is Patrick Levac. I own Holstead & Redmond Land Surveying, but I also have developed a software program called Pimarc which is a web-based project management system. And I encourage you all to drop by and I can give you a short demonstration of how the system works.

It also has a built-in survey record index which will help you with the upcoming provincial survey record index. Thank you.

JODY BURCHENSON: Hello, everyone. I'm Jody Burchenson with Multiview Locates. We specialize in subsurface utility locates. We've been in business for over 26 years. I must say that makes us the best, along with other things. But, yes, come by our booth. We're right by the booze, so motivation to come by. Have a good seminar. Thank you.

GEORGE CATCHPOLE: Great to be here one more time after all these years. I'm George from the Drafting Clinic. I sort of love hanging out with you guys. I promise to behave myself. Anyways, we're showing some of our wide-format imaging solutions and we'd like to have you stop by and I could probably tell you a few stories. Thanks a lot.

CLIFF SHEEHAN: Hi, everybody. My name is Cliff Sheehan with Phoenix Measurement Solutions. I don't think I can promise to behave myself, but I'll try. We have Altus GPS, we have the geomatics robot, Carlson products, Site Pro products.

And come by and talk to me about our really successful consignment program. Good to see you all. Have a great meeting.

DON EDGAR: Good morning. It's good to see you all. It's been almost a year for some of you, I'm sure. Don Edgar. I'm with Leica Geosystems. I'd like to invite you to attend our presentation tomorrow at 3 o'clock on the world's first reflectorless robotic imaging scanning total station.

And, in addition to that, we will be doing a presentation on the robotics drone which you see in our booth and we hope to take it outside after and give a little flight demonstration. So that's at 3 o'clock and I hope you can all make it. Take care.

PAUL FRANCIS: Hi, I'm Paul Francis. I'm with Northway Photomap Remote Sensing. We're a photo-geometric mapping and LiDAR data capture company. We're here to help support you in your needs. If you'd like to stop by our booth and have a chat, we'd like to meet with you. Thank you.

DOUG HUNT: Good morning, I'm Doug Hunt. I'm more used to being down there than up here, but I'm here representing our division of underwater topographic mapping. Simply, we provide bathymetric survey solutions for surveyors and engineers, and we use the Kingfisher robotic unmanned surface vessel to do so and it's really quite exciting to see it in action.

And we'll be prepared to come by and give anybody a demonstration -- obviously not right now, but when the ice melts. So far we've had a lot of success and, again, we're here to provide a specialized service to surveyors and engineers who have to somehow survey below the water line. Thanks.

SCOTT PATERSON: Good morning. My name is Scott Paterson. I'm with Tulloch Mapping. Tulloch Mapping is a division of Tulloch Engineering. Our group resides in Ottawa. For the past three years, we've been providing engineering-grade mobile LiDAR and video services primarily to MTO for highways, roads, also municipal applications for infrastructure and railways recently.

We did bring our Regal mobile unit to the meeting, so if you'd like to drop by and take a look at it, please do so. And tomorrow -- I believe today at 3 o'clock we're giving a presentation on scanning the -- mobile LiDAR scanning of the Lafontaine Tunnel under the St. Lawrence in Montreal.

So, have a great meeting and thank you very much.

GARY ROSEN: Hello, everyone. My name is Gary Rosen. I'm the Regional Sales Director for Carlson Software for Canada. Congratulations on your 123rd AGM -- it's very impressive -- and it's my third, so I missed the first 120, but I'm really happy to be here for this one.

It's really impressive to see the size of the group. It's really proud -- you should be proud of that. And also the facility, the exhibit hall is one of the nicest ones I've seen. So, for the organizers, it's a really great job. Thanks very much.

Please stop by and say hi. If you have any questions about Carlson, Carlson software, our data collection, our office software, data collectors, GPS, robots, just stop by. Anything I can answer, any questions, let me know.

This is our new Surveyor II Data Collector, just brand new this year replacing the Surveyor Plus which had five years and we're really proud of this. So, come by, take a look at this and say hello and have a great conference. Thanks very much.

DILIP LAL: Hello. My name is Dilip and I work for SOKKIA Corporation. And, as many of you now, SOKKIA has been providing survey solutions to our community for quite some time. And of course we have more and more and better and better solutions as time goes on.

And I'm happy to say that you guys, the survey community, is responding so well to the emerging technologies.

So, come and see us. Look at our new products. And, if you bring some money, we'll be able to sell you some products. At 4 o'clock today we have a little talk on emerging technologies, and 10 o'clock tomorrow another one on -- on the BIM side for the survey community. So, come and listen in. Thanks a lot.

PAT HILLS: Hi, I'm Pat Hills from Cansel. My first AGM was the 100th anniversary of the AGM. Someone asked me yesterday if I was going to be here for the 150th. I won't be, but George Catchpole will be. And, Julia and Lena, I'd like to recommend that we have soup for George for lunch at the 150th.

Tomorrow during the lunch -- during the break in the morning and the afternoon we're going to be flying our UX5 UAV just outside the building here. We have -- you just need to be out there long enough to see it take off and land just to get that wow factor.

So, during the breaks tomorrow morning and in the afternoon, come by our booth and we'll just show you exactly where we're going to be just outside the north end of the building. And sessions at two and 4 o'clock to go over Civil 3-D and then processing of aerial imaging as well.

The hockey game at 5 o'clock tomorrow and, again, come to our booth and I'll give you a little map just to let you know where we're going to meet. Great to see everyone again. Have a great week. Thanks.

MORGAN GOADSBY: Hello, my name is Morgan Goadsby. I represent the Ministry of Natural Resources and Forestry, Office of the Surveyor General, Provincial Georeferencing.

We have an information table out in the hallway regarding COSINE, the Control Survey Information Exchange, and your provincial geodetic control database. As you know, recently we conducted a user survey in the fall and we got some interesting feedback from many of the members.

And we also found that over a third of the functions and abilities that people were requesting were actually functionality that already existed in COSINE.

So, come and see us, we'll help you make the most use and most efficient use of COSINE. We also have found a way to have COSINE operate on a tablet. So, if you're out in the field with an Android tablet or an iOS device, you can go and find out what's up. If something's changed from the office, you can get the information you need right there at the time.

So, we're here to help you. I'm accompanied by Geoff Clark, so come and see us. We'd be happy to help you make the best use of COSINE. Thank you.

MATT CONRAD: Hello, everyone. I am Matt and this is Ryan. We're here from Geoshack Canada. We've got a booth set up in the middle of the room next door. We are the Topcon retailer for Ontario. Anything else we should add?

RYAN SPURRIER: Yeah, we have locations in Ontario, in London, Toronto and Ottawa. So, come by and see us. We have a couple different technologies we'd like to show you today. We look forward to seeing you out there and thank you very much for having us today.

WALLY KOWALENKO: Good morning, ladies and gentlemen. My name is Wally Kowalenko. I'm here on behalf of Professional Surveyors Canada, the official Association which advocates on behalf of the surveyors and geomatics profession.

And I'll be here 'til Friday afternoon, and please do come and see me any time during the meeting. Let us know what we're doing right, what we're not doing right, what we could do better and we'll just have a little chat.

I'll be making a presentation to you on Friday morning and I'll speak to a number of matters in greater detail at that time. Thanks and have a good AGM.

ANDREW HALL: Hello, my name is Andrew Hall. I'm the manager of Tekmet. Tekmet provides you with your survey markers. We're Ontario's largest provider of those survey markers. And come by the booth, we've got lots of samples to give out and check out the new EcoStake and that. I'm sure some of you have seen it already. But, thanks, have a great show.

JOHN SCAIFE: Hi, everyone. My name is John Scaife. I'm here on behalf of Cole Engineering, booth number two, along with my associate Eric Timoshenko.

Many of you may know Cole Engineering as a client for those of you that are involved in the engineering and topographic provision of services. But I'd like you to think of Cole Engineering now possibly as a consultant as well too as Eric and myself, our team offers underground utility mapping services.

We use a variety of geophysical tools including ground-penetrating radar and EM

line locators, and our products are typically delivered either as sketch maps with -- of our markings on the ground which allows you to pick up that information and drop those on your drawings. Or we can survey that information ourselves with survey grade GPS and plot that information to ASCE/CI 38-02 standards.

So I'd like to invite you to stop by our booth number two at your convenience and reacquaint yourselves with Eric and myself who both have over 20 years of experience applying geophysics to mapping the underground. Thank you very much, have yourself a great conference.

GORD GOOD: Hi, I'm Gord Good. I'm with your Archival and Historical Committee. Just remember one thing, the older you get, the more we become interested in you. Anyway, you should find out what we do. We have a committee that's pretty active, actually. We maintain an ongoing relationship with Archives Ontario. The -- we accept all the equipment donated to the Association, record it, rent it out, or pass it out and keep a record of where it has gone.

The -- mostly to museums and like institutes, we haven't got to a stage where we just release it. Some of it -- as a matter of fact, we had a curator come into our building and go through our equipment, and she informed us we have some relics that should never, ever leave our building. So we've made a note of that and they will not be going out.

The -- remember a couple years ago we did that recording, the oral history? Well, we're still editing that, and that is going to be ready for release. We reactivated the Yates project, which is a database. And, if you're a surveyor, you're on it. We go back to 1774, so every surveyor who's ever done any work in Ontario, we've got you.

The -- and this is a database that duplicates what the Association maintains as well, but we don't release any information except on deceased surveyors. If they want to find out about you guys, you have to go through that guy sitting down there.

The -- we are working on some projects right now, one is surveyors of note and where they live. And we're going to prepare a map and, we hope ready for 2017, which will identify where surveyors were located in Ontario that have gone beyond the service of surveying and have made some advancement. Like, for example, I think immediately of Ron Emo who became the mayor of Collingwood.

We have a race car set at our booth out there. We encourage you to come and try and get around the track without crashing. There's a survey crew sign available there, so watch where you go around the corners because that's where the sign is.

So, come and have a bit of fun. We also have the author, Charles, sitting out there and he'd be only too willing to turn his recorder on and hear some whimsical stories perhaps about someone else than yourself because they -- they always sound better.

So, it's wonderful to see so many surveyors out here up in Huntsville. I know you're

going to have a good time, and we'll see you tonight at the -- not the meet and greet, it's the -- the veterans' get-together. I happen to be a veteran, so that means most of you will be there. So, we'll see you tonight. Thanks.

RAKESH MASCARENHAS: Hello, dear Land Surveyors. My name is Rakesh Mascarenhas, and I represent Canon Canada Inc., PPS Division. We are manufacturers of Océ and Canon wide-format technical document systems.

Please join us at our booth. You can't miss it, it's very close to the bar. And I'd like to also thank those Land Surveyors who currently use Océ and Canon wide-format systems. Thank you for your business.

DASHA PAGE: I would like to thank all the exhibitors. There was a lot of them, I must admit, and I'm going to be really bad now. The VIPs, or the Presidents from across the country, they always tease me because, you know, Ontario is the best and I made sure I advertised that quite a bit. And did you notice, we have more exhibitors than you guys? They all come to Ontario.

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

Refreshments will be available in the Exhibitor Hall throughout the course of this meeting. Lunch today will be in the Exhibit hallway. Please take the time to visit them again during lunch.

Our keynote speaker session will begin immediately after lunch at one o'clock. Please be back in this room prior to one. This year the vendor session will be held inside a separate draped area in the exhibit hall, so drop buy for their 45-minute presentations as they already advised you. And the schedule, I believe, is also posted in the presentation area.

Before lunch, of course, we have another skill-testing question. That's the fun we're having today, right? You're listening and paying attention. Taking notes, I hope?

So, are you ready? Very hard question coming. Which year was the claims last ratio so low that we're receiving a refund from our reliable insurance company? Sergeant-at-arms has the person. Okay.

HAROLD HYDE: Harold Hyde. I think 2009/2010.

DASHA PAGE: Very good, you got it. Thank you, and enjoy your lunch.

-- Lunch taken from 11:52 to 1:01 p.m.

DASHA PAGE: Okay. It's two minutes after one. Welcome back. I hope everybody enjoyed their lunch. I'll let you settle so I don't have to scream even though I have a microphone.

I hope you didn't eat too much because we don't want you to sleep, you've got to pay attention. You know, those trivia questions, right?

So, welcome back. Just a quick reminder again to turn your phones off because you were probably using them at lunch. The fine has been set at \$200 should you -- should it ring. And should you choose to answer -- since we are doubling it -- it's 400. I mean, it's your choice, right?

I'll be honest, I couldn't afford it. Should I give you a minute to turn your phones off? No excuses, okay. There were some excuses given earlier this morning because we were feeling sorry for a student and this and that. That's not going to happen again. You are duly noted, right.

At this time, I'm very pleased to introduce the keynote session speaker, Susan MacGregor, Surveyor General of Ontario. She received her Bachelor of Science from the University of Toronto in 1986, and was licensed as an Ontario Land Surveyor in 1989. After six years of private practice in Burlington, she joined the Ministry of Transportation in Kingston supporting highway design and construction in Eastern Ontario.

She joined the Ministry of Government Services as Assistant Examiner of Surveys in 1997 supporting 14 Land Registry divisions before returning to the Ministry of Transportation in 1999. In 2006, she spent a short term in Queen's Park before joining the Office of the Surveyor General, Ministry of Natural Resources and Forestry in 2008. She became the 22nd Surveyor General of Ontario in 2010.

Please help me welcome Susan to the podium -- oh, she is here, actually -- to the microphone.

KEYNOTE SPEAKER'S ADDRESS:

SUSAN MACGREGOR: I'm a little shorter than Dasha. Okay. If everybody can see me, I won't stand up on a Chair behind here.

Dasha never told you why James couldn't make it. He's a professor in Nova Scotia, and with the snow down east, his -- his bosses essentially wouldn't let him leave his students behind because they'd lost so much school. I tried to use the excuse that I got snowed in in my room and it didn't work. So, I'm here today.

I'm going to take a page from Izaak -- Izaak's notebook and make no guarantees or warranties for the information, accuracy or advice in this presentation, nor does this material contain herein reflect the opinions or policies of the Ministry of Natural Resources and Forestry or the Government of Ontario. Or, stated another way, your Surveyor General may be completely out of touch, so be kind.

Good morning. Twenty-five years ago I passed my final exam to become an Ontario Land Surveyor. I was the last one to find out. After a hot sticky day in the field, I came back to the office through the field entrance into the basement. I was

greeted by a celebration with my husband and all of the staff of Yates & Yates. Don and George Yates and Michael Terry took me for lunch to the best restaurant in town the next day. I was given a gold bracelet that I'm wearing today and I was told my salary would double.

A month later, I was sworn in by Michael O'Sullivan in the presence of my very large family. Lorraine Petzold presented me with an AOLS pin that I'm wearing today. It was a gift from Red Petzold for whom I'd worked one of my summers. I felt quite special. Very, very, very special. Kind of like I walked down the carpet at the Academy Awards. And then Monday, I rejoined the crews back in the basement.

I want to talk to you about where we are currently and then, coincidentally enough, our geospatial future. I believe we have a strong foundation, but the actions we take over the next couple of years present an opportunity to shape and invigorate our profession to serve the next generation.

Let me explain why I believe this, and then focus on what I think we need to do to achieve the best possible position for the future. I believe we have a strong foundation, but let me give you five reasons why I think this. First reason, our people. There's a lot of silver hair in this audience -- mine included. The collective knowledge in this room is staggering. We've served the public well, and we desire to continue to serve the people of Ontario. It's who we are. It's what we do.

I'm seeing members and firms become more adaptive in their skill sets and products they deliver. Many have joined other firms for economies of scale, and are taking a multi-disciplinary approach to complex demands of their clients.

Second, opportunities for work abound. Traditional sectors are busy, Municipalities are refreshing their control monuments, higher quality mapping is needed to support emergency response initiatives anticipated with global warming and cadastral work is increasing as the public begin to understand the limitations of title insurance.

Traditional sectors such as mining, oil and gas, roads, housing all require our services more now than ever. There has and will continue to be an explosion of tools to make data collection simpler and faster, and new markets are opening to those professionals willing to offer their services to ensure proper procedures are followed, problems are fixed and the data delivered meets the needs of the clients.

New technologies still require those old same principles of measurement. Control, redundancy, error evaluation; all things we're well-versed in and have applied throughout our careers.

Our third foundation, our legislation and regulation, while it can always be improved, is positioned to draw in the broader membership for providing a home for all branches of surveying; GIMs, cadastral, photogrammetric, geodetic, hydrographic and this is unique in Canada. So we're very well-positioned.

We have modified the entrance requirements to the profession without dropping our standards. We've provided flexibility within education and the articling process to accept job experience as well as academic requirements.

Competency-based learning plans have been established as alternatives to time- and place-bound formal education. And we have introduced continuing education to ensure our members are continuing to learn throughout their careers.

The fourth foundation; strategic planning is embedded in our day-to-day operations of the Association. We have developed a living and breathing strategy. We've developed action plans that we check in every hundred days, that are regularly reviewed and the plan is refreshed every year. In the next couple of weeks, we'll be looking at the next five-year strategy. While we struggled at first, we are improving our ability to execute our plans and things are actually getting done.

As part of our strategic thinking, we're looking well beyond our own jurisdiction and building stronger linkages across the country. Many of our members contributed to the Canadian Geomatics Community Roundtable Discussion and are working hard to bring our fragmented industry together.

Lastly, communication from the AOLS to the members has increased dramatically with In Sight, webinars and polls to canvass for input. It's resulted in a much more engaged membership and a much more informed membership. Having informed members allows initiatives to move forward initiatives such as ODCC and, most recently, discussions on the Survey Records Index.

We, as a group, are reaching consensus quicker, gathering input more efficiently and course correcting in accordance with members' input. Where we used to see split votes in the past, we're now seeing support on topics that have lagged on for 30 years. For the first time in my career, I believe we're collaborating and moving towards a cohesive unit.

We live in exciting times, and whole industries are seeing unprecedented changes. Our profession is clearly built on strong foundations. You can all be very, very proud of your collective accomplishments. But we can't take our foot off the gas pedal. I believe these actions that – the actions that we take over the next couple of years present an opportunity to shape and invigorate our profession to serve the next generation. But we have a couple of significant challenges. Let me - let me share what I think are two that we're facing and then I'll offer some specific actions that might help shape our future.

Challenge one -- Blain's favourite topic -- our numbers and our age. We currently have 560 surveyors. What's the right number? Some would suggest the membership is right sizing. Others would suggest we're becoming too small as a profession. I'm led to believe we need more surveyors, not fewer surveyors and I'm going to give you three reasons why I think this. Reason one; in Ontario, we have one surveyor for every 24,000 citizens. Every other jurisdiction in Canada except for Manitoba has one surveyor for every 10,000 citizens. If you remember,

Manitoba is pretty flat. Ontario is not. So, this means that Ontario is under-serviced by half when compared to the rest of the country.

Reason two; our membership is clustered in Toronto. If you live and work in the GTA, you would likely agree that the industry is well represented because competition is strong. If you look -- live and work in Southern Ontario, centres just outside the GTA, you would likely agree that you're just meeting demand because you're very busy and you can't find people to replace key positions. And if you live in Northern Ontario, I suspect you'll have been pricing work to turn it away. I suggest this might be an under-supply of surveyors.

The third reason we need more surveyors; market opportunities that could benefit from a surveyor's input are being responded to by less qualified technical staff. Surveyors are being -- often being called in to correct problems after they occur. I see this occurring in several industries -- mining, wind power and construction, to name a few.

The lack of qualified surveyors may end up in resulting in higher costs to these industries and our clients. We might debate. We might debate the right number of surveyors for quite a while, but we can't disregard the aging membership. In the next five to ten years, 75 percent of this room is going to retire.

Having turned 52 a week ago -- women apparently aren't scared about sharing their age -- but, having turned 52 a couple of weeks ago, I'm at the tail end of that 75 percent and I'm eligible to retire in six years. When you consider it takes six to seven years to produce a new surveyor, we're going to need 50 new students entering a surveying program each and every year to replace our current numbers.

We're not alone. We're not alone in this issue at all. Many industries feel that we're fighting a global war for talent -- a global war for talent. The industries who can attract and retain the best and the brightest win the prize. So that's our first challenge; our age and our numbers.

Our second challenge is our profession is the best-kept secret. Our clients don't know us or our services, they wonder why their bill is so high. "The crew appeared to be asleep in the truck for the first half hour, and then they spent the rest of the morning wandering around. "The general public don't seem to know us either. If they've ever heard of a surveyor, they believe we just measure. They suspect that with the right equipment, anyone can establish boundaries. And, of course, coordinates are the cure for all boundary problems.

Add to this the confusion, the fact that the average citizen is overwhelmed daily with information. Information that is abundant, easily accessible, can be blended and manipulated to take on the appearance of products that appear to meet any number of purposes. How are the public ever going to distill credible information from less credible?

This is not their problem. This is our problem. We're going to explain the demands

and the value of our profession in a way that makes sense. This is what we have to do. What are the benefits to them? Are they going to stop and listen? That's our second major challenge; our profession is a very well-kept secret.

I see a tremendous opportunity here. Think about it. Because of our numbers and age, our entire membership is going to turn over in the next five to ten years. Money and effort invested now will ensure the best skills and knowledge are drawn into the profession to serve the next generation. The actions you take today and the way you respond to these challenges are critical in determining the future of the profession and the future of your companies.

I offer three things that I think you could do to invigorate your business and shape your future. The first one; become an excellent communicator. Communication, communicating well is extremely hard work. And, if you do it well, it increases your likelihood of success. Your communication skills permeate every aspect of your work life.

It influences how you market your company to the public, explain your services to your clients, how you collaborate on projects with other professionals, how you convey information and direction to your staff. It influences how you attract talented people to join your team, how you translate from a small company to a large company. How you convey good news and how you convey bad news.

So, communication is like yeast in bread. If it's tired and dead, your brand will be flat. If it's fresh and active, your bread is going to rise. Strong communication skills are, without a doubt -- no pun intended -- a key ingredient in every surveyor. When we think of communication, we think of our oral and our written communication skills. This type of thinking is limiting our potential influence and reducing our sphere of influence. Clients today are expecting to perform researches on your company and understand your service. They want to access through the web, they want to become knowledgeable consumers before they even make any attempt to contact you.

A couple of firms have entered into this arena and we should be applauding their efforts. Successful firms are looking at their websites and restructuring them to focus on their client's needs and questions, rather than what you want to tell them. Social media channels like Twitter and LinkedIn are gaining followers, growing in popularity and quickly becoming mainstream communication tools. So, become an excellent communicator.

The second thing you'll want to do is invigorate your business to shape your future. Develop a strong succession plan now. If your organization is anything like mine, you'll see a huge turnover in the next few years and you'll want to be ahead of the game, not doing it on the fly when things start to fall apart. Have you assessed who is leaving? When are they leaving? What skills are needed to replace them? Are those skills sufficient to meet the needs of the next five years? Where can you find that skill? What knowledge needs to transfer? How will you ensure that knowledge actually does transfer?

In our generation, it's been the employer's choice. The baby-boom generation created an abundance of employees. Now, it's changed. One third of the population will be supporting two thirds of the population in retirement. The days of posting a job ad and hoping "the right person" shows up at your door. That's gone.

You'll have to be creative to attract the best and the brightest. You'll need to target your search, woo your potential employees. You'll need to market the benefits that your company has to offer. Don't assume potential employees know what you do and why it's important. You may want to hire a head-hunter or offer signing bonuses to fill specific key positions. You may choose to elevate the knowledge and skill of existing staff by providing a variety of tasks, new experience or continuing education.

You may want to attract talent from abroad or support a high school student through university or college. Be deliberate and invest financially and creatively in a succession plan. Finally, and most importantly, we need to give a lot of thought and consideration to the future needs of our clients.

When was the last time you asked your clients if they were happy with your services, if there were ways you could improve the products you provide to them? Understanding your client's needs will inform the type of skills that you want to hire as you refresh your staff. I can't predict the desires of your clients, but I know that they're going to have high demands of this profession.

Your ability to offer advice and solutions to meet your clients' needs will distinguish you and set you apart from the rest. I believe the next generation of surveyors will be superb communicators. They'll be adaptive to new technologies, they'll have good research skills, they'll be able to analyze large amounts of data and varying data, they'll have judgment and agility to be able to identify gaps and then fill those gaps with their services.

So, my charge to you is to become excellent communicators. Invest deliberately and creatively in succession planning and always consider your client's needs. I believe this profession has very strong foundations, and the actions we take over the next couple of years present a tremendous opportunity to shape and invigorate our profession to serve the next generation of citizens.

If you haven't picked up on it, there's some urgency to my message. So I'm going to give you three things to do; replace yourself, hire a student, high school, college, university -- it doesn't matter -- treat them like gold and consider supporting their education. Leave them with a positive impression of surveying, don't wait for somebody else to do it, you have to do it. Over the next couple of days, over the course of this meeting, start talking to colleagues about their successes with recruitment and retention of the best people. We develop much better solutions when we work together than any solution we could possibly develop on our own.

And, lastly -- and I want you to do this right now. I'm being bossy, but I want you to turn on your phone. If you're the boss -- if you're the boss of a company, or you

have a -- or if you are a department head, turn your phone on right now. Please. I'm going to wait 'til you do it. Jack, I'm not out of order. Trust me.

DASHA PAGE: Is it AI? I just want make sure nobody will be fined. Don't worry.

UNIDENTIFIED SPEAKER: I'm afraid this might be entrapment.

DASHA PAGE: It's not entrapment.

SUSAN MACGREGOR: So what you're going to do right now, you're going to put an appointment in your calendar with yourself to start some succession planning. That's it. If you book this time, you will do it. It will get done. Now, turn off your phones.

Enjoy your meeting, meet with colleagues, and discuss the hard issues and good luck. Thank you.

DASHA PAGE: I think you'll agree with me that was also unbelievable. It was fabulous. I thank you, Sue. Your presentation provided important information and views of our future and the key position our profession holds and needs to maintain in the geospatial world. It's our professional expertise that's essential for making geospatial information an authoritative data source.

I want to thank you again for stepping in and at the last moment, and I -- obviously I can see that it was meant to be. She was supposed to be the keynote speaker for our meeting. So, thank you again. Please join me again to thank Sue.

And, again, we have a small token of appreciation. We have made a contribution in Sue's name to the Habitat for Humanity. Thank you.

Our next presenter is Izaak de Rijcke. His presentation "Innovation in Geomatics Services for the Consumer. If Walmart law is here, can Costco surveys be far behind?"

Izaak de Rijcke qualified as an Ontario Land Surveyor in 1978. He was called to the bar in Ontario in 1983 and became a certified Specialist in Real Estate Law in 2010. That year, he also obtained the LL.M. degree from Osgoode -- I can never pronounce that, I'm so sorry -- Hall Law School. His private practice in law and cadastral surveying has focused on land title and boundary issues for land owners, municipalities, conservation authorities and government.

He has taught the Survey Law courses at University of Toronto, and is presently an Adjunct Professor in the graduate program in Earth and Space Science Engineering at York University where he continues to teach survey law using a blend of classroom and distance education methods.

Recently, he was an Adjunct Professor at Osgoode Hall Law School -- I'm trying obviously very hard, too hard maybe -- where he taught first year property. He's

editor of the journal Geomatica and the free monthly e-newsletter called The Boundary Point. Izaak is a regular presenter of CPD for surveyors, lawyers and geomatics professionals through Four Point Learning across Canada.

Ladies and gentlemen, please welcome Izaak de Rijcke.

PRESENTATION BY IZAAK DE RIJCKE:

IZAAK DE RIJCKE: So, yes, thank you. Thank you, Dasha. The word Osgoode, I thought, was fairly easy, but I get that. I think there's sometimes words that just don't go down easy or are sometimes difficult to repeat over and over.

So, good afternoon, ladies and gentlemen. It's -- it's certainly an interesting AGM this year and certainly for the organizing committee. Right off -- right off the chart in terms of deserving credit for an interesting program and a variety of presentations that are in your program that's part of your registration package.

So I've been asked to speak on a topic which some of you may find intriguing, perhaps even catchy. I don't want to use the word "gimmicky," but maybe it's because the words "Walmart" or "Costco" -- those are trademarked names, by the way, and I'm not allowed to use them without permission from the registered trademark owner.

In any event -- in any event, why is this an intriguing topic? Is it the fact that we're going to be talking about the mega-retailers? Do you want to be a mega-retailer? Is this what this presentation might try to talk about or address? Or is it perhaps the word "innovation"? Is it the word "innovation" that has attracted or piqued your interest with respect to this topic today?

Well, in fact, that is what it is. It is about innovation, and my goal for this afternoon is to invite some out-of-the-big-box thinking, and from a perspective that shifts the focus to the client.

Susan has already laid the foundation for this with her keynote address. We heard her repeatedly state the importance of listening to what our clients are wanting. Let's try and take a walk in our client's own shoes. Let's ask the kind of questions that clients may want to ask us, either don't dare to ask us or don't have the opportunity to do so.

And there -- hopefully, if you'll bear with me -- there's going to become a realization that will perhaps appear, begin to arise out of the ground, if you will, that it's really not about us. We're the surveyors. We have a licence. We hold the cachet called Ontario Land Surveyors. But, at the end of the day, it's not about us.

And, again, without being too confrontational or perhaps alienating yourselves from this topic, I fear that I risk pushing all of us outside of our comfort zone. If you feel that way, please bear with, I'm trying to do this with as much respect and also being very mindful of the fact that this is a presentation that I've probably been more

nervous about than I have been for the last five years.

I tend to like it when people push me outside of my comfort zone. It gives me new ideas. The world does need new ideas and – God knows, this profession -- we all need a lot of new ideas. So I've put together a few slides as well, and we, of course, may end up seeing this as a slide that captures a pretty picture in terms of what you might encounter in a rather upscale bookstore.

But, do you recognize this picture? Do your clients know what this is? Do you understand what's in this bookstore? For that matter, it's today February 25. We're already almost two months into the 2015 calendar year. How many of you have so far this year once been in a bookstore? Right. You know, raise your hands.

Many. Many of us have. And, for myself -- true confessions, if we're into doing that today -- the only time I'm in a bookstore is when I have time to kill, I'm waiting for something else. It's usually a secondary choice to something else that's part of a purpose or thing that I'm moving towards.

So I found myself with some time in an airport to kill coming back to Toronto and, you know, each of these airport waiting areas tends to have what we call bookstores. And I began to look purposely through the shelves, the book stacks that were available. Not perhaps like this particular image or picture, but one with fiction, how-to books, romance novels, software guides. You know, it was the whole spectrum. Typically it's the kind of whole-spectrum reading material that we can find in a bookstore.

All disciplines of knowledge. All types of learning. All aspects of the human experience. And, in so doing, and then later finding time dozing off on an airplane, I began to reflect on our profession as surveyors. It's not really one of pure science, and we've all bought into the idea that it's not like engineering or just law alone. It tends to be a hybrid of at least two or three different disciplines. We can throw geography in there as well.

And I reflected on why it is that I like being in bookstores. Why do I feel comfortable being in a bookstore? Well, it feels like home. It feels like a professional home. It feels like being a surveyor to me. Multi-disciplinary. I found myself thinking of the skill set for today's practitioner in this multi-disciplinary profession. A new creative individual, the kind hopefully that today is coming out of our schools and universities, the person who is well-read and curious, asking questions and open to new resources, open and welcoming to new ideas.

There was one book that I found of particular interest and it caught my attention. It's that quality, curiosity, which the author Ian Leslie suggests is critical for understanding our future. It is also a quality that is vulnerable to what's referred to as "benign neglect." If we cease to be curious, to question, or to explore, if we rely too much on the past, if we get complacent with what we've learned and what we already know, then we risk irrelevance. We become too cozy with our own history and complacency begins to set in.

Now, this author makes these kind of statements about why curiosity is so important. Why learning and development and understanding in a universal context to a broad audience remains important to our very survival. I'm talking about our survival as a profession.

We can also see how these principles might apply to a broad swath of society and, in many facets of an individual's life. But as Land Surveyors here today, how might a continued curiosity stand to benefit the profession, to help it maintain its validity and relevance in a changing environment?

We have a Prime Minister who used to live in Canada, his name was Mackenzie King, and he provided an interesting quote. Land Surveyors, of course, played a critical role in documenting and explaining the physical geography that Prime Minister Mackenzie King described. But the old image of the historic Land Surveyor cutting a line through the bush, laying out townships in a wild and untamed landscape is just no longer relevant. It's perhaps romantic and we can write stories about it, and we may think it was romantic, but much has changed of course since that time.

And while the geography of this country is still vast, the phrase "too much" might be perhaps taking things too far. The Imperialist's slash and burn method or approach that was used to clearing land and achieving early settlement in Ontario served its purpose, but today it would be harshly criticized by environmentalists as takes place in other parts of the world -- and, of course, for good reason. Our geography, vast and diverse as it may be, has become increasingly well understood. Our boundaries, our parcel fabric surveyed onto that geography will remain as a legacy that's going to be left for future generations by this profession.

But, wait. Hold on. Wait a minute. What am I saying? Do we want to be remembered that way? Do we want to be identified as the profession that imposed a grid onto the landscape of Canada? Is that -- is that what we are proud of as a legacy? Does it stop there? Legacy and history are fine, but we're really marching into the future, are we not? And this is the challenge.

Susan has made this abundantly clear in her presentation already. This theme, this idea of what we know is itself nothing new. Marshall McLuhan has cautioned against an approach to thought that relies too heavily on looking in the rear-view mirror. For the professional -- whether a surveyor, an engineer, lawyer or a geomatics professional of tomorrow -- the question is how do we maintain relevance? It's a question that's not unique to the Land Surveyor, it's a shared experience across these many other professions, albeit each profession, of course, has its own particular concerns and unique struggles.

So, how is the future to be approached? Is it by clinging to the rear-view mirror image of our profession, that surveyor tromping through bush a hundred years ago? How is that relevant in today's commercial reality? How do we validate to Ontario's public our need to revisit that history each time we're asked to do a retracement survey? You know, the mandate to research, go back many times even to the Crown

patent searching for boundary information when retracing a boundary.

You know that archetype, that romantic perhaps fulfilled a need that existed at the time. It was to mark out the land in order that the western system of property demarcation and settlement might be overlaid as a forced culture, if you will, onto the topography of Canada. The client for the most part, at that time, was government.

With that work today mostly complete, our client base has shifted completely and it's expanded. Over the past 100 years, today we're dealing with land developers, the home owner, the mortgage company, and of course, in many cases, still government.

What are the needs or demands of today's consumer of the surveyor's services and how does the surveyor rally his or her unique and diverse skill set to understand and to meet those needs? It's only through a successful response to these needs that we're able to maintain the relevance of our profession.

So I think, deep down, I have a sense that you get that, you know that already. But you also have this uneasy sense, there's something that doesn't fit. There's something -- there's something broken, there's something wrong here. You have this sense of foreboding. You know, it's a sense of "gee", there's a clock that's ticking. Certainly we are, yes, a grey-haired bunch for the most part. That clock is ticking and that clock has an alarm to it.

Somebody's set the alarm. It's that -- that alarm clock has a time when the bell is going to go off. We run the risk of letting the public -- our own clients -- not necessarily care whether or not that takes place.

(Alarm clock ringing)

That's what this is. I hate that sound. It reminds me of time to wake up. But that's what I'm talking about. That alarm clock going off -- yes, I made it go off -- but we all know that there's one out there, and we're all trying to second-guess and beat the clock in terms of discerning what is the date and time when that takes place.

So, what do we do? What are we going to do? You know, we're all wrestling with this. We're all joined at the hip together with this same common problem. And it's one that calls for not only innovation, but we perhaps need to think in styles or in manners that don't come naturally to us, that may not be comfortable to us. In fact, we need to maybe stop thinking like surveyors.

Let's take a look at a couple of examples where similar problems have emerged. Maintaining relevance by changing one's approach and also focusing on the needs of the consumer. These are themes that begin to pop up more and more in professional services, but also in a wide range of other industries, including agriculture.

In this example just to illustrate this point, Ontario's peach growers had a big

problem. You mention the peach growing farmers of Southern Ontario facing stiff competition from nectarines and peaches and other wonderful fruits coming in from California, Arizona and even from Florida. I know because I live in Guelph, which is where OMAFRA has its head office, that there was a project funded by Agriculture Adaptation Council to take a closer look at consumer demands.

They didn't go to the farmers -- this is important. They didn't go to the farmers, they went to the consumers. And the traits which they found most important when they were looking to purchase peaches, consumers weren't just looking at the price, they were looking at things like colour. Is there a blush to this peach? Size, if the peach is the size of a cherry, I think I'll pass. Right? They were looking at the things -- at the traits that were important to them as clients and as consumers.

And so, drawing on this research and along the supply chain, for example, using different pruning techniques, storage temperature. They even came up with this new-fangled way of putting aluminum foil on the ground underneath peach trees in order to enhance the blush on the colour on the outside skin of the peach when it came time to harvest.

And then they worked with the growers, with transporters and retailers -- retailers, and this project resulted in a better looking and tasting peach, increased demand and ultimately improved revenue for the growers. Did you hear the word "better"? What did I mean when I used the word "better"? Who defines what "better" is? Who decides what makes for a better peach? The farmer?

No, no. No, no. We allow the client to define what it is that constituted the traits which define "better." So, in that sense, "better" meant that it had the traits which were sought after by the consumer. And "better" -- it also became better for the grower, the farmers and the whole supply chain because they were able to identify and respond to what consumers wanted. It was the market driving the solution to a win-win outcome.

So, in this example, we can see the whole sector engaging in a critical examination of current models and processes in exploring ways in which these can be improved in order to meet consumer demands. Well, you may well just dismiss all of this, right? This is just -- I just invented this. After all, you can say "We're surveyors. We're not peach farmers, and our product is survey plans and survey plans are not peaches." Fair enough.

Let's go to the next example. Consider journalism. We're getting more into the abstract area and I subscribe, for example, to a number of magazines -- one of which I enjoy reading -- it's called The Walrus. The challenge of maintaining relevance in a changing environment is something that of course is faced by a whole range of professions.

In the Editor's note of The Walrus magazine in its more recent issue, there was a commentary on the changing environment in which traditional models for magazine publishing are struggling. The consumer -- no surprise here -- is turning to digital

media, and to advertisers who are following that lead leaving the historic business models of newspapers, magazines, radio, and television without the much-needed advertising revenue necessary to stay afloat.

So how are these publishers, these giants, going to adjust their way of doing things in order to maintain relevance and also to maintain a healthy bottom line into the future? So, the author, the editor of this particular issue came right out and he suggested that part of the evolving equation is going to involve getting the media consumer to pay for content that had once been for free. In other words, at least in the case of newspapers, nearly free.

Okay. So maybe I'm on battery -- did I just miss something or is that battery backup or something? Why would anybody pay for something for content that's otherwise available for free? It is the profession which then has to change the content, right? The content has to provide a value-added product that draws on the depth of skill that a trained journalist has in order to create something that is otherwise unavailable in the marketplace flooded with free and accessible content.

In this example, the need for change is driving an honest look at the core values of what journalists produce. Not just more text or more data, but quality insight and literature that's not available for free. "So surveys are not magazines," you say. Well, before again you dismiss this one, too, let's consider another profession.

And this time let's consider some of the regulated professions. And there's a thesis that professions exist to serve the public and to do good that business aspects of practicing in a profession can never overtake that purpose. It's something, in fact, that sets professions like lawyers and surveyors apart from fruit farmers.

The fruit farmer responds only to market forces to survive. But there's a sense of loftier obligations among members, professions will have a strong background in upholding ethical principles. A profession has members. And so -- or but, as insiders, members risk the adoption of a self-serving perspective informed only by their own history and a limited willingness to think outside the box.

It's that inward-looking complacency which is being attacked today in the legal profession. Of the group so far, the profession of law is most closely aligned perhaps with what cadastral surveyors already do; mimicking what a court is anticipated to do with survey evidence and then applying legal principles to facts in order to draw a line on a plan to represent your opinion.

So, this author, Mr. Susskind, wrote:

"Law does not exist to provide a livelihood for lawyers any more than illness exists to provide a livelihood for doctors. Successful legal business may be a by-product of law, but it is not the purpose."

Everybody agree with that? Everybody think that's valid? Yeah. So let's maybe perhaps bring that closer to home. What if we restate this phrase? Boundaries do

not exist to provide a livelihood for Land Surveyors any more than illness exists to provide a livelihood for doctors. Successful survey business may be a by-product of boundaries, but it is not the purpose.

Does that fit? Does that feel comfortable? You're not throwing buns or anything, so maybe it takes a while to sink in. But there's something going on here because my sense is that this is where we begin to get uncomfortable. Because you're going to ask me "What -- what is, then, the purpose? What is our purpose as a surveying profession?"

It gets uncomfortable because we can no longer find the answer by looking in rear-view mirrors. That's no longer where we will find the answer or where we will end up seeing our future path laid out.

With the traditional approach to the lawyer-client relationship let's say, there's an element of mystery, the profession has certainly the power in the relationship more often than not. And, more often than not, the need for legal services itself exist because of a complex legal system that needs lawyers to translate its functioning for the public.

Is that true for boundaries? Are you there because the public is burdened with a complicated boundary or land registration system, it can't understand it unless you translate it for the public? So, Susskind goes on to actually suggest that lawyers have, understandably, relied on the perpetuation of this paradigm of service delivery. And, why not? How much of this is true for cadastral surveyors and other branches of the geomatics profession?

Are specialists and professionals the ones who are, today, best suited to consider change in the service delivery paradigm? For that matter, are they best suited to be the sole source for recommending change to the public policy, to the structures now in place which are legacies of the past?

As we've seen in the examples above or earlier, it's the public, the consumers of goods and services who are insisting upon peaches and driving the change. Advertisers follow the public, the favoured peach is the one purchased from the grocery store shelves.

What begins to emerge is, today, a heightening of the already existing tension between market force, the financial need to succeed on the one hand, and the professional's duty to serve the public interest and place ethics first on the other hand. We never lose sight of that. That is the singular guiding principle of course that lies at the core of what it is that we get to respond to the alarm clock and start every day.

The financial platform for legal services has been this thing called the billable hour. In fact, is it so institutionalized in the legal profession that it's almost like one of these holy sacred cows that nobody would touch. But today it's come under attack. It's come under attack by members of the public. But, more recently, it's also the

courts who have jumped in in order to ravage some critique. Talk about a traditional paradigm that has now come under attack.

In the Court of Appeal decision in Diemer and Bank of Nova Scotia -- and this is just a case from last year -- it was a receivership proceeding in which the bank hired a receiver who, in turn, hired a Toronto law firm to help out as legal counsel. Diemer then got a final bill for the receivership services that included over \$250,000. A quarter of a million for over 400 hours of legal work.

Diemer was a dairy farmer. He lived on a farm and raised his cattle near Stratford. He fell on hard times, went into receivership, he defaulted on the loan to the bank. But part of the 400 billable hours was for counsel, at \$650 an hour, to drive from Toronto to Stratford to spend the day in court for an uncontested simple motion.

So, the receiver and the law firm wanted their quarter of a million. Diemer challenged that and said "Wait a minute. I mean, getting fair value and being entitled to compensation for what you've earned and what is it that is valuable. I understand that. But are you kidding me, \$650 an hour for a lawyer to drive in a car from Toronto to Stratford for a full day on an uncontested matter? This is ridiculous."

Well, the Court of Appeal was furious. This is a fascinating case to read. You can search it on CanLII yourself. The court saw it as unfair, the proceeding was relatively straightforward. The court made it clear that perceptions of value should take priority over calculations based on the arithmetic of a billable hour.

The court set out a list of relevant factors that included things like the receiver's skill, his knowledge and experience, the responsibilities assumed, the nature of the assets, the complications and the difficulties encountered along with the time that was actually spent. So, often these factors are, in fact, reflected by the time spent and the value can be equated to time.

However, most of the court here noted that there was a disconnect, this enormous disconnect between the lawyer's rates and the hours spent and the true value of the services provided. So, not only is society and the public taking this view and response to professions and services and products which are available from professions by looking at it from the client end of the telescope -- in other words, the client defines am I getting value, am I getting a product that is worth what I'm paying for, is it a service that delivers a valuable product? It's also the courts are doing this and they're doing this from a very common sense, gut level point of view.

It's like our society has shifted. The whole -- the whole framework has shifted from saying "Because you're the professional, you get to define what is a service. Because you're the professional, you get to contain and define the parameters of your service product and you also get to define what it is that you're able to charge."

No, today -- today we have a public, and we have a court system that is starting to lean towards supporting that public in which it's very much the public who says

"Enough's enough." And the people who are doing this in our public, in our society are the 20-somethings. Have you noticed -- have you noticed the person who phones you up and asks about a survey for their first home? They're the ones who are going to end up wanting to understand "Why would I pay that when, for the same money, I can basically get a new fridge for our kitchen?"

Much like the group who took on the quest for that better peach -- you know, those farmers -- they're now innovators emerging that are transforming the traditional delivery model for legal services. The public demand driving this change is a desire for services that are, first, inexpensive and breaking away from the billable hours model that has been seen as inefficient for lawyers.

Number two; simple, easily understood by the client. Number three; convenient in that they're easily accessible, time and location wise, and four -- most important -- they deliver value. Not all legal services lend themselves to this model, but some innovators have found a way to market a traditional commodity in a simplified way.

A recent issue of The Law Times has featured this article describing this arrival of what we see as "Walmart law." Please go into Walmart and look for the law office within the Walmart store the next time you happen to go shopping. Even if you boycott Walmart, go there for the sake of seeing what this looks like. Pick up some literature, read it, browse, stick around.

Ask yourself this question; why has this developed? Why in the bastions, in the pillars of a society in Ontario today has the stodginess, if you will, the traditions of a legal profession found its way into the discount supermarket, if you will, of a Walmart store?

You can read the quote here, of course, on the screen yourselves. And this model is emerging not only in Canada, it's also emerging in the U.K. The Law Society Gazette in England has reported an opening of a legal services outlet that operates seven days a week, so it's convenient, and it promises simple wills for the equivalent of \$99, notarized document for \$25.

It's simple. It's inexpensive. And the focus for this model is on relatively routine products that have the potential to be commoditized. Wills are a perfectly good example. This is an example of the market being the predominant driver, and succeeding because professionalism issues are easily resolved for these kinds of routine services.

The professional focusses the commoditization on the simple stuff. No litigation. No contested divorces. You won't find divorces on special for \$3.99 this week at Walmart. You'll never see that. Why? Because it's a product that you simply can't package and commoditize and fit within the Walmart model.

And so is there a parallel for surveyors? Well, certainly. You won't find a Boundaries Act application available at Walmart, right? It's the -- it's the divorce to the law profession -- Boundaries Act applications -- the complex ones which will

never become bespoke -- or will always remain, pardon me, bespoke.

So, in his book 'The End of Lawyers,' Susskind describes a continuum of services delivered by the profession from the highly-specific customized work performed by the professional in the U.K. It was the term "bespoke." That's usually used when doing this kind of work. It's like bespoke tailoring -- it's where somebody fits a suit on me and they come around and they measure my size and girth and all those things -- and it's tailored bespoke for my size, my unique body type or whatever it is.

It's more standardized -- standardized, systematized and packaged work that draws on past precedent and may be delegated to the more and more routine, or the commoditized services that involve very minimal hands-on work by the professional. And, in some cases, could even be Internet-based.

It's at this top level, the bespoke work, it's there where it takes time, it's costly and produces results that can be questioned by the public in terms of there being a perceived disconnect between their cost and their benefit. It would not fit within the Walmart law delivery model.

It doesn't mean that difficult work does not get done, it just means that you recognize that the market refuses to value the simple work in the same way or at a price point that you might have hoped for or have gotten used to. Your previous business models based on an expected rate of return for something that is highly profitable, the gig is up. The public has gotten wise.

So, for the Land Surveyor what insights does this provide? Well, in the area of the traditional work of the Land Surveyor, the initial survey and staking out of the subdivision is perhaps mathematical, there's something routine, even mechanical. It likely lies in the middle range of Richard Susskind's continuum. Retracement of boundaries and the assessment of evidence in contrast is a much more customized or bespoke challenge.

Certainly spatial data, it's everywhere. But is the public demand for location-based data a driver that will change the role, shape the role of the geomatics professional of the future? You see, the questions I'm asking aren't about what you want and that's why it's uncomfortable. It's uncomfortable because you're about to lose control if you haven't already. It's about a public that is ultimately going to remain or claim back the driver's seat and be in control, not you.

Spatial data is everywhere, but it might not necessarily be in a format or in a complete format that is usable, consumable or even understandable. As professionals, we have a bias. There's a tendency among insiders to overvalue the importance of our own role and our work product, even our own established processes in working with spatial data.

But what can we justify as gatekeepers of the boundary fabric, as necessarily important hurdles and necessary expenses for the public to absorb? Remember,

boundaries exist out there. Their purpose is just not the *raison d'être* for our existence. We've got to stop thinking like that.

For members of the public, the outsiders of the geomatics industry and professionals open access spatial data properties are very poorly understood. This is an area where, for example, the public perception that it's free and it can be used and "Gee, I just upload my coordinates into my Canadian Tire GPS device and I can do a survey of my own property."

There's a golden opportunity that sits right there in order to end up doing not only the explanation, but to end up hopefully doing more than jumping in after the public got it wrong, have it laid out incorrectly, triggered fights with neighbours, somebody has been granted bail because they got arrested and spent the night in jail.

You've got a solution before these bad things begin to happen. The public will have assumptions about ownership, reliability and the potential use of data that might not be accurate. These errors represent risk factors which we can help in understanding and managing.

So, if there's a policy based on open access, while it sounds appealing and may be broadly popular with the public, it's also based on so many assumptions. So many, many assumptions. And if the marketplace is going to be a driver of change, how can we use that open data challenge and opportunity? How can we even articulate this in a way that the public will not only understand us, but trust us?

Some of you have already become innovative and thought of novel ways in which you can reinvent yourselves. And sometimes reinventing ourselves in an innovative way means that we bundle our service or we amend it in such a way that it begins to not only piggy-back and get linked up with another service or commodity, but it actually is highly successful or desirable when you do that.

So let's switch gears for a moment and take a look at another approach to service delivery. It's called bundling. We can use the example in mortgage products and insurance products and take a look at what happened recently in B.C. when mortgage financial instruments, if you will, came to be bundled together with an insurance product, a risk management tool.

Last year -- late last year, the decision in Sandhu and HSBC Finance was released, and it dealt with the preliminary matters of a class proceeding in which a long-term relationship between a title insurer and a mortgage lender was being questioned by the bank's clients.

What had happened is that there was a bundling of services with the title insurer providing certain legal services with these -- you know, ghost quotes -- "legal services" related to the lender's mortgage documents, including document preparation, their signing, the witnessing and the registration of these documents at the Land Titles Office.

These were services that were bundled into a new retail product and it was alleged that the product breached a whole host of consumer protection laws. In B.C., there was the Business Practices and Consumer Protection Act, the Financial Institutions Act, Trust and Loan Company Act and the Mortgage Brokers Act.

Sandhu is interesting, and it's a red flag for the proposition that when you begin to bundle services together, there are things that begin to occur. Mind you, Sandhu, of course, is only a certification for a class action decision. It's only reached the certification stage.

But the fact that it even has reached that stage, or that the courts in B.C. are willing to look at this and say "Yep, we're prepared to let this carry on. We're not going to deny certification because there's no chance of success." They're not saying that at all.

What the courts in B.C. have said is, on face value, we're going to let this class proceeding go ahead. In broad principles, these pieces of legislation required full and detailed disclosure of the fees that would be incurred by customers who were borrowing money for mortgage purposes. Since it's still at the certification stage, we don't have the full reasoning that might be available later on on whether or not there was a violation of the various consumer protection provisions.

However, we don't need to know that. What's important is that this gives us several insights on a number of important fronts. So, in creating the Land Surveyors' perfect peach, if we can call it that, if we're going to innovate, there might be a temptation to bundle our services with those that are offered, say, by home inspectors or an appraiser, perhaps a real estate agent.

There may be all kinds of new products that emerge out of a desperation to become innovative and try and take on radical reinventing of ourselves. These products could be a very convenient and creative one-stop shop or packaging for the consumers in, say, especially a home purchase situation.

One must be aware of the risks associated when bundling is looked at from the point of view of both yourselves, as well as our regulators. What happens when the value-added part of what we contribute is co-mingled with other products? How important is our distinctive name, our identity, our traditions as surveyors? Do we risk irrelevance by clinging onto these traditional products for the sake of it being what we're used to, or do we actually go down this road and start to experiment? Do we explore this at all?

And, for the regulator, there are risks as well. Real estate agents are already regulated. So, too, are title insurers. Home inspectors are about to get regulated as well. And what happens to the regulator's role when members of a profession bundle their services with services of another regulated profession? Does the regulator model in Ontario set up roadblocks to innovation?

Maybe. Maybe not. But, in some cases, there's good reason that it should. In other

cases, there's perhaps an excellent opportunity to innovate and try out some new opportunities.

So, what might a future platform for the delivery of a surveyor's services begin to look like? This is an unknown that must be determined with a forward-thinking examination of the profession through a curious and well-rounded approach.

So some general thoughts to consider as potential criteria for a forward-looking platform include embracing the existing range of data sources that are now available and challenge the current tools that are limited by IP and data licensing tools -- rules. As professionals, though, there is a duty of public protection, and being in a position to understand the reliability and inherent risks of spatial data that may not be well understood by the public user, is a huge opportunity.

A cautious approach with respect to the bundling of services with other professions is, of course, recommended when looking beyond the surveyor's traditional role. In the end, the services are there for a consumer, and there's legislation in place to protect that consumer.

Again remember, boundaries just don't exist to give us a job. So rethinking a commoditized survey product will challenge some traditional assumptions and the platforms in present use today. But, there's hope, these -- these may start to succeed if we do certain things, if we take certain approaches to this.

For example, if we seriously consider options in a candid or, if I may use the word, "non-defensive" manner. They may succeed if we are aware of the need to balance market forces with the ethics, public interest duality. That tension needs to be kept alive, and it's a healthy tension that needs to be maintained and recognized.

We need to listen to consumers. We need to listen to consumers first. And so, you know, I mean, I think we have wonderful things happening in Canada with, you know, input from the professions as to what a cohesive larger umbrella organization might want to look like or do, but I've always bemoaned the fact that we needed to perhaps start with some empirical information about what exactly do our clients want? What does the public need?

And some of these changes might also succeed if much like Richard Susskind has pointed out in his book with respect to the legal profession, we began dealing with the simplest of services first. We don't try to commoditize a Boundaries Act proceeding. That's guaranteed failure.

But if we commoditized the simplest of products or services that we can think of and are part of our unique skill set and what we are licensed to do for Ontario, then there's a chance that there are new opportunities that we become relevant, stay relevant and we become a necessary part of Ontario's future.

So, what is the take-away for you from this? I mean, you know, you may well just completely dismiss it and perhaps so. You're right to do so, and say "We're not

peach farmers and we don't want to be. So don't treat us that way." I get that.

Some of these slides will appear in an article in the next issue of the Ontario Professional Surveyor Quarterly, and the goal of course is to capture some of this presentation so you can reflect on some of the ideas perhaps or some of the information in here. Personally, this is really daunting scary stuff to me. I think there's an awful lot to digest in just a short presentation like this. So having it in an article gives every one of us an opportunity to reflect further.

I guess there's one final thing, and it's not -- it's not perhaps because I feel defensive, but it feels like I sometimes do ask too many questions and get criticized for not giving enough answers. Certainly I hear that from students. You know, they belly ache, and say "You know, you're just opening these -- these open-ended questions. All you do is you make us want to think. Why don't you just give us the answers?" And I say "Well, thank you very much. I think I've just gotten a compliment."

And, you know, and -- but, at the end of the day, that is in fact the very nature of this problem. Collectively, we're not going to get to the right answers if we stop asking questions. So, thanks for your time.

DASHA PAGE: Thank you, Izaak. It was thought-provoking, to say the least. And, again, it's my pleasure to present you with a small token of our appreciation and it's a contribution in your name to the Habitat for Humanity.

IZAAK DE RIJCKE: Thank you.

DASHA PAGE: So, I'm almost letting you go for the break but we're going to have some fun again, right? So, before we break for coffee, I have some questions and maybe I should give you the announcements first.

At 3 o'clock, we will continue our business session and I do also have an announcement about our Education Foundation. Did you know that the Educational Foundation awarded \$24,100 to 25 students in various post-secondary geomatics programs over the past year in 2014?

This year's -- excuse me -- this year's goal is to raise \$35,000 from donations, and the donation forms are available at the Registration Desk conveniently. So, I have questions. Kevin, are you ready?

SERGEANT-AT-ARMS: Ready.

DASHA PAGE: I just have to -- just to confirm the answer. I wasn't sure, I just wanted to make sure I did have the answer.

So, what is the percentage of people in this room that will retire -- and that was my question, was it five or ten -- it was in the next five to ten years?

UNIDENTIFIED SPEAKER: Seventy-five percent?

DASHA PAGE: Thank you, that's correct.

UNIDENTIFIED SPEAKER: Alec.

DASHA PAGE: I have another one. If you were listening, Susan mentioned a key ingredient that every surveyor should have, what was that?

SERGEANT-AT-ARMS: Yep. Right there in the front.

RYAN MALONEY: Yeah, Ryan Maloney from Saskatchewan. Patience.

DASHA PAGE: Very good, Ryan. That's Saskatchewan for you. And what was Izaak's first profession? I think it's over there. I'm sorry, I couldn't hear.

UNIDENTIFIED SPEAKER: Land Surveyor.

DASHA PAGE: Yes, that's correct. He was an Ontario Land Surveyor first. Thank you.

Okay. So we'll be back here at 3 o'clock for our business session and enjoy your coffee.

Coffee break taken from 2:28 p.m. to 3:00 p.m.

DASHA PAGE: Thank you. Can I get your attention? It's 3:00 p.m. I hope you're all back in your seats. Welcome back, everyone.

Just a quick reminder again to turn your phones off because many of you were probably again on the phones during your break and the fine is \$200 if it rings and \$400 if you answer.

Our business session continues with a short Council presentation outlining our achievements this year. But, before I get into that, I have been approached by one of our members with a cheque. At first I thought I was doing such a great job that I was getting paid and I got excited first for just, you know, a quick moment.

No, it's still a volunteer position, okay.

Okay. So Alex Wilson Surveying Inc. from Mount Forest. Alex approached me and he gave me the cheque back -- signed the cheque that he just received from the insurance agent, he says "I want to donate this back to the Education Foundation." Thank you, Alex.

PRESENTATION FROM COUNCIL ON ACHIEVEMENTS:

So the Council, with tremendous help from the AOLS staff, has maintained its focus on the objectives and challenges that were set at our strategic planning session in March of last year. Our accomplishments include:

The completion of the salary survey, the startup of the University and College Student Liaison Committee, ongoing co-operation with York University and the University of Waterloo, improvements of the articling process by AERC, dramatic improvement in communication between the AOLS and our members through our biweekly In Sight newsletter, the Survey Monkey questionnaires and monthly webinars. Completion of the Interpretive Guide and supplement to the Performance Standards for the Practice of Surveying is another accomplishment, the Manual of Procedures for the Complaints Committee, the Manual of Procedures for the Fees Mediation Committee, a facelift of the Survey Review Department (SRD), and developing CEC courses including the very successful Party Chief Seminar that a lot of you just experienced, the initiation of a new Practice Manual for surveyors and, finally, the initiation of the Provincial Survey Records Index project.

All of these enable the AOLS office administration and Council to operate more efficiently while ensuring proper governance, transparency and openness for our membership. So, now some of the presentations to give you more information. First of all, we'll hear from Tom Packowski, Chair of the Continuing Education Committee.

Ladies and gentlemen, welcome Tom Packowski.

CEC PRESENTATION:

TOM PACKOWSKI: I'll be carrying on for Paul Church who has decided to step down this year. First of all, I want to thank Paul for his capable leadership of the Continuing Education Committee. For me, it's simply carrying his good traditions such as the Party Chief's Seminars. Again, congratulations to Paul Wyman for the courses that he's put on for the Party Chiefs Seminar.

We have some upcoming seminars including "Getting it Right," Quarter Session Roads, quite a few webinars that are coming up and presentations to regional groups. And of course we would welcome any suggestions that you have.

Again, I want to remind you that we're in our third and final year for the three-year cycle for the continuing education, and so I want to encourage you to get your CPD hours in and record it.

I'd also like to thank the members of the Continuing Education Committee including Paul Church, Martin Baya, Barry Clarke, Barry Costello, Bret Magee, Ron Querubin, Blain Martin. Most importantly, I want to thank Julia Savitch for all the work that she's done on behalf of the Continuing Education Committee.

Thank you very much.

DASHA PAGE: Thank you, Tom. Again, it's my pleasure to give you a small token of our appreciation. We have made a contribution in your name to Habitat for Humanity.

Now we'll hear reports from Bob Halliday, the new Chair of the Standards Committee. Ladies and gentlemen welcome Bob Halliday. Is he here? He's hiding.

STANDARDS COMMITTEE PRESENTATION:

BOB HALLIDAY: Sorry, Dasha. I didn't see my name-tag up there and I can't see that far like you anymore. So, the committee is hopefully getting a little revitalized. We had a meeting with the Steering Committee two or three weeks ago to figure out how we're going to move forward.

The committee has already got an electronic version of our old manual that is prepared. We're just doing a little bit of beta testing to make sure that all of the hot links to the various websites that we want to put at your fingertips. So that process is nearly completed and we hope to have a launch of it in early May. It will be promoted through a webinar in the first week of May we believe.

We're going to be adding all of the -- all of that list of things that Bret described to you this morning are all going to become part of that over time, all included in the electronic format with links as appropriate. We hope to have three or four of those items ready to go possibly for that May launch as well. And we'll be dealing with all of the issues like sketches, like reviewing integrated survey standards, just all of those host of things we still have to have some consultation with the Insurance Advisory people to get more suggestions for things that need to be dealt with.

So the committee is very keen to move forward, and I expect that we'll have a lot accomplished presumably when I'm reporting this time next year that you'll see that we've made good progress for you. So, thanks.

DASHA PAGE: Thank you, Bob. And, again, we have a donation that has been made to the Habitat in your name.

Now we have Brian Maloney who will give us an update on the Provincial Survey Records Index. Ladies and gentlemen, welcome Brian Maloney.

PSRI PRESENTATION:

BRIAN MALONEY: Thanks, President Dasha. So, I guess I get a lot more time now because these guys were so quick. So the reason I'm up here, I was actually hired by Council to act as Project Manager for this project. And that's part of a change they instituted a year or two years ago, I guess, now in terms of trying to get people to move some of these initiatives along and so that's the reason I was on.

So I'm obviously not responsible for all the work. We had a committee -- or a couple of committees, actually, that helped us do the work. We'd set up an Implementation Committee and a Technical Committee. The Implementation Committee dealt more with the business side of the equation in terms of what this should look like. The Technical Committee looked at some of the functionality in terms of where we needed to go forward.

So, this initial phase was to look at the requirements around the Survey Records Index, not actually to put it in place, but really to set the foundation in terms of moving forward. I'm pleased that we did two online surveys and we got good feedback. And I'd like to thank those folks that did provide that feedback to us, because it really helped the committees move forward and get a sense of direction. And hopefully you'll see that reflected in the results in terms of where we're going.

We also did a jurisdictional scan looking out across the country. We stuck just to Canada in terms of looking at that, and then also looked out in terms of who the existing providers were that could take this on or might have an interest. And glad to say there was quite a bit of interest. We do have a number of companies that provide services already in this area that are well-positioned to take it on, and there were a couple of other companies that are interested in bidding as well in terms of moving it forward.

So we actually did interviews with the existing providers, and had a face-to-face meeting with them to understand where they might want us to take this or how we might interact with them because we really didn't want to duplicate the work that was moving forward.

So a couple of highlights from the online survey. Overall we had strong support for a mandatory Provincial Survey Records Index, but certainly there was some opposition. It was interesting, although numbers percentage-wise was very strong to move forward, there were some interesting comments that came in and obviously some people not keen on moving this forward. But that's their prerogative and their view.

There was a clear view on the AOLS ownership. If you recall, there was some conversation about ODCC taking this on. It was very clear that the AOLS should be the owner in terms of moving it forward. Security and access was a concern for many in terms of the records, whether it's business intelligence, in terms of their records and other firms understanding what work they were doing. So that had to be a consideration as we moved forward.

And we also asked questions around how far the index should go back -- and we'll come to some more decisions on that -- but obviously, unless the data is loaded, and you can rely on it for a search, there's not a lot of value in doing it. So, clearly we do need to go back quite a piece.

There was very strong support for a geographic view -- so a map-based application -- and so we'll be going down that road. Very little support for the mobile side which was interesting. I was surprised by that, to be honest with you. And, as well, we found that based on the C of A responses that we had, 80 percent of the records are already electronically indexed in some fashion.

It could be a straight spreadsheet or a little database, but they are there and 58 percent were indexed. So we've already got a pretty good start in terms of moving forward.

A lot of price sensitivity, and so, again, that comes back to the functionality. The less money we've got to invest in this, the less functionality we can obviously provide as we move forward. So we were pretty sensitive to that as we were looking at this stuff.

And we also asked the question in the second survey about potentially using stickers to fund it, which was more driven on the volume of work you do model and -- but I can tell you there was a fair bit of opposition to that.

We picked a five-year timeframe to -- as a -- out of the gate as a committee and then asked the questions around that. We had 80 percent in favour of loading the records in within five years or something less. And we had a number of people that obviously -- the 20 percent that were on the other side saying it should take longer than that. Some of those 20 percent were basically opposed to the SRI and said "They should never be loaded, so forever is a good timeframe." So, clearly that's not where we wanted to go.

We also thought about doing something in terms of mandatory georeferencing of historical records. Again, very little support for that which -- and has a consequence for us in a technical side because it means now we've got to allow tabular and geographic searches in a go-forward perspective. So, it's got a bit more awkward, I think, from a user perspective, but its reality. And I think, again, there was some concern about the cost in terms of doing that.

We did ask some questions around commercial or public access to the index, and there was quite a split decision on that. And I can tell you we're not going to move forward on that front.

So, there's the vision. I'm not going to read this. I think a couple of key pieces. Self-funded. We're looking for a single online search which means we need to deal with some of those other indexes or indices that are out there.

We are looking for protection so that it can be used for research purposes only, and obviously incorporated both tabular and geographic searches. And obviously it has to be maintained over a period of time.

So this is a little bit in terms of an operational schematic that gives you a better sense of what we're looking at here in terms of building. So what we're looking at is accrediting existing systems so that certainly the existing providers already have quite a few surveyors using their services. In many cases, they're commercially available, but not necessarily.

Like, as an example, Pimarc are more internal solutions. And, in fact, some surveyors are using both. They're using LSR perhaps, as an example, on the sale of plans, and they're using Pimarc more on the project management side of the equation. So we've got to deal with a bit of that duplication as we move forward.

So, our sense is looking at accrediting these systems, putting a standard application

program interface in place that would allow the existing providers to provide their records, then, to a replicated or a centralized provincial survey records index that can be then searched by users and we'll see the results of all of those.

I was very positive in terms of the response from those existing providers. All of them have agreed to cooperate. Obviously we've got to keep the API requirements to a reasonable level and try to be able to accommodate this with as little work on their side as possible to make it move forward. So our expectation is they'll push their records up, perhaps on a weekly basis. We've still got to get to those business standards in terms of moving it forward.

The benefits of this is those surveyors that have already loaded records in those other repositories, don't have to do anything. They've already met their requirements. They're already in there. And, as well, on a go-forward basis, if they continue to use those services, they can load it there. They don't have to worry about loading it into a Provincial Survey Records Index.

At the same time, we do recognize the need to have an ability to use the Provincial Survey Records Index directly, because there were some surveyors that were opposed to using some of those existing systems. So we're going to have an ability for that to happen as well.

So we had a series of recommendations -- I'm not going to go through in detail. I think there were about 30 or 40 recommendations as part of this report. But, basically that it's owned, governed by the Association of Ontario Land Surveyors.

From a data perspective, we considered that as well. Members will own their own data, and we're going to look at putting a standardized licence in place so that you know exactly what your data is being used for. And it's really for research purposes, so we're going to limit it to that so you know that your data can be protected and there won't be issues.

We are looking at the five-year period to put historical records in, and we're looking at a similar funding model -- the south central index to use -- and the auto-registry, as an example, which is really funding by firm and number of surveyors. So that's where we ended up landing after that second survey.

In terms of access, it's for surveyors only -- again, back to this notion of using it for research purposes only -- and we're going to make sure, to the best of our ability, there's no ability to mine the data to get business intelligence out of it. So it will be really again focused on the research requirements.

It is going to be an index only, so we're putting no commercial capabilities in place. And, this again, that's back to what we heard out of the surveys. Simple minimum features built in stages, and we're doing that to keep the costs down. Both geographic and tabular view and error correction, because we know nothing is perfect. Data is never perfect on the initial loads, so we need to allow for corrections.

On the provider side, we intend in the next phase to set open standards that will be established and made available. A logical data model that they can then flow to so they can understand how their records relate to this. As I mentioned earlier, an application program interface. We're going to need quality standards in terms of when a record is received or rejected and a simple hand-off to the providers.

And we had a lot of conversation about how far we should go on that in terms of the level of sophistication. But, at the end of the day, in terms of actually accessing the real record, if it's in one of those other systems, whether it's Surv.ca or LSR, or Pimarc, they can go to it and we'll just kick them over and they deal with that system. So they need their own account and their own security access provisions at that point in time.

We still have a bit of a challenge with the auto-registry and we need to have a conversation with those folks because they've got a completely different model which is really a dot and an image of the plan. So we need to have a conversation around how we can make this work with them. And, lastly, we've still got to deal with the licensing side, so we've got to make sure the providers have the right to provide that data through -- and hopefully they will. And, if they don't, hopefully they can inquire of that -- because it's in the best interest of our members to not have to enter data twice.

So, in terms of a way forward, there's really two streams to this, and the one is going down the regulatory by-law side. So there's actually two requirements here; one is under the current Act, it's going to take a regulation to implement this.

So we've already had conversations with Council and with the Ministry of Natural Resources, and we know that's going to take us some time. So this isn't going to happen overnight, this is at least a year, likely two years to get this thing put in place in terms of getting the regulation through.

Similarly, in terms of dealing with the dollars, we'll need a by-law to go through to actually deal with what the fees are and the firm surveyor, et cetera, to move it forward. On the actual system side, which is the other stream, we're in the process of -- we've just established a committee. We're not quite there yet and I would say we're still open to members.

So we've got about five members on this committee. If you've got a burning desire to help us out, and if you've got any application development expertise, we'd love to have you. We could certainly use some more assistance there. I think we've got a core group that we can make it work, but if there's interest, certainly see me and we'll have a conversation about getting you involved.

So that data model application program interface, those standards, that's going to take a period of time. The business rules will flow from that in line with the recommendations we already had to Council. Our hope is that we will be in a process of putting out an RFP likely late summer with an expectation of closing this in the fall. And that should put us in good stead in terms of winding up, because we

can't implement until we've actually got the regulation in place. And obviously we'll need the vote by the membership and move it forward.

So, I think that's about it from my perspective.

DASHA PAGE: Thank you, Brian. Of course, again, we have a donation to the Habitat for Humanity in Brian's name.

BRIAN MALONEY: Thank you very much. Thanks, Dasha.

DASHA PAGE: Thank you. I think you just called me Sasha.

BRIAN MALONEY: No, I said Dasha.

DASHA PAGE: Did you?

BRIAN MALONEY: I know what I said. I don't know what you heard.

DASHA PAGE: It's quite common. It is. My name is not quite as common, of course. The next update is on our constitutional challenge and that's going to be delivered by Eric Ansell, our vice -- I mean Past President. Thank you. Please help me welcome Eric.

UPDATE ON AOLS CONSTITUTIONAL CHALLENGE:

ERIC ANSELL: So, this is something that I think many of you have heard about and you're probably a little wondering where we are with this and what is it and that kind of thing.

I want to start by saying this is something that is actually before the courts. So, forgive me, I'm going to actually read what I've got written here so I don't say something that I shouldn't say. And we certainly will -- it's a good time to present this because I think we're following with Open Forum right afterwards, so it might go over very well.

So, excuse me again, I'm going to read. So, Council decided to form a task force to actually advise and monitor the challenge that we're involved with and the issues regarding that challenge.

The past year has seen our Association become involved in a court challenge that questions the validity of certain sections of the Surveyors Act and the Surveys Act.

You, the membership, need to understand what the issues are, what is at stake, and how these challenges impact the overall budget of the AOLS in the coming year.

The application may -- or the applicant has made an application to the courts to answer a number of issues. These questions are:

1. In subsection 4(1) of the Surveys Act, do the terms "field notes" and "the same" include plans of survey?
2. Does the requirement in Section 4(1) of the Surveys Act for a surveyor to exhibit or give copies of the same to any surveyor for a reasonable charge, apply in relationship to any original documents which were not personally made by the surveyor to whom the request is made?
3. In subsection 29(3) of the Surveyors Act, does the word "client" include a surveyor who, pursuant to Section 4(1) of the Surveys Act, requests field notes from another surveyor?
4. Does the requirement in 4(1) of the Surveys Act for a surveyor to exhibit or give copies of the same to any surveyor for a reasonable charge, frustrate Parliament's purpose and the Copyright Act, so as to render the former ultra vires, the Ontario Legislature.

I had to look that up because Izaak didn't tell me what it meant. It's beyond the powers of Ontario. So, just to remind you what those sections are within the Acts, it's the sections that require that we all keep, maintain and exhibit those notes.

So, I want to give you a brief outline of where we are with this challenge. And, again, unfortunately, because the issue is currently before the courts, there's not a whole lot I can speak about. With that said, here's what we can say.

Under Canada's Constitution Act of 1867, there was established a clear division of matters that were for legislative jurisdiction at the provinces and other matters that were for Canada. The regulation of the professions such as cadastral surveying, is considered provincial, while intellectual property and copyright is considered Federal.

Under Ontario's Surveys Act, members are obligated to keep field notes and records of their work, and make them available to their colleagues upon payment of a reasonable fee. Some members have taken the view that the IP, or copyright, in these records are the property of the member, and any duty to produce or share such records includes the right to claim a fee is properly a matter for Canada to legislate and not Ontario.

These developments are complex and costly for the Association. As with all litigation, they include risk factors which make it impossible to predict the financial exposure, hence the potential impact on our budget. The cost factors range from \$100,000 to \$500,000. How to pay that expense is something that Council will have to struggle with over the next coming years, but certainly a special levy may be an option.

We propose to provide periodic updates to the membership as matters begin to unfold further, however, these will be somewhat circumspect as details will be

subject to solicitor-client privilege.

I can advise that the Association is a named respondent to the challenge and, as such, has no alternative but to respond to the circumstances. The AOLS would be highly criticized if it did not respond to this application.

Furthermore, the Attorney General of Ontario has intervened given that the Notice of Application is a constitutional question, both the AG for Ontario and the AG for Canada have been given notice.

To date, we have been through a number of hearings and motions, and considerable communication which of course are, again, all solicitor-client privilege. I think a brief summary of some of those events will give you a better understanding of the Association's role and the reasons for the cost.

The original application was returnable on May 5 of 2014, and it was subsequently adjourned to November 12 of 2014. After setting the new date, the lawyer for the applicant brought a motion to strike out certain paragraphs, in whole or in part, from the affidavits filed in response to the application.

The motion to strike was heard October 22nd, 2014. Unfortunately, we were only able to argue and determine about three or four items out of a very large number of items to be dealt with and, consequently, the motion to strike out the affidavits was in turn -- was adjourned until July 8 and 9 of 2015.

It was evident that the November 12, 2014 application had to be adjourned. There were numerous communications back and forth between the applicant, the AOLS and the AG's office. Unfortunately, the lawyers were not able to agree on acceptable terms and, therefore, the attendance took place at Scheduling Court Toronto on October 31st of 2014.

The application of November 12, 2014 -- sorry for all the dates, but I think it's important -- adjourned because of the Master's motion, remains outstanding to be heard July of 2015, and the application is now scheduled to take place December 9th of 2015.

So, in summary, the motion to strike will be heard July 8 and 9 of 2015. The AOLS will serve and file amended affidavits by August of 2015. The applicant's reply affidavits, if any, will be served and filed by September of 2015. Cross-examination is to take place early fall of 2015 and be completed by October 9.

Applicant's factum to be served and filed by November 5th. The AOLS's responding factum to be served and filed by November 27th. Reply factum to be served and filed by the applicant, if any, by December 3rd, 2015. And, as mentioned, the application is now scheduled to take place on December 9 of 2015.

So, you see, it's quite a detailed piece of work that the Association and Council have had to struggle with. And I think just that quick summary gives you a real good

indication of why we're going to be incurring some -- we've already incurred some costs and we're going to incur more. Thank you.

DASHA PAGE: He doesn't get any. Not yet anyway. Sorry about that. We're right on time for our Open Forum, and then that's where you can ask all your questions.

At this time, I invite Council to join Tom, Bob and Brian on the stage. Obviously they're here. Ladies and gentlemen, we'll now have Part One of the Open Forum. Part Two will continue on Friday morning.

I'll ask that if you wish to speak, that you please approach a floor microphone and wait to be recognized by the Chair. After being recognized, please state your name and hometown or affiliation before speaking.

The Chair may find it necessary to restrict speakers to one appearance on any subject and I will. All motions presented during this meeting must be in writing and signed legibly by the mover and seconder, and forwarded to the Resolutions Committee and Chair before discussion.

The Resolutions Committee includes the two newly elected Junior Councilors Al Jeraj and Dan Dzaldov. Julia and Penny are here to facilitate getting any motions or question printed up on the screen. The floor is open.

OPEN FORUM - PART I:

PAUL WYMAN: Paul Wyman, Kitchener. I was just interested since we have guests from the other provinces, if any of them have been following our constitutional challenge and if they also have similar legislations in their provinces with regard to field notes and, you know, just what their own -- their comments might be with respect to what's happening here in Ontario. Because, if it is a constitutional thing, it would -- if the Federal government is involved, then of course it would take place all across Canada.

DASHA PAGE: That's a very good question, Paul. And I was trying to explain to all the VIPs here when I was travelling, what exchanging field notes mean because they don't and they really couldn't understand the constitutional challenge because they don't have that practice in their provinces.

But, please, if any of you can speak to that that would be great. Don't be shy. So, this is Alberta.

AL JAMIESON: Yeah, Al Jamieson from sunny Alberta. It's not often I come out east to get colder, but anyways. Yes, as Dasha had mentioned, we have discussed this at our Presidents' Forum several times, so we have a pretty good feel for what your constitutional challenge entails.

We don't have that issue whatsoever in Alberta and the other provinces are pretty

much similar. So there's nothing in our Surveys Act requires, I guess, a sharing of field notes. And typically any posts that we put in the ground in Alberta, there is requirement for a plan to be registered, whether it be a monument plan or of course a plan of whatever subdivision or right-of-way.

So I don't see this being an issue, certainly not in Alberta. And I guess I'll let the other Presidents share their thoughts if they'd like. But generally it's been deemed that I think Ontario is kind of unique in that regard.

DASHA PAGE: Thank you, Al. Well, it's important to note that -- and you probably noticed that he said every monument that gets planted is on the plan that gets registered so it's not just in the private records.

Any of the other Presidents would like to comment? Saskatchewan?

RYAN MALONEY: Ryan Maloney, Saskatchewan. Yeah, as Al said, there's no requirement in our acts to provide field notes, however, the controller of surveys in the province can request field notes from any practitioner at any time.

But, basically, it only comes up if there is a monument found to be planted in error basically. Because, like Alberta, every monument that gets planted in the ground has a plan showing that monument that's registered with ISC or Land Titles.

So there is some informal sharing of notes that goes on if required, but it's not a -- not a given on every project. So, it was interesting following the discussion with Dasha as we did the tour because it was kind of a new and unknown process for us. Thank you.

DASHA PAGE: Thank you, Ryan.

Manitoba?

PAUL BURTNICK: Paul Burtnick, Manitoba. I also serve as the Examiner of Surveys in Manitoba, and so I can maybe expand a little bit on the concept of monuments on plans.

In Manitoba, we consider any monument of record to be a monument on a plan and, of course, surveyors will find monuments that aren't registered on a plan.

So we'll ask the question "Where did this monument come from?" And if they can't trace it back to another surveyor, they have to do the same -- we require them to do the same amount of work necessary to authenticate that monument as if it didn't exist.

So really when a monument isn't found on a plan, it can be viewed to not be a valid monument.

DASHA PAGE: Thank you, Paul.

HELMUT GRANDER: Helmut Grander, Port Perry. Isn't the Registry Office of Surveys Ontario required to give plans and/or field notes? I guess, if the definition of field notes to any party requesting it and who has copyright over that? That's one part.

And the second part is when you do the comprehensive reviews every five years, it's a requirement of the surveyor being reviewed to show his research. And, therefore, is it required to contact other surveyors in the area to get their records? Thank you.

ERIC ANSELL: Thanks, Helmut. So, when you talk about the Registry Office, of course in Ontario, our Registry Office only has those records that are a reference plan. There's as much, if not more, surveys done that are deposited in the Registry Office.

So there is -- there's not an obligation for the Registry Office to hand those over. And, certainly, your field notes aren't deposited with the Registry Office along with your plan, so the Registry Office can't give out the field notes as well.

When you speak about having to prove your method and your research when you go through a five-year comprehensive review, those records are for the Survey Review Department, certainly not for the Review Department to hand out to anybody else. They're strictly internally used.

DASHA PAGE: Thank you, Eric. Anybody else? Go ahead.

STEVE BUZIKIEVICH: Yes, Steve Buzikievich, British Columbia. In British Columbia, even if I were to straighten a bent corner marker, or place any corner marker in the ground, any official marker, I'm bound by our statute that I have 60 days to file a plan in the public record in the Land Title office. So that's how it is in British Columbia, so we don't have really a problem.

Yes, you will get some -- I'll call them "unregistered pins," but they'd possibly be from a subdivision where you need owners' signatures that you have no control over getting. And so they would be potentially some unregistered pins, but generally in British Columbia, there are none.

DASHA PAGE: Thank you, Steve.

ANNA AKSAN: Anna Aksan from Toronto.

And there's quite a bit of secrecy about the constitutional challenge, so I'm not sure whether I'm really on the topic. However, it appears to me that it might be coming from the issue of the reasonable fees.

And now we are facing that levy, I guess, to pay for the court challenge, but I wonder whether we were able to avoid it if the Association was more proactive on this subject, and there were motions brought a number of years ago for the Association to deal with the issue of reasonable fees for the search.

DASHA PAGE: Eric, would you like to answer?

ERIC ANSELL: Sure, why not. So I think you're right that the reasonable fee probably plays a bit of this. I would disagree that we've been secretive. Again, because it is a court challenge, that it -- you know, it was an application before the courts. We were named as the respondent so we had to respond.

But, once it's before the courts, it would be inappropriate for us to say more than what we should because, you know, you never know what -- how a court is going to hear something when evidence is given. It would be very inappropriate for us to argue our case even before we're in court.

Certainly we looked at -- a number of years ago, we tried to do a survey on what reasonable fees were. It was very difficult to have some kind of a conclusion. So I think the reasonable fee is kind of a one-sided issue, and the copyright issue is something else. And certainly copyright was something that is rightly before the courts.

DASHA PAGE: Thank you, Eric.

JODY ISENER: Hi, Jody Isenor representing the Association of Nova Scotia Land Surveyors. Back to Mr. Wyman's original question there about our provincial acts. We just had a new act proclaimed in Nova Scotia a couple of years ago and it essentially remained silent on the field-note sharing and certainly on the charging of them.

Most of those situations in Nova Scotia are dealt with informally by direct contact with the other surveyors and some charge a reasonable or -- well, a small fee. Others simply share them. Interestingly enough, though, we're developing right now a new set of standards to go along with this new act, and we're making some progress in terms of requiring -- essentially saying mandatory plan registration for retracement surveys that are done by the members.

So it's a bit contentious to force members to, you know, follow the standard and mandatorily register their plans, but that's the direction that we're going. And I'm just kind of glad that our Act doesn't say anything about the issue you're dealing with here.

DASHA PAGE: Thank you, Jody. Go ahead.

DAVID WOODLAND: David Woodland, Ottawa. I wonder if you could give us some sense of how much money the AOLS has spent on this defence or preparing materials for this, and what the budget is to take us to the end of the year for this application in December?

DASHA PAGE: I'll let Eric answer because he's the Chair of the task force.

DAVID WOODLAND: Thank you.

ERIC ANSELL: So, again, it's very difficult to know how much we're going to spend. I can tell you it's over a hundred thousand dollars that we've spent to-date. And, you know, when you heard that outline of all the things that are going to happen during 2015, and we've -- we're not sure whether 2015 will be the end of it.

So, I'm only guessing. We haven't -- it's very hard to budget for this kind of thing. So we have not budgeted for any amount because we have no idea what that amount might be. But I'm -- I don't think I'm -- conservatively thinking, I think we're going to be well over 200,000.

DASHA PAGE: Thank you, Eric.

ERIC ANSELL: And that's my own opinion.

DASHA PAGE: Okay. The floor is still open.

ADAM WERRELL: Hi, Adam Werrell, Markham. Just a question regarding the Land Survey Records Index. I'm wondering if maybe an option or another option would may be a centralized requesting for records searches rather than having a repository that has everybody entering records into it.

You know, say doing a search in London, I put a request out onto our website that says let's search surveyors in London for records on this address or on this lot and concession. I thought that would be a better way to spend the money than having all of these records put on-line.

BRIAN MALONEY: I'll take a shot at answering that. I think the challenge that we have is as we're seeing the makeup of firms change, and more so today you're seeing firms that are acting outside of what were traditional areas. And so part of the problem is you end up having to circulate some of these requests pretty broadly.

So, the simple solution of an index, I think, is the easiest one. If we look back historically, areas like Toronto and Ottawa identified the need on their own for these things and, in fact, put them in place. All we're doing is moving that to a provincial level. I still think that is the simplest and most cost-effective solution.

It does mean that surveyors, if they haven't done so already -- and I think we had an 80 percent response from those that had responded -- had already indexed their records. The fact is, you know, as -- and we talk about all this grey hair and people selling firms -- if you're going to sell your records, they're certainly more value if they're indexed.

So, you know, yes, there's an investment that's going to be required there. But, at the end of the day, I think it will generate value for the company. As well, this is actually not that large a database in terms of a GIS-type data base.

I mean, we're estimating -- and it's purely a guesstimate -- but we're guesstimating that there's subject in the neighbourhood of about six million records out there across the province. That's, you know, plus or minus. But -- so if you've got -- for the sake of argument, if you've got 80 percent, or even if you've got 60 or 70 percent, you've got a big chunk of it done.

But I think, at the end of the day, if you're doing this, it becomes a very easy task when you finish a file and you index it, the searching becomes almost -- it's super simple. It's fast. You've still got the challenge of getting your hand on the record, though, of getting the copy if they're not in one of those existing repositories.

DASHA PAGE: Thank you, Brian.

ANDY SHELPE: Andy Shelp, Ottawa. A question for you, Brian. There will be -- and I think Dasha had said, or maybe Susan -- 75 percent will retire in the next ten years. A lot of those are sole practitioners.

There's a cost associated with putting your records into a digital format. So, what about the people who say "I'm done. I'm out. It's going to cost me more to put my records into digital format than my business is potentially worth." What do you do then?

BRIAN MALONEY: Well, I think just to be really clear here, I think you've got -- there's a couple of issues. The first one is this is only an index, so it's not requiring surveyors to actually scan their plans or their field notes. It's just a requirement to index them so they can be found.

I think if you look at the current Act under the Surveyors Act, there's a -- and the regulations that flow from that, there's a requirement for us to do research. So, yes, you could say "I'm out" at the end of the day -- and Sue will hit me on this one -- but there is a requirement that those field notes be placed.

And if they aren't placed, the Ministry of Natural Resources has the challenge of having to deal with that. Hopefully they can find somebody that will take those on, which we've been traditionally able to find. We've never ended up at this point in a situation where those records haven't ended up with a home.

And, typically, they do have value. So, yes, there's a cost of doing the index. There's absolutely no question about that. But once they're indexed -- and I think it was Tom Bunker's article that was just recently in the quarterly that looked at the challenges of inheriting these old records that weren't properly indexed and an ability to find it.

So, you know, as surveyors, we've got a professional responsibility for dealing with our information adequately.

DASHA PAGE: Thank you, Brian.

ALISTER SANKEY: Alister Sankey, Mississauga. Eric, that's a lot of money. Who is going to benefit if we don't succeed?

ERIC ANSELL: Yeah, a good -- an excellent question. Certainly we will benefit if we do succeed. But I think -- to tell you the truth, I think we'll all benefit at some point by maybe getting some clear direction. That's a benefit that I think we'll all get.

And -- but, you're right, it is a lot of money. But, as I stated, we had an obligation to respond, and those affidavits that you have to prepare, the -- you know, the submission to the courts, the going back and forth, does cost a lot of money.

That's a -- I don't -- I don't think anybody's going to come out a winner, if that's what you're looking for.

DASHA PAGE: Thank you.

BILL BENNETT: Bill Bennett, Brampton. We seem to be bouncing back and forth between two different topics here. But I'm going to go back to Brian, and I would like to suggest that for the historical records, that we try and do some kind of a thing with the articling students or something like that.

The age of the record is extremely important. The most recent records are the least worthy in most cases. The older they are, you're getting back to the original records, the original situations. If those are available, if you know where they are, they are invaluable to you and your whole case can rest on it.

Just because Joe Blow two years ago made -- did a survey and may have an entirely different opinion than you would have, because you have a survey from a hundred years ago on the same property. So you've really got to look at the whole thing, and I think our index would be incomplete if we did not have the oldest records possible. However we get them there, your problem.

BRIAN MALONEY: So just to be -- just to be clear, maybe I wasn't very clear in my presentation. The five years is the length of time to load the records. We're looking for a complete load.

BILL BENNETT: Okay.

BRIAN MALONEY : We're looking for all the records to be loaded.

BILL BENNETT: Good. Okay.

DASHA PAGE: Thank you, Brian.

AL JERAJ: Al -- excuse me, sorry. Excuse me. It's Al Jeraj, Brampton. It's totally off topic, but it's going to tie the two hot topics together. Who's on Twitter? A show of hands? So, Twitter, if you don't know, Penny set up a Twitter account for the AGM -- hashtag AOLS 2015 AGM -- and I encourage you guys, if you are on

Twitter -- and, if you're not, get a Twitter account -- and you can post all your comments about these super-hot topics on Twitter if you're too shy to come up to the mic.

And, also, let's not forget about the money that everyone is getting from Mark Sampson, so you can post that, too. Just an FYI.

DASHA PAGE: Thank you. I'm sorry, Anna.

ANNA AKSAN: Yeah, this is Anna Aksan from Toronto again and this time for Brian. And I have a question, if you took under consideration the fact that many surveyors transferred their records to some holding company, so basically they are in some, you know, investment trust or something like that. So they are legally not owned by a surveyor, so how can it be enforced, then, to put those historical records in the index?

BRIAN MALONEY: So, I must admit, I'm not aware of that, and I think I'd have to do a little bit of thinking and research on it. But my sense is that might not even be legal under the Act. So, I really don't know the answer to that, Anna.

DASHA PAGE: Thank you. Go ahead.

REYNALDO ISIP: Reynaldo from Mississauga. Eric, can I ask who the applicant is?

ERIC ANSELL: Yes, you can ask.

REYNALDO ISIP: What's the name?

ERIC ANSELL: No, you don't get an answer.

REYNALDO ISIP: Why not? It's in the court. It's a public record, right?

ERIC ANSELL: Yeah, absolutely.

REYNALDO ISIP: Is there a ban?

ERIC ANSELL: I -- if I had it with me, I'd give you the court number. But, right now, I'm not going to give you the applicant's name.

REYNALDO ISIP: What's the court number?

ERIC ANSELL: I don't have the -- I'm sorry, I don't have the court number with me. But, if I did, I'd give it to you.

REYNALDO ISIP: Why, are you hiding it?

ERIC ANSELL: No.

REYNALDO ISIP: Because we are all in this, right? We have to pay

ERIC ANSELL: Yes.

REYNALDO ISIP: And we should know who is the -- our -- the guy that's getting the money.

ERIC ANSELL: And a fair enough question. But right now I -- I don't want to start arguing the merits of the case.

REYNALDO ISIP: No, we are not -- we're not arguing.

ERIC ANSELL: No, I understand. But if I was --

REYNALDO ISIP: We're just asking --

ERIC ANSELL: -- if I said who the applicant is right now --

REYNALDO ISIP: Yes?

ERIC ANSELL: -- I think that's exactly what would happen. Maybe not purposely, but I think it would happen. So, no, you can't have the name.

REYNALDO ISIP: May I know what the case title is --

DASHA PAGE: The case number.

REYNALDO ISIP: -- so that we can Google it or we can research it?

ERIC ANSELL: Yeah. Yes, I'll --

DASHA PAGE: Yes.

ERIC ANSELL: We'll wait until Friday morning, I'll have the application with me Friday morning. How is that?

REYNALDO ISIP: Okay.

DASHA PAGE: Helmut?

HELMUT PILLER: Helmut Piller, Toronto. Brian, as a matter of fact, Bill Bennett could explain that to you, because I think he was one of the first ones that moved the survey records into a private investment company.

There's also Tom Czerwinski has done the same thing and there's several -- I think there's other people in it. I, myself, at the time raised that same issue of the question "Is that legal?" But the answers I got was "Yes, we have legal opinion and that is it."

So, and this leads to Anna's question, now there's something held privately that you could not force it out in the open. The other thing is that, you know, this whole mess wouldn't be necessary if we, as surveyors, or some of -- we are not -- so territorial and says "You cannot share in my area. I'm not giving you anything." Well, I'm going to charge you \$150."

Just -- we wouldn't be there if we would freely exchange, all right for a minimal fee that it takes to retrieve the record. We have to keep the records that is under the Act. So we cannot say "Well, I have charge you \$150 because I have to keep it in a filing cabinet or I have to scan them or anything like that."

One other thing I would like to go back to the morning session and I had several comments made to me during the breaks and saying that I raised a very interesting question with the insurance coverage for these "zoodle surveys" as I refer to them.

It's very nice to have private comments made to me and say it's a good question. Why do we not have a debate? Why nobody else is concerned in this assembly about this issue? Is that a personal -- has that become a personal hobby-horse of mine? Yet I do hear is it a concern. Thank you.

DASHA PAGE: Thank you, Helmut.

BRIAN MALONEY: Can I respond?

DASHA PAGE: Sorry, you want to respond. Go ahead. Oh, I'm sorry.

BRIAN MALONEY: Thanks, Helmut. So the good news -- and Bill doesn't know it -- but Bill volunteered to be on the next task force, so he's going to help me work through this and I commit we will look into this and make sure that we've got an answer. Thanks.

DASHA PAGE: Perfect. Thank you.

PAUL WYMAN: Paul Wyman, Kitchener. I just wanted to follow up the constitutional challenge with one more aspect, not so much -- you know, I don't really care who launched these things, but it is, you know, from an intellectual point of view, an interesting question. The copyright jurisdictional thing, rather, you know, it's a Federal or provincial issue.

My concern that comes out of it is that it -- you know, I'm not a lawyer, but just from a lay person looking at this, there's a potential we could lose this. That it seems to me that, you know, if copyright turns out to be a strictly Federal authority, and the requirement to give out copyrighted materials violates that. Then, you know, maybe we're going to lose this issue on that constitutional question.

My question coming out of that is what do we do? What is our game plan? What is our follow-up? Because our whole way of life in Ontario is predicated on the ability

to obtain historic records. Everything I've ever done in my entire survey career has been predicated on being able to get copies of the field notes and plans of underlying surveys.

If that turns out to be only available on a voluntary basis for those people who are, you know, voluntarily willing to share, it. That's one thing. But occasionally you run across records, or you run across the survey and you need to unwind it, you know. There's obviously some kind of a problem there, and the only way of digging down, drilling down and finding out, you know, why a survey marker is where it is, is to go and get those underlying survey records.

If we lose that ability, you know, what is our game plan? What are we going to do?

DASHA PAGE: Thank you, Paul. Mr. Ansell?

ERIC ANSELL: So, certainly we're not going to argue the validity of the Copyright Act right here, but I understand where your question is leading to, though. If we do lose, what happens? Maybe we end up like the rest of the provinces where every plan that plants a monument is deposited in the Registry Office and it's available. Maybe that's an option. I don't know.

I'm just throwing that out there as something that could be done. I can see the issue of copyright coming available again at that stage. So I don't -- I don't know what else we can do.

DASHA PAGE: Paul?

PAUL WYMAN: Sorry, Paul Wyman again. I think just that Council needs to start doing some thinking. I mean, perhaps Council has already -- or the lawyers have already done a probability assessment and, you know, if our likelihood of winning this is, you know, better than 75 percent, then, you know, my questions are of no real consequence or something.

But if there's a higher risk of us not winning, then we need to start doing some thinking about where we're going to go. Because, yeah, we could start requiring for future surveys that everything has to become part of the public record or some system similar to what the other provinces enjoy, but that's not going to help us for another 50 years until, you know, a substantial number of records get into the public domain.

What are we going to do for, you know, the records of the last hundred years if they remain in private hands and we have no access to them?

ERIC ANSELL: So, two things, one is certainly Council has looked at what's going on, what we need to do. I mean, we've had many in-depth discussions around that.

The other thing is when we talk about the constitutional challenge -- and, of course, that's why I mentioned that the Attorney General of Ontario has actually joined in as

an intervener in this -- because it truly is Ontario, the AG's office that should be fighting the constitutional challenge because it's not the Association's legislation. It's Ontario's legislation.

DASHA PAGE: Thank you, Eric.

ALISTER SANKEY: Alister Sankey, Mississauga. Would it not be better to approach the province, then, and ask them, you know, and spend that money wisely on improving the legislation, taking the time that it takes, rather than flushing all that money down the money -- down the bank or down the toilet?

DASHA PAGE: Eric?

ERIC ANSELL: Susan?

DASHA PAGE: Susan, yes.

SUSAN MACGREGOR: I don't think there's anything that we can do while there is a question before the courts. We are responding as the Association. The Crown has intervened, and when the case gets to court, the Crown will fight their fight. I don't think there's anything else I can provide you.

It's -- it's -- I know it's incredibly frustrating, but there's -- this is -- this is the legal process.

DASHA PAGE: Thank you, Sue. It's very quiet here. Any more questions, comments, topics, other topics?

BRENT ENGLAND: Brent England, Owen Sound. I'm just sitting here listening to all this, just a comment, not a question. I really don't believe that if this constitutional challenge goes the wrong way as an Association, that there's -- would anyone in here refuse to hand out their field records to someone who asked? I don't think so. I don't think that's a problem.

DASHA PAGE: Thank you.

ALISTER SANKEY: It's Alister, Mississauga. Owen Sound, yes. The GTA, no. Without a lot of money.

ANNA AKSAN: Anna Aksan, Toronto. I have a question, if we have to have that extra levy to finance the court case, is there going to be a vote on it or does Council just decide to collect the money from the members?

ERIC ANSELL: So, anything doing with money, there will be a vote on it.

ANNA AKSAN: So, what about just a general meeting or (inaudible).

DASHA PAGE: I'm sorry, we can't hear you here.

ANNA AKSAN: Would there be a general meeting or would it be by mail?

ERIC ANSELL: I'm unsure what the correct answer is. I know in some instances we have to do it by vote at a general meeting, and other things we can do by a write-in ballot. So I'd have to check before I answer that.

DASHA PAGE: We will most certainly follow the proper procedures. Oh, I'm sorry, I didn't see you.

JAIME GELBLOOM: That's alright. It happens all the time.

DASHA PAGE: You're so quiet, I'm surprised. Go ahead, Jaime, introduce yourself.

JAIME GELBLOOM: Jaime Gelbloom -- Mr. Invisible -- Mississauga, a good friend of Steve Balaban.

I'm a little confused. I came in late. I kind of gathered what we're talking about here. I guess the question is to you and maybe our Surveyor General.

I heard before that when the case comes to fruition, that the Crown takes up the case, is that true, Sue? You just said something about that, correct?

SUSAN MACGREGOR: So the Crown is an official intervener. Any constitutional question is automatically passed through the Constitutional Law Branch for both Ontario and the Federal government. The Federal government has not weighed in on this subject, the Ontario government has, and we will be defending MNR's legislation.

JAIME GELBLOOM: But you're speaking as the Provincial Crown, correct, in right of the province?

SUSAN MACGREGOR: The Provincial Crown.

JAIME GELBLOOM: So we're talking about money and us giving money, but now you're talking about the Crown which is the province in general forking over the money.

So, I don't understand, at some point as this continues we, as surveyors, will not necessarily be paying but, as taxpayers, we'll be paying, correct? So we -- so the argument about surveyors giving more money and spending more money will not be the case, correct, because the Crown is going to be taking over or am I wrong?

SUSAN MACGREGOR: The Crown will protect the Crown's interest, and the Association will defend the Association's interest. How the legal proceedings go forward is anybody's guess. I'm not a lawyer.

JAIME GELBLOOM: Okay. I could be -- I could be completely way off here --

and I'm sure some of you will tell me if I am -- copyright is a Federal issue, correct?

SUSAN MACGREGOR: Correct.

JAIME GELBLOOM: And our legislation on the providing of field notes is a provincial issue. So the only way the province is involved is supporting the provincial issue --

SUSAN MACGREGOR: Correct.

JAIME GELBLOOM: -- which is the field notes, which takes us out of the picture and the province takes over basically arguing our point.

Am I completely -- I see some of you going no. Jeff is going "You're completely wrong." Jeff?

SUSAN MACGREGOR: I can't answer that. It's -- we have to go to court and see what motions are filed and play out the process.

JAIME GELBLOOM: All right. Well, that's very informative. Thank you.

STEVE BALABAN: Steve Balaban from Mississauga. I think my question is little more straightforward than Jaime's. A question for Eric, just some clarification. I think I heard you say that we have not budgeted anything for this challenge going forward?

ERIC ANSELL: So maybe that's a question for our Financial Councilor. But, no, remember what I said was it's very difficult for us to know what to budget.

STEVE BALABAN: I understand.

ERIC ANSELL: -- how much to budget that.

STEVE BALABAN: I understand.

ERIC ANSELL: Certainly -- and that's why I purposely said that one of the options could be -- I'm not saying it's going to be -- could be a levy and you can't budget for the levy.

STEVE BALABAN: Oh, then I misunderstood. I thought what you said was we haven't budgeted anything for this challenge going forward.

ERIC ANSELL: That's right, we have not.

STEVE BALABAN: Wouldn't it be prudent to put something in there? I mean, you've said that it's going to be at least \$250,000, maybe more, probably more. Wouldn't it be a good idea just to have something in the budget to handle this and know where it's coming from?

RUSS HOGAN: Yeah, we've had these very same conversations a number of times around the Council table. The challenge we have, as Eric says, we have no idea what to put in. We could put \$50,000, we could put \$150,000. The bottom line is we don't have the money, and what we would end up doing is putting toward a deficit budget.

And, would it be accurate? No, it wouldn't be. So we have put together the budget which will be presented on Friday which will cover everything that, you know, the Association or that Council plans just as we have in previous years.

And, over the course of the year, we will absorb as much as we can of the costs of the challenge. And, at the end of the year, depending on how much we've had to spend on it, then we'll see, you know, how much of a deficit situation we're in.

Other than that, Steve, unfortunately, it's not like we have, you know, money just -- it's not like we're budgeting for a hundred thousand dollar surplus at the end of the year.

STEVE BALABAN: I know. But, that being the case, wouldn't it be even more important to put something down to say we're anticipating a deficit budget of a hundred thousand, 200,000? Pick a number, it's going to be there.

RUSS HOGAN: Well, that's what we're saying, and I guess that's -- that's the answer right now. Is, yes, we're anticipating, at the end of the year -- at the end of 2015, if we have to pay anything out against this challenge to -- as part of the proceedings, then we are going to end up in a deficit situation. We don't know how much.

STEVE BALABAN: Okay.

TIM HARTLEY: Tim Hartley, Windsor. And I don't know who to address this to, but I'm wondering why the party that is initiating this challenge not stand up and tell us why they are initiating it. Thank you.

DASHA PAGE: Helmut?

HELMUT PILLER: Helmut Piller, Toronto. Now, I didn't hear anything a year or two ago that we budgeted for the \$150,000 bailout for ODCC. So, why can't we budget for this court case, then?

DASHA PAGE: I'm not sure if I understood the question. Can you -- can you -- yeah, can you please say it again?

HELMUT PILLER: We have heard that it is impossible to budget for this particular court case. My -- not question -- comment was that I don't think there was any budgetary consideration -- at least I'm not aware of it -- for the \$150,000 that was forgiven for the ODCC expenditure and that happened in previous years' financial

statement and year.

So, surely we can get an idea and set reserve funds, that's a normal procedure. If you're not sure what, you take a good guess, you know what the lawyers cost us -- a hell of a lot more expensive than surveyors -- but we should set something aside, we should budget for it. Whether it's a surplus, then we get it back.

And if it's not enough, then we have to top it up. But I think that would be a much safer way to approach it than a special levy that has to be approved by the membership which may not be approved. What then? Are we going to go bankrupt like Greece?

DASHA PAGE: Thank you.

HELMUT PILLER: Sorry, it was ODCC, not what I said. Thank you.

DASHA PAGE: Okay. We'll just leave it as a comment. Please go ahead.

JAIME GELBLOOM: Jaime Gelbloom, Mississauga. I'm still scratching my head. You know, there's a clear apparent -- or there's an apparent conflict between provincial and federal legislation, correct? Can I get a nod?

Possibly -- there's a possible conflict between provincial and federal legislation.

SUSAN MACGREGOR: Jaime, that's the question before the court, right.

JAIME GELBLOOM: Of course.

SUSAN MACGREGOR: Okay.

JAIME GELBLOOM: But I can still talk about it.

SUSAN MACGREGOR: Sure.

JAIME GELBLOOM: And I -- okay, whatever. Anyway, so -- and this possible conflict was ultimately, if there is one, created between Federal legislators and the provincial legislators. And why are the surveyors required -- as a small group, required to pick up the tab in a possible error on either part?

So, I don't understand why the -- has our Association had intense at least consultation with the provincial government, the provincial legislators -- I assume MNR -- in order to take up fight against the foe?

Why are we -- why are we the ones that have to pay this fee and will you name names? Yeah. No, forget that. Why are we the ones that have to pay the fee? If there's an apparent conflict, then the province who represents us should be paying the fee in order to try and resolve a possible conflict in conflicting legislation. I don't understand. Can I have a comment from anybody? Anybody got the balls?

What's going on?

ERIC ANSELL: So, just one thing, though, you've got to remember that -- and I'm going back to my speaking notes again -- we are a respondent in the application so we are obligated to respond.

The AG's office has come in as intervener. The AG's office will do whatever they do in the -- in the course of things. We're certainly not paying the AG's office to do the --whatever they do. So we're spending money because we have to respond in normal course of what happens.

JAIME GELBLOOM: Okay. Let's ask more a direct question, then, is our Association consulting with the AG's office regarding this issue? Are you just two separate entities? And --can I ask that question or is that secretive? Hello? Are you guys consulting period?

SUSAN MACGREGOR: I don't know. To be honest, I don't know how to answer that. I'm not withholding.

JAIME GELBLOOM: So you don't -- you're not sure? You're not sure.

SUSAN MACGREGOR: No.

JAIME GELBLOOM: But, I mean, we're an Association here and you're Council representing us.

SUSAN MACGREGOR: Yeah.

JAIME GELBLOOM: So I'm asking the question --

SUSAN MACGREGOR: So any time --

JAIME GELBLOOM: -- are you guys consulting.

SUSAN MACGREGOR: -- any time there's a legal dispute, the lawyers talk to each other. The respondents talk through the lawyers.

JAIME GELBLOOM: The AG's office is the Attorney General of Ontario, correct?

SUSAN MACGREGOR: Yes.

JAIME GELBLOOM: Is our Association, our Counsel representing our Association?

SUSAN MACGREGOR: The Association lawyer has been in touch with the lawyer in the AG's office, as he has been in touch with the applicant's lawyer.

JAIME GELBLOOM: So, just normal e-mailing back and forth. Okay.

ALISTER SANKEY: Alister Sankey, Mississauga again. I listened to Izaak speak this afternoon and I thought it was a very, very good presentation and I think that this is the alarm that Izaak was referring to possibly.

Walmart is already here. Tim Horton's is pretty close. You know, we have drive-thru now. If you have a credit card and it's a valid credit card, you can buy the survey.

How can we expect to continue to be the stewards of the boundaries in this province when the barn door has been left wide open and the horses are gone? There may be risks involved with purchasing old surveys online, however, Las Vegas and Monte Carlo are surviving.

Because it's natural for the layman to take the path of least resistance, and they're going to buy the surveys online rather than coming to the other surveyor to get a new assessment of the boundary. We don't measure boundaries, we assess the boundaries. That's what the public needs, and we can't do that when the records are being held by other surveyors if we can't get at them.

So that -- I think this is the alarm and this is what is going to come, you know, it's -- yeah, our records are absolutely available to anybody. I didn't want to misrepresent the company. Pardon?

(INAUDIBLE COMMENT BY UNIDENTIFIED SPEAKER)

ALISTER SANKEY: Because every work that we've done is on the Survey Records Index.

(INAUDIBLE COMMENT BY UNIDENTIFIED SPEAKER).

ALISTER SANKEY: Okay, that's a good point.

DASHA PAGE: You shouldn't be talking to each other like that.

ALISTER SANKEY: Yeah, sorry.

DASHA PAGE: The rest of the membership can't hear it.

ALISTER SANKEY: Sorry. Anyway, that's my issue here is I think we need to see that this is the alarm that Izaak was referring to.

DASHA PAGE: Thank you.

WALLY KOWALENKO: Madam Chair, my name is Wally Kowalenko. And I, too, would like to comment -- compliment Izaak de Rijcke on his presentation earlier today and I think what we need to do is act upon his advice. His advice in the previous years has been very good and we've acted upon it -- probably a little

slowly -- and I think the time is to act upon it right away.

And probably what we should do is form a task force of, say, three or four people, exchange some ideas of what they learned from Izaak's presentation, and come to some consensus as to what we should do by way of an action plan and draft a brief report and include a project plan.

I mean, the Association has adopted the notion of project management quite well. And present the report to Council, Council can debate it, fine tune it, and bring something back to the membership for broader discussions in terms of what it is the public may be searching for by way of new products from our profession.

There's a multitude of options available out there and I'm quite confident that we can meet those needs.

DASHA PAGE: Thank you, Wally. That's going to be considered. Any more comments? Questions? We're approaching the end of our meeting, so if you don't have any comments, I am getting ready to wrap up our meeting. Are you guys ready?

It looks like it. So, this wraps up the business portion of our opening ceremonies. I do have a lot of announcements, so sit tight. Of course there will be a skill-testing question again at the end of these announcements.

So, the Veterans' celebration dinner is tonight at 5 o'clock in the Tom Thomson room. Preceding the dinner, there will be a reception for all dinner attendees in the same room. Now this dinner is only for veterans this year and their spouses.

The Welcoming Party starts at 7:30 in the Exhibitors' Hall. We trust that this will be a perfect opportunity to meet and greet new and old friends, to visit with the exhibitors, and to share some good food and drink and to have lot of fun and, of course, to support our Educational Foundation again.

I mean, this venue has an amazing Exhibitors' Hall. It's just, I think, perfect for a little bit of camaraderie and sharing and helping out the Education Foundation and then visiting the exhibitors.

The Educational Foundation awarded \$24,000 -- \$24,100 to 25 students, as I mentioned before, in various post-secondary geomatics programs in 2014. This year's goal is to raise \$35,000 from your donations. There are donation forms available at the Registration desk.

The Educational Foundation also sponsored the graduate student poster competition and first place wins \$1,500. This is the ninth year that the Educational Foundation is sponsoring a graduate student poster session.

Geomatics-related research posters will be on display or are actually on display in the Exhibitors Hall and the posters will be judged on Wednesday and awards

presented on Thursday.

Tomorrow will be our educational day starting with presentations from the Director of Titles and Service Ontario panel held in this room, and continuing with concurrent learning sessions in various rooms according to our schedule of events.

The Convocation Lunch will take place at noon in the Peninsula room. The Plenary Learning sessions with Peter Sullivan, Surveyor General of Canada, AERC and Survey Review Department will be held here in the afternoon.

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 at 8:30 in the morning in the Eclipse Restaurant, followed by a tour of artisan studios. For those accompanying persons attending the tour, please meet in the lobby at 10:00 a.m.

Tomorrow night we will have the President's Dinner and Dance held in this room at 7:00 p.m., and of course Pat Hills again arranged for the annual AOLS AGM Cansel Hockey Night. This is the 10th annual skinny game -- sorry, shinny.

That's to say like when we met with the hotel staff on Monday afternoon, and I guess they have different terms just like we do -- a different language, really -- and they said they will have two "skinnies" at the registration desk. And I said "It must be the two girls, right, because they're skinny." But I guess it's some kind of a table that's kind of skinny. Leave it to me to make silly jokes like that, of course.

So, it's a shinny game at the AGM, and it takes place from five to six at the pond rinks at Deerhurst Resort.

Now, for the skill-testing questions. This one is a little bit harder. Which room is the Veterans' Dinner taking place in this evening? No, I'll let --

SERGEANT-AT-ARMS: Take the mic. Take the mic.

UNIDENTIFIED SPEAKER: The Tom Thomson room.

DASHA PAGE: Very good. Thank you. Thank you, everyone. Enjoy your evening and enjoy tomorrow. And our business meeting will reconvene Friday morning at 8:00 a.m.

Whereupon proceedings adjourned at 4:29 p.m.

Friday, February 27th, 2015 – Huntsville, Ontario

--- Upon resuming, at 8:09 a.m.

BUSINESS SESSION:

DASHA PAGE: Good morning, everybody. How is everybody feeling? The brave souls are here. That's incredible. I am feeling great. I took -- I had to pop some pills so I would look a little bit respectable. Yeah, really.

Yeah. No, the head is hurting a little bit. I think this is the first -- the first thing we have to change at our AGM Planning Committee is this early start. That's just crazy. Unreasonable. I think 9 o'clock would be much better, right.

BLAIN MARTIN: It's my fault.

DASHA PAGE: It's Blain's fault. So, is the Standard Measure there? I guess it is now, right? Yes, thank you.

So the Standard Measure is in place and the meeting can now reconvene. I want to remind you to silence your cell phones and pagers. The Open Forum will commence following the coffee break.

Please take note that all motions must be in writing with mover and seconder. Present the motion in writing to the Resolution Committee, Executive Director Blain or Penny sitting at the rear of the -- Blain is sitting at the front of the room -- with the audio-visual people. Penny will create a slide to show on our screen prior to any vote.

Voting will be, yes, by a show of hands. A report from the President delivered by President Dasha will be on now. Nothing like being the first one in the morning, right?

PRESIDENT'S REPORT:

DASHA PAGE: So my term is nearly over. While trying to make a difference, I have learned that time is very unforgiving. I try to be -- to the best of my abilities, to be a good leader, a good listener and a good representative.

At the same time, I have learned so much about our profession, the world around us, our colleagues and myself, all the while maintaining high integrity, fairness and ethics. And I really mean that even though it sounds very cliché.

My travels throughout Canada and the adjoining U.S. States opened my mind and enabled me to make better decisions as President and will benefit the Council during my as tenure as Past President.

The Council, with tremendous help from the AOLS staff, our committees and task forces has maintained its focus on the objectives and challenges that were set at our strategic planning session in March.

Our accomplishments include a huge list that I will mention to you: The completion

of the salary survey; the startup of the University and College Student Liaison Committee; ongoing cooperation with York University and the University of Waterloo; dramatic improvement in communication between the AOLS and our members through our biweekly In Sight newsletter; the Survey Monkey questionnaires and the monthly webinars.

That's, I think, the best thing that ever happened, and the provincial Associations even liked it so much that they want to participate in our webinars.

Completion of the Interpretive Guide and Supplement to the Performance Standards for the Practice of Surveying; the Manual of Procedures for the Complaints Committee; a facelift of the Survey Review Department; developing of CEC courses including Party Chief seminars; the initiation of the Provincial Survey Records Index Project; the initiation of the new Practice Manual.

All of these accomplishments enabled the AOLS office administration and Council to operate more efficiently, while ensuring proper governance, transparency and openness for our membership.

Our Annual General Meeting held here at Deerhurst Resort was named "Building our Geospatial Future" in response to the largest international developments in our industry and the emergent need for collaboration between geographic information systems and land surveying.

After I have visited many conferences, seminars and an international congress in Quebec, I became convinced that we must embrace and maintain our key position in the geospatial world. We can no longer ignore new dimensions of our profession.

Our professional expertise is essential for making geospatial information an authoritative data source. And that's something that doesn't come out of my head. I heard that actually in Quebec, and then it just echoed with me quite a bit. They said that GIS systems are nothing -- nothing without your input to make it, to validate and make it authoritative data source.

Especially since open source solutions are growing significantly as a viable alternative to commercial suppliers, we must respond by applying our skills to new technologies and collaborate with the rest of the geospatial community to stay relevant in the geospatial world.

It was an honour serving as your President and I thank you for all placing your faith and trust in me. I would like to also extend my gratitude to our Executive Director, Blain Martin. Without his hard work, my Presidential year would have been much more difficult and time consuming. So, thank you, Blain. I really mean that.

I also want to thank AOLS staff, committees of volunteers that work tirelessly to better our profession and Council for their hard work and commitment. I'm also grateful for support from Andrew Cameron and Al Heywood and the team at Matthews Cameron Heywood Kerry T. Howe Surveying Ltd., and for the support

from J.D. Barnes Limited.

Thank you all for making my job as President possible and enjoyable. That's it. It wasn't that bad, was it?

I don't even recognize my voice, actually, when I hear it over the speakers. Like, yesterday, because of the music, you know -- I don't know about you guys, but because you have to speak so loud, the voice is so raspy this morning. So, I didn't drink, I was just speaking very loud.

So, now some really exciting reports from Russ Hogan, the financial statements and the budget.

FINANCIAL COUNCILOR'S REPORT AND BUDGET 2015

RUSS HOGAN: Thanks, Dasha. Good morning, everyone. I'm so happy you're all here to hear what I have to say this morning. I have, once again, had the privilege of being your financial Councilor, so I will be doing a quick review of the year-end finances for 2014 -- excuse me -- presenting the 2015 budget, as well as just a really brief talk about some changes to our investment portfolio management.

So, to get started here, 2014, our revenues were a little bit below our estimated -- well, our budgeted revenues. From the most part, things were okay. Fees and licences, we came up a little short, although I thought we did a pretty good job of looking into the crystal ball to determine how many members we would have in the end.

It's always a challenge, as you know, with the demographics and trying to estimate, I guess, how many folks will be paying their fees in any year. But we -- so we ended up -- I think that's about just under 98 percent of our budget, so it's not too bad.

The next line there which is always a bit of a -- it gets a bit confusing. I think, you know, I'll have to do this again next year, so I'm going to try to remember that next year I'm going to take that line out.

SRD, deferred revenue. It's not a bad thing. That is the amount in the end that SRD had collected in 2014 but did not use. So that's the amount that gets moved into SRD reserves.

Interest was -- interest was a little higher than we had anticipated. That, again, mainly has to do with the fact that we've cashed in some of our bonds to reinvest -- to reinvest those, so that's where that's coming from.

And, let's see, what else do I have? Oh, discipline cost recovery, we had budgeted to potentially get \$50,000 back in costs recovery. Budget some expense to discipline, and then our direction now would be to try to recover at least a portion of those costs. This year we didn't have any hearings, so there was no -- no new hearings this year so there was no cost to recover.

There was a slight adjustment, as you can see there. And, if I recall correctly, that had to do with writing off costs recovery from previous years from a former member when it was obvious it was going to be impossible to collect.

So, the summary again, continuing with revenue. This one really -- well, shows two things; one is the SRD plan submission revenue, a little bit over budget which is good. And then York University project is, as you're all aware, there's a project going on with York University and the Association participates in that.

A couple of years ago it was set up that, you know, a certain amount of money would flow through to the Association for some services that the Association provides and -- well, the Association's participation in that project.

At the beginning of the year, there was, I guess, an adjustment made or a request from York, and then -- and then they came back wanting to restructure how that money would flow. We haven't quite agreed with them, we're still working on that, so we hope to get that rectified in the next few months and start seeing that money to continue to flow back to us.

Expenses. Well, salaries were on budget. We did well there. Legal was -- well, wait a minute. Office administration, we were a little bit over on office administration, about \$20,000. About \$15,000 of that ended up being -- there was an audit required for the Pathways project that was wrapped up in 2013 that we hadn't accounted for.

There was some additional insurance for the Association and -- oh, and an increase in computer services. And, unfortunately, that's one of those things that we have to deal with. So that -- that accounts for most of that.

Under legal, our normal -- over the last number of years, we would normally budget about \$5,000, as you can see there, and -- but, for various reasons, we had a lot more legal expenses this year. That was primarily the Constitutional Challenge which was about \$85,000 in 2014.

One thing I should do is clarify because I'm not sure that it came out during Open Forum the other day, was the actual -- we actually started that. That action was brought forward originally in 2013 and we did incur costs in 2013. So, to the end of 2014, we've spent approximately \$165,000 on the Constitutional Challenge.

Committees. Committees and related expenses, we were under-spent there. That's not unusual. Our committees, we want to give the committees the ability to -- or some money and the ability to get some work done. They don't always require it so it doesn't always get spent.

In addition to that, we also have in the budget an item for Council. It's a hundred thousand dollars we've set aside for Council-approved projects. So that's where we - - that's how we can hire some consultants to manage projects and to actually get some work done. In 2014, we only spent or allocated \$50,000 of that, so the other

50,000 went towards other areas that we needed the money for.

As I mentioned before, there was no discipline, but there was a Registrar's Investigation, so we had some expense there. And credit card fees is another thing. I want to make sure everybody is aware of what that is. It's not -- it's fees that we have to pay -- or the Association has to pay in order to allow us to use our credit cards to pay for our licences, to come here, whatever. Any of those charges.

So, there is a cost to that, however, I would certainly suggest that the cost in the end, the \$40,000 was well worth it for efficiencies that it brings at the Association office as well as the convenience to the members.

So, the Survey Review Department. Again, it shows up a little bit differently than -- here than -- no, it's fine here, sorry. Here you can see that Survey Review Department under-spent again. They did not spend all of their budget, so there was some money to carry over into the -- or put into their reserves.

So, in the end, the bottom line is for 2014, we ended up with a deficit of \$32,000 approximately.

So, the 2015 budget, it's -- Blain and I have gone through this for a few years. We look at various things, we certainly look at obviously what we spent in the previous year or the previous couple of years. It is a bit of a crystal ball exercise, but we do our best to try to make it as real as possible.

So, for 2015, we've looked into the crystal ball and we're figuring that the Association is going to increase by a few members. We do have -- you know, it looks like promising like we'll get some more new surveyors. We had ten new ones at the Convocation Luncheon this year. So our best estimate is that our revenues -- and, again, that includes the increase in fees -- the annual increase in fees, so our revenue should be up a little bit from what we actually collected in 2014.

I don't really see anything else that I can talk to specifically. Again, I want to remind you that it's -- I've compared it there to our actuals and not what we budgeted for one year to the next. But not too much is really changed, as I mentioned, from one year to the next.

Here's our expenses again. The one thing that was raised at oOen Forum was why aren't we putting -- why aren't we budgeting for legal expenses when we know we're going to incur them?

So, I -- what I was trying to explain the other day was that right now we have no idea how much that might be. And if -- my concern was that if we put a number in there, we would have to have revenue to offset that and we don't have revenue to offset any of that at this point, so I didn't see the -- I didn't see how we -- or why we would want to put something in there.

However, I've had some conversations with members over the last couple of days,

and I do understand that, intuitively, it doesn't make sense just to ignore that. So I will be going back to Council, and asking Council to consider adjusting the budget at least to have an item in there under expenses that, you know, our best estimate of what it could cost this year.

So, again, I want to -- it's pretty much in line with what we had budgeted last year. So, things like committees and related expenses, we have not -- like, we're not adding \$70,000 to the budget. It's not \$70,000 more than we budgeted last year. It's about the same as we budgeted last year, it's just we under-spent last year in those areas.

Okay. So, in the end, as I'd mentioned before, we did end up with a \$32,000 deficit in 2014. And, with the budget we've put to propose so far or that I've presented today, if we're right on target, we should have a slight revenue at the end of the year.

So, one last thing I mentioned that I wanted to bring to the members' attention was our investments. In recent years -- I'm not sure how long, but for quite a while now - - all of our investments have been managed through the Royal Bank and that has been strictly government bonds and GICs.

If you were here last year, you'll recall that Bruce Clark, AOLS and Alberta Land Surveyor. He is -- or was, at the time, I think he still is the Treasurer for the Alberta Land Surveyors -- he had mentioned that we should consider contacting a company by the name of Morgan Meighen & Associates and Julie Brough who manages the investments for the Alberta Land Surveyors and they were quite pleased with her.

So, we did do that. We paid attention to that, and so we investigated that and had a chat with Julie and were quite impressed. So we made the decision to move our investments over to Morgan Meighen & Associates and have them manage that money for us.

Morgan Meighen is one of the -- of Canada's longest established independent investment firms. They go back to the mid-'50s and it manages approximately 1.5 billion in assets.

Julie is a Chartered Financial Analyst and Certified Financial Planner and has been in the industry for about 20 years. She keeps Council informed of the status of our portfolio through monthly reports and regular teleconferences with Blain and myself.

So, I think it was July when we originally spoke to Julie and arranged things. Our investments were transferred to Morgan Meighen. It took a couple of months to go through that process, so it was completed in August and Julie has started making some changes. I think to date, she's only moved about 20 percent of the investments from bonds and GICs into other investments, equities, that sort of thing.

And I think in the last conversation we had with her, she did mention that, you know, because of the volatility in the market right now, she's taking it a little bit

more cautiously than her original -- I guess, more cautiously than she normally would have but just given the situation.

So, yeah, about 20 percent of them have moved, and now we're -- I guess right now, I think, the actual split between it is about -- still 70 percent cash and bonds and about 30 percent equities is the makeup at this point.

But we have seen, you know, a little bit of growth, even though it's been rather volatile the last few months and we're quite pleased with how things are going. Obviously it's a pretty short timeframe, so we can't guarantee anything there, but we're pretty happy with what we've seen so far.

And that was it, so any questions about the 2014 finances, the 2015 budget or I move to Morgan Meighen?

PETER MORETON: Peter Moreton from Stratford. Russ, is any of the legal fees recoverable? The 165k we spent already on the Constitutional Challenge -- if this question was asked the other day, I apologize for asking it again.

So, that's my question, is any of that money going to be recoverable? In other words, is the government going to cough up for us getting drawn into this?

RUSS HOGAN: Oh, when you said "recoverable," I was wondering from where.

PETER MORETON: Well, that's what I'm asking. It is recoverable? Has it been pursued and, if so, from where?

RUSS HOGAN: We have put a request into the government to consider helping us out financially with respect to this. We have not heard back as yet. And so, we've -- we will be pursuing that and we have started that and we will continue to pursue that.

I'm not going to put a lot into -- I don't want to -- I don't want to get anybody's expectations up when it comes to it. I do -- personally, I think it's a long shot, but there is a possibility.

PETER MORTON: Then might I suggest to -- and relay this back to Council -- you might want to go back to the Gibb's case. You might want to take a look at the process that the village of Grand Bend put into place in order to save their tails and not go bankrupt.

It just happened that it was political influence who happened to know somebody who happened to be a personal friend of the Premier, who then called the Attorney General's office and they said "We're involved and we're paying the shot." So I'm just suggesting that don't sit and wait, go to somebody that's got some power. Start from the top and work down. I don't think we should be eating this.

RUSS HOGAN: Thanks, Peter.

WALLY KOWLENKO: Wally Kowlenko, Toronto. Russ, I've got a very simple question. It relates to the volatility of the investment or the volatility of the rate of return that you're expecting on the investment.

Clearly you've moved from bonds, as you mentioned, into some other instruments. I'm just curious as to what the risks is?

RUSS HOGAN: How much risk we've taken on in that respect?

WALLY KOWALENKO: Yes.

RUSS HOGAN: Thanks, Wally. Well, as you're aware, bonds and GICs are very low risk, but they're very, very low return. We've moved from very low risk and very low return, to low risk and a bit of return.

We did have a good conversation around that at the Council table. We do not want to put our investments or our finances at risk, so -- but we did feel that there was an opportunity for us to get a little bit more return than just bonds and GICs. So I would -- I would suggest it's low risk as opposed to very low risk. But, you know, our target, as I recall, was something around five to seven percent growth.

Now, again, whether or not we see that, you know, over the course of this current year, that type of growth, I'm not -- you know, it's -- and that growth is more sort of a midterm. It's not short term or anything, it's more the midterm. So, no, we're not putting a lot at risk at this point.

WALLY KOWALENKO: No gold mines?

RUSS HOGAN: No.

WALLY KOWALENKO: One last question. How much money is with that company? I may have missed it in your report.

RUSS HOGAN: Oh, how much is in those investments?

WALLY KOWALENKO: Yeah, approximately.

RUSS HOGAN: We have three funds. We have three funds. There's a general fund which is the -- you know, sort of the stuff the Association is using or belongs to the Association, let's put it that way and it's about \$500,000 in that one fund.

And the other two funds are insurance funds, so for the professional insurance stuff. And, those two, I can't remember individually what they are, but together they're about \$2 million.

WALLY KOWALENKO: Thanks very much, Russ.

RUSS HOGAN: Okay. Any other questions? Okay, thank you very much.

DASHA PAGE: Thank you, Russ. And, again, we are making a donation in your name to the Habitat for Humanity.

That was very exciting, wasn't it. Are you guys awake? I'm so excited to see so many people here. I'm actually surprised, I was expecting maybe 10, 15, you know. But you're really dedicated and committed. I thank you for being here.

And now I would like to call up Susan MacGregor. She's very excited to be here as well. Our Surveyor General of Ontario. Welcome.

SURVEYOR GENERAL'S REPORT

SUSAN MACGREGOR: Thank you. I'm not sure "excitement" is exactly the way I would put it, but let's proceed anyway.

Our office has had another extremely busy year this year. My report was available at the front desk. And if you weren't able to get a copy, let somebody at the AOLS office know and we'll make sure you get a copy.

I just want to point out a couple of highlights. Imagery for Southern Ontario -- South Central Ontario collected in 2013 is now available, and imagery acquisition is just starting in South Eastern Ontario and will be available later this year.

If you recall the financial model that we use for imagery, is that if you're up front with your contribution to the project -- so if you give a thousand dollars at the beginning of the project, then you get to purchase imagery anywhere in that acquisition at a reduced rate. So, it's \$5 per square kilometre versus \$50 per square kilometre if you come in after the project acquisition has occurred.

We continue to support First Nations treaty and land claims issues, that tends to be the bulk of our work. And we were able to restore 260 more deteriorating plans this year as part of our initiative to continue to maintain our records and ensure that they survive into the future.

A couple of strategic issues. Peter Sullivan spoke yesterday about -- I feel like I'm lisping this morning. Anyway, Peter spoke about our generally-accepted survey principles. I appended those right to the back of the Surveyor General's Report. And, again, if you didn't get a copy of those, let me or somebody know and I'll make sure that gets put into your hands.

This is a document that the Surveyor Generals and Directors of Surveys across the country worked pretty hard to pull together. It was a kind of a two-year exercise to get unity across the country in terms of creating a document that allows us within government to speak with one voice right across the country and explain what surveying is and why it's important to society.

So, it's intended as a communication tool. And, as he mentioned, we'll be creating other tools that may be a shorter version. This one is, I think, six or eight pages long. But they'll be maybe a one-page document that allows us to kind of explain what we do and why it's important.

For me, this tool has been invaluable because I get actually quite a lot of questions at the 11th hour about surveying and "Why can't you do it like they do it in Manitoba? Why can't you do it like they do it in Nova Scotia?" And to be able to understand the complexities of those individual provinces and then convey that to the decision makers, is really -- it's quite challenging because of the complexity and the demands of our profession.

So this document is going to be very helpful to me. Every jurisdiction -- the intent is that every jurisdiction sign off. There's a signature page at the end. And Council has adopted a motion to accept this document for Ontario. So I just wanted you to be aware of that.

For the first time, we've -- in my knowledge of while I've been in government, we participate in what used to be called a results-based planning process and is now called a Program Review Renewal and Transformation.

And essentially this is government strategic planning process, so we set aside money to accomplish certain strategic initiatives. We participated in this and, in my submission, I asked for essentially financial support to remove the cadastral burden where it's no longer needed and to refresh it where it continues to be needed. And, as part of that initiative, we would review the Surveys Act and the Surveyors Act, and then invest in actually new control in the province where there's no framework that -- framework currently in place. So, the ring of fire, for instance, is an area of anticipated high economic activity and we have absolutely no control up there to manage that onsite requirements.

So the government chose not to move forward on that initiative at this time but, you know, I have been asking that question and putting forward that kind of approach. So hopefully they'll pick up on that at some point in time.

Provincial control has also seen a lot of activity this year, and I've asked Morgan Goadsby to come and just talk a little bit about that so he's going to take up the rest of my time. And I think I've asked him to stay at about ten minutes, but -- come on up Morgan.

MORGAN GOADSBY: Thank you, Susan, for the opportunity to let folks know about some of our activities regarding COSINE, as well as the Ontario Height Modernization Working Group that was formed and became active in 2014.

I'd like to emphasize right from the start that our COSINE user survey is the first step in charting a path to move forward with COSINE for the future. We're going to take the input and information that you've provided to us, and that will be input into a business needs analysis that will be undertaken in the coming year. So your input

has been valuable and it will help us chart a path to move forward.

To put things in context with respect to COSINE, it is still considered a legacy application in terms of many of the applications that the Ontario government offers and uses. Our survey was designed to determine, you know, what our short- and long-term needs could be, which functions of COSINE and which adjunct pages were consistently used and which weren't, how frequently people access or use COSINE itself, how often there are different account holders are using COSINE, and just basically get a sense of how you're using COSINE, when, and what are some of the functions and things you depend on and those things you'd like to see improved.

We have recently upgraded COSINE to operate in an Oracle 11-G environment, the current spatially enabled, I guess, version of Oracle. We've also moved it to operate within Windows server 2008 environment. And this remediation project, as we called it, was necessary in order to support COSINE moving to the new Provincial Data Centre in Guelph.

So COSINE no longer comes out of the Peterborough data centre which is closing, but is now out of a new state-of-the-art data centre in Guelph. And, as a result, I hope everyone knows that our URL changed to: www.applications.lrc.gov.on.ca/COSINE. So that's the new address for COSINE.

That's one of the reasons we -- we also have an alternate url for COSINE. If you'd like a shorter one, come see us at the information table before you leave.

Our questionnaire was completed via the web in October of 2014. It was targeted to both our general COSINE users, as well as our COSINE contributors. And in support of the questionnaire survey, we also looked into our account holder profile and we found that there were over 2,900 COSINE accounts in total.

But, by reviewing those that are active, we found that about 800 accounts are actually dormant. And those are people that haven't touched COSINE or their COSINE account in the last five years.

So, in order to clean things up, we will be working over the next coming months, possibly with the support of summer students, to delete those accounts that are stale and aren't in use.

We did get 200 respondents basically to our questionnaire survey over the web, and that represents about 14 percent of the active users that are regularly in COSINE over the last two or three years.

With respect to the map interface, that's the channel to access COSINE that most users prefer. About 86 percent of you indicate that's the way you use COSINE, 78 percent of the respondents indicated they were satisfied with the map interface, while 22 percent had some comments, questions or concerns that they wished to raise.

When we looked into the feedback there, we found, however, that about one quarter of the desirability functionality or improvements that were being asked for actually related to functionality that already exists in COSINE. So, if we take that into account and work with you to address your questions and concerns, and make sure you can make use of the functionality that already exists, we're looking at hopefully about 84, 85 percent of our users being satisfied with the map interface. And that number is basically online with those who use the textual interface as well.

In terms of general data usage, it's actually still the traditional control, both horizontally and vertically, that is most often accessed through COSINE. If you look at the pie chart on the right, it's an amalgamation of both horizontal and vertical. And we were able to do because the responses were almost identical.

So, in terms of the usage of the horizontal and vertical control, almost 59 percent of the users are what we'd call frequent to moderate users. And how did we define that? A frequent user is in there daily, two or three times a week or weekly. A moderate user is in there at least once a month or at least two or three times a month, but not up to the standard -- not up to the currency of a week-by-week user.

In terms of the datums that are most frequently used, NAD 83. NAD 83 is the most commonly-used datum. It is the default datum and CGVD 28 is the most common used vertical datum.

Common comments, people were looking for GIS compatible output. The quick or short-term solution for that is consider using the Geo-Lab format output and that allows one line per station, and users can hopefully edit that and provide that as a means to input into their GIS.

People thought that COSINE was static. It's not. We're constantly putting new projects in, and so we've put a "new projects" or "new networks" area on the home page so you can see exactly where the new projects are in COSINE. That includes which datum, number of stations, which municipality or which highway, et cetera.

Users were looking for the station labels, the parcel fabric ortho-imagery. That's all functionality that's already built into COSINE and that's accessed by the map layers tab. So, just use that tab, and you'll see a menu that allows you to turn off and turn on the backgrounds and station labels you need.

People asked for new help files. We've updated them, the FAQs and what's new. And people asked if COSINE could operate on a mobile device. And, if you visit us at the information table this week, you've seen COSINE operating on Android and Apple i-Pad devices. All you need to do is add the Puffin browser which provides full flash support and that will work for you.

Regarding the services that we provide to our contributors, basically people would like us to continue to provide all the services that we currently offer. They're looking first to integrate their projects, QA/QC against provincial specs. If there's any changes or errors detected in their networks after they're loaded to COSINE or a

neighbouring network. Deal with that to maintain a consistent geospatial fabric, distribute your data free of charge to your contributors. And if we look at new horizontal or vertical datums, to re-adjust the projects in COSINE and provide them with respect to the new datums.

Regarding height modernization, we have a working group that's been formed and been active in the last year. What does height modernization mean? I'm not going to get into the definitions. If you want to chat with us afterwards, we'd be happy to help you. There's also information on the Geodetic Survey Division, Natural Resources Canada website.

In a practical sense, if we look at the difference between the new gravity-based GeoEd solution versus our existing CGVD 28 heights, the difference ranges from about almost minus 50 centimetres -- which would be represented by the dark blue areas -- to about zero to plus ten centimetres -- and that's the areas that are in red to pinkish tone.

In South Central Ontario, a typical value would be if you took your new height and subtracted the old at one -- at any benchmark, you'd look at a difference of probably minus 30 to 35 centimetres.

So, what's our working group been doing? Well, we've been working in accordance with the mandate that we've been given, and we're asked to assess the activities and readiness of other provinces with respect to moving forward with height modernization.

We're charged with reaching out to our stakeholders and users and that's part of being here this week. We're also to develop an action plan regarding what Ontario should do with respect to the National Initiative of Height Modernization, and we've to develop an action plan and seek its approval and work to support a simple implementation as it moves forward.

Who's been busy with this activity over the last year? I'm not expecting you to see everyone that's there, but I'd just like to point out that we have representatives from the Ministry of Natural Resources and Forestry, the Ministry of Transportation Ontario, Northern Development and Mines, Ministry of Environment and Climate Change, representatives from Conservation Ontario, the AOLS, as well as the cities of Toronto and Barrie. There's five OLS's on the working group and one P.Eng. who was a civil engineer in the structural area.

The work of the committee to date has been, I guess, summarized in a draft motion that is currently being considered by the members. And that motion recommends that we maintain the current CGVD 28 values for all benchmarks that are presently in COSINE for at least the next five years. After five years, they could potentially move to historical status. That means they would still be available from COSINE, but we wouldn't be adding to that datum any more. And if there was any errors or problems detected, we wouldn't be corrected anything on the elevations for those stations.

Of course to support a new datum, we'll have to create or implement that within COSINE. And there are already quite a number of benchmarks, I think six or thousand 7,000 at least that have been computed by the Geodetic Survey Division of Natural Resources Canada. So we'd like to obtain those values and make them available to you through COSINE.

In addition, if there's levelling networks that have been tied into those benchmarks and we have the data for them, we would move forward to adjust those networks and make those networks and benchmarks available through COSINE. We would provide technical support for transformation where necessary when there isn't the levelling data available in an area. And we would assess whether we need a specific tool for Ontario. There are tools already available from Geodetic Survey Division, so we could be using them or we could consider a specific tool for Ontario. And, finally, once all of these activities have been completed or evaluated, then we would look into the appropriate approach five years from now in terms of moving forward with the potential official adoption of CGV 2013 for Ontario.

And if you have any questions or concerns, please feel free to contact myself or Geoff Clark who is our new Senior Geodetic Control Analyst. And I hope you had a chance to meet Geoff and talk to us at the COSINE information table. Thanks.

SUSAN MACGREGOR: So I just want to ask if there's any questions? Great, thank you.

DASHA PAGE: Thank you, both. It was a good presentation. I was trying to find, the whole time, a good surveyor's joke on Google. It's amazing, there are no good jokes about us. It's everything is about engineers, architects, programmers. I didn't find anything. It's unbelievable. So I'm going to not make you laugh, sorry about that. Nothing funny here. So we'll have to leave it up to Blain because his presentation is next. Here is Blain Martin, our Executive Director.

EXECUTIVE DIRECTOR'S REPORT:

BLAIN MARTIN: Thank you, Dasha. The first thing I'm going to do is thank Dasha. We have this Habitat for Humanity thing. You'll remember that we had the CEO of Habitat for Humanity as our keynote speaker a couple of years ago, and we've continued to support them. We just think it's a fabulous idea to give these certificates to people. And this year we're raising about \$3,000 for Habitat for Humanity.

So I'd like to present this one to you, Dasha. She usually does the presenting but, in this case, I get to. I do want to say it has been absolutely fabulous working with you this past year too.

Now, I do have to make a comment on Russ' financial statement. You'll see we're sort of following in Alberta's footsteps and getting stuff from Bruce and following his advice in terms of investments and finding our investment person and Julie has been absolutely fabulous. And I want to take you -- I'd like you to take back the

message to Bruce thanking him for letting us know that.

Russ did give a great presentation. It was succinct. It was clear. But, in one way, I'm a little disappointed with it, Russ. I think next year we're going to have to follow Bruce's next step. My understanding is that last year at the Alberta AGM, Bruce got up and sang his financial report.

UNIDENTIFIED SPEAKER: All over a bottle of tequila.

BLAIN MARTIN: I'm Blain Martin, Executive Director. I'm going to go through my report reasonably fast. I have a written report that was out at the desk. This is not going to follow that at all. I'm giving you other information. For the written report, just go and get a copy. It will be posted, of course, in the Annual Report.

I'm going to talk about the sponsors, highlights of 2014, Council meetings, AOLS staff. No presentation from me is complete without demographics and future annual general meetings.

So, our sponsors. I'm not going to read them all, but I've put all their logos up here on a slide, and it is fabulous to get this sponsorship. It has really helped us with our annual meeting. I've had many people come up to me at this meeting and say "This is the best meeting ever."

And part of it is due to the sponsors, to the -- to their being out in the hall. We have received from these sponsors \$25,000, which is fabulous. It's spread over -- so it's a fabulous way to run the meeting at a break-even point. It just really helps. So I'd like a round of applause for them if we could have.

Thank you. I'm going to go over -- Dasha already did some of the highlights. I'm going to -- I'm not going to go over all of them. I'm just going to talk about a few of them, the ones that are outlined in red.

I think the completion of the salary survey this year was a milestone for us. It was a pretty robust survey. We had a team that put it together. We did it anonymously and we got some really good results.

It seems as though surveyors make money, which is great, and that really will be part of the attraction for the young people coming into our profession. The fact that - - oh, golly, you know, we talk about grey hair, I don't have any. The fact that we're getting old creates a huge opportunity for them. And when you combine that with the ability to actually really get a good -- a good remuneration for your life, I think we have a story that we can sell to young people.

The other one I want to talk about is the improvement in communication between the AOLS and our members. The In Sight newsletter has not missed an issue since 2011. We've got this Survey Monkey questionnaire so we get real-time feedback from our members, and Council takes that feedback and looks at it and that really helps us shape how we move to the future.

But the real surprise is the webinars. I didn't know that they would go over as well as they have. I thought we'd just try them, and we had a hundred seats. The first -- the first webinar we had about 80 people. The second webinar, people were calling me during the webinar "I can't get in. I can't get in. I can't get in" because we still only had the hundred seats and we had about 140 people registered.

So we ramped it up to 500. And, at the last one, I think we were -- by the time you add up the people who were registered and the people who sat together, we were about 250 people attending that webinar. And there's nothing but positive feedback about -- from it, so I'm thrilled with the result of that.

Another one I want to talk about is continuing education and particularly the Party Chief courses. These seminars that Paul Wyman -- I don't know if Paul is in the room. Is Paul here? Hey, Paul, I want to thank you for putting on those courses. They've been incredibly well-received. We've had about 400 people take them, which really shows to me that there's a pent-up demand.

Paul did cause us a little bit of stress and now we have 275 new Associate Members that we have to register. So, it has driven that. I'm hoping those 275 will stay for the next year, and I think the key to that is to put on another good technical seminar for them.

This last one that I want to talk about is really -- it surprised me, much like the webinars. We came up with this idea of having a book for our 2017 meeting, and the Archival and Historical Committee really ran with that and presented it to Council. And Council created a task force with Ron Stewart at the helm of that. And the task force hired Charlie Wilkins, as you've met him during the meeting. He was up here on Wednesday, he spoke at the Veterans' dinner.

And I'm thinking that this -- this book is going to be a huge accomplishment, and really give us some intangible -- intangible benefits with its creation. I think, as a profession, the outside world doesn't really know about us.

Charlie's come in to the office and he's amazed at the level of effort that we put in. He's amazed at the organization. He's just amazed at the work that we do, and I think that -- all that is going to come through in the book.

Our intention with the book is that it will end up in every high school in Ontario. So, we're going to have a lot of copies, it's not just going to be written for us. It's not going to be naval gazing. Hopefully the public, the outside world gets to see us. So I think that could be a real benefit for us.

I wanted to say how many Council meetings there were last year. I've had a few people come up to me during this convention and say "You know this Council looks like fun. I might like to run next year." Many didn't say that. Many said "I think I've got to be in training to run on Council." I had a night last night, and who on Earth ever set a meeting that would start at 8 o'clock?

But this chart -- I'm not going to go through each date. But I wanted you to know that there were really ten days of Council meetings during the past year. Those are the locations and there were a couple of teleconferences as well.

I always like to talk about the staff. I am thrilled to work in this office. And I'm not going to talk about everybody with a lot of detail, but I'll just go through the names. Of course, Bill is -- Bill, you are an absolute joy to work with. I say that every year and it just continues.

Lena -- well, Dasha presented Lena last night, and Lena is -- she just keeps things rolling. Penny and Julia, they actually gave a presentation yesterday and there were about 70 people who participated in that presentation which was great. It was really well received by everybody there. Good questions, good interaction. It was quite good.

Maryellen is our new Administrative Officer, so we're not -- we don't know her. You won't know her very well yet. Vladimir is our accountant, works closely with Russ, works closely with me.

Oh, Tim -- Tim and Al. They were sitting over here. SRD, they really have changed the face of SRD. I think one of the things that both Tim and Al bring is they recently come from private practice so they actually know what people are facing out there. And I think that really has helped to change the Survey Review Department in terms of it being an educational focus as opposed to -- boy, I've heard it called the survey police.

Sheila has moved from our administrative officer down to help Tim in the Survey Review Department, and Herman is the field support. He's actually been here and has really helped out.

Now, Maureen is sitting back there and she's saying "I wonder why my name's in red and why did Blain skip over me?" Well, Dasha and I were in the library talking to the author a couple of weeks ago. And he's a writer, he comes in from a completely external profession. And he looked -- he's sitting at the table in the library and he looked up at Dasha and I, and he held up one of these magazines and he said "That woman that puts this magazine together is a genius."

And I -- I think -- I think we kind of take the work that you've done for granted a little bit, Maureen, and I actually think that -- she's done this for 15 years, she's put this magazine together. And this author from outside comes in to the organization and said this is the best magazine he's ever seen and it is just absolutely totally consistent. So I did put you in red because I wanted to highlight you, Maureen, and thank you for doing this.

Demographics. Well, those are the numbers. I show them all the time. I'm not going to go through them. At the end of 2014, we had 570 surveyors. I have no idea how many we have -- we're going to have this year because not everyone's paid their bill yet.

Upcoming annual general meetings. Everybody asks me this, so I like to get this slide up. London next year, the London Convention Centre. That one has fond memories for me, that's -- that convention centre is where, in 1995, I presented the Internet to all of the surveyors and to do that presentation I wore my Star Trek suit.

Ottawa, our big meeting in 2017 and then we're back at Niagara Falls again in 2018. We had a great venue there last year, so we've gone back for 2018. And that is it. Oh, we're going to do this the other way.

DASHA PAGE: Sorry. First I have to thank you, and I have to tell everybody again that we have made a contribution in Blain's name to the Habitat for Humanity. Thank you.

I think Blain was a little bit funny, right? So it wasn't too bad.

The room is filling in, I'm quite excited to see that. The dedication is just unbelievable and we're at 9 o'clock in the morning, I believe, right, so we're not doing too bad.

And next on the agenda is -- right, Bill Buck, our Registrar has a report for us. Welcome.

REGISTRAR'S REPORT:

BILL BUCK: Well, I actually hadn't planned on giving a report this morning, but I was having breakfast this morning with one of our members which shall remain nameless -- Jeff -- and he said to me. He said "Well, you know your report inside and out." But he said "If you could just a two-minute summary, then I wouldn't have to read it."

So, for all of those people that feel the same way, I'll try to summarize it just in a couple of minutes. It has been published, it's available out at the Registration Desk. But, my report's pretty much the same every year and it's divided into the various areas of responsibility that I have.

The first is AERC. That's one of the fun jobs I have, I guess you could say, dealing with all the new students and the applicants and so on. We did have 19 new students enter into articles last year. We have a net total, we had three student's articles expired last year, so our total now is, I think, 51 as of when I wrote this report. A couple more than we had last year.

I think of more interest is the fact that we had 51 academic evaluations in 2014, which is 16 more than the year before. That's quite a high number, and hopefully most of those will turn into articling students and eventually into members. Twelve of those 51 were international applicants, and that's a few more than in 2013 as well.

Educational services is a term I use for mainly telephone inquiries, things that we

deal with for people who have concerns, sometimes complaints, sometimes just questions. Some of those can be fun, just trying to explain surveying to people because they just want to know what's gone on and what's on this plan and try to understand it and that's fine.

Some of them are rather obnoxious, and that's life, but nothing -- nothing of great note in that. I think probably two or three of those inquiries over the year might have turned into actual complaints and that's just life.

Nothing in the Compensation Fund this year to mention. The Complaints Committee, some of you might have noticed I did publish an article in the last In Sight newsletter regarding complaints and how to avoid them. So, hopefully some of you have read that and get something out of it. I'm not a member of complaints, I just do the administration of the committee. But I've been doing it for 15 years now, and certainly have a pretty good idea of what most complaints result from.

And, actually, it was one of our Lay Councilors who provided me with a better terminology than what I was using and his term was "customer service." Something we don't generally think of applying to an organization like ourselves, it's more of something you think of in a department store or something. But I think it's a good way of -- a good term for what we should be doing to avoid most complaints.

We did have 30 complaints in 2014. That's more than we've ever had since I've begun gathering the statistics. But the majority of those were not resulting in any further action.

Some of you may be aware that the Survey Review Department, when they do a comprehensive review, they're required to refer a member to the Registrar if their average number of demerit points on their review is more than 25 per plan. So I get a few of those per year, and what we generally do is advise the member that they're going to have another sort of a mini-comprehensive review in about a year to see if they've acted on the recommendations in their initial review.

Most of them do, and that's the end of it and they can go on for another five years. But sometimes they don't, and we had a couple of those where nothing really changed over the years. Their second review was not any better than the original. And, in that case, I just refer them on to the Complaints Committee and let them deal with it.

Two of those members were actually referred on to Council. Under the changes to the Act -- the most recent changes to the Act allows Council to either refer the member onto discipline, or they can appoint someone to act as what they call a mediator to go out and speak to the member to try and get a little bit more information to see if they can come to some way of managing that situation without actually going to full discipline.

And that happened with two referrals to Council this past year, and they were able to come up with a way of resolving the issues without going to discipline. Which, as

you know, is a very costly exercise. We didn't have any discipline cases in 2014.

We did have a Registrar's Investigation which resulted from a referral from the Complaints Committee. The results of that recommendation or investigation were forwarded onto Council and Council is acting on the recommendations in that report and there will be further action taking place on that this coming year.

I guess really the only other thing that I always put in the report is an updated version of the AOLS statistics. And, as you can see, if you've looked at that little chart, pretty much everything has been declining since the 15 or so years that I've been doing this report. Membership's declining, C of As are declining, C of Rs are declining of course. The only thing that's showing a bit of an increase over the last few years is the articling students and that's the good news out of this.

So, that's my two-minute summary. Has anybody got any questions? Great, thank you.

DASHA PAGE: Thank you, Bill. And, again, we have made a contribution to the Habitat for Humanity in your name.

Next on our agenda is Brian Maloney. I hope he knows that he's supposed to come here to do a presentation on ODCC. Obviously he does, it's already on the screen. So I just wasn't sure. Maybe you know a joke, you know, a clean joke about Land Surveyors? Welcome.

ODCC REPORT:

BRIAN MALONEY: Thanks, President Dasha. No jokes. This is all serious business, this ODCC stuff. So it was just over a year ago that I was asked to help out and help move this initiative forward that's been around now for three or four years I think, actually.

And so, a year ago, I stood in front of you and I outlined a plan in terms of where we were going to go. I would have thought, standing here today, that I would have been telling how you're all making a bunch more money and we're moving forward.

Unfortunately, that's not the case yet, and that little roller coaster kind of represents the ride we've been on this year and it's been a lot of up and down. And I can tell you there are some days I've felt just absolutely great and I thought this is a really good initiative and we're going to move forward. There are other days that I thought we'll never make this happen.

I'm back in the middle ground again. I'm feeling pretty optimistic and I'm going to outline a little bit of that. Now, for those of you that saw the webinar about two or three weeks ago, go to sleep, get your rest and I'll wake you up in ten minutes and we can get on with it.

So the vision has stayed the same. We haven't changed the vision from what it was a

year ago. It remains identical. I'd say the only thing that has changed is our emphasis. So, a year ago, we were doing a lot more on the non-cadastral side in terms of maintaining the cadastre. We were looking at these other value-add products. The Property Dimension Report being certainly the main one that we've got, but we were looking at a variety of other things.

The board has taken a change on that and I agree wholeheartedly with it, which is to really focus on the end-game here which is to maintain the cadastre in the end. And so that's been the emphasis over the last year.

And -- but, at the same time, we are looking at a variety of value-add products. And, in the long term, we'd like to expand well beyond the cadastre, but that's phase two. That's not where we're at today.

So we've certainly made some progress and I'm going to outline some of the things that have happened over the course of last year. We did have some conversations with Teranet back in the spring and it really didn't materialize very much. And I can tell you, though, we've recently started those conversations again.

And so I had the opportunity to meet with Elgin Farewell, the CEO of Teranet last week, and Al Buckle who's here in our audience here. And I'd say it was a pretty positive meeting and I think there is a potential way forward. And I'm going to come back at the end of this presentation and talk a little bit more about that.

I'm certainly optimistic, because I believe that is the right answer. Perhaps a tripartite, or with MPAC, or with Teranet with MPAC as a client. But it only makes sense to do this together in my mind, to have surveyors directly involved in the good work that we do and have it used and add value and we all benefit.

So I think there's a win-win potential here and we're going to continue to explore that. And, in fact, we've got another meeting lined up for April 1st -- and I don't think it's an April Fool's joke, I hope.

We did have some challenges in terms of major subdivisions. So we've been doing the property dimension reports which, for those of you that aren't aware, they're essentially an Excel spreadsheet that gets turned in and put into a database that iLOOKABOUT maintains for MPAC which provides frontage depth and area of lots, which then gets used for the valuation purposes of MPAC.

And so we weren't having all of the large companies participating. So there were some survey firms that are major subdivision producers that weren't participating. And we said "We need to find out why that is." Because if we're going to make this fly, the only reason we were into this whole Property Dimension Report from my perspective, was to demonstrate our ability to MPAC that we can actually deliver. That, as surveyors, we can meet their needs.

And, while I'm on that, I'm pleased to say that we actually have been doing a good job on that front and it's working. But we didn't have a lot of the large firms

participating. So we went out and we interviewed some of those firms and said "Why aren't you? You know, what's going on here?"

And there were a variety of reasons -- and legitimate reasons -- and then we also talked to them about the governance side of the equation and we got a fair bit of feedback. So, ultimately, we pulled them together for a day-long, or the better part of a day, we had 23 of the firms that produced the most subdivision plans and they gave us a lot of good feedback.

And so we've done a couple of things; we've changed the governance model -- and I'll talk a little bit about that -- and we also allowed -- had a conversation about what the funding model might look. And so they gave us some feedback through a Survey Monkey in terms of what our numbers should look like, and I'll discuss that at the end as well.

So I think that was a good move. I can tell you that most of them are now participating. Of the 23 firms that we had in the room, 22 were very supportive. We have one that we still need to have some further conversations with.

So we have continued to provide the Property Dimension Reports to MPAC. We just recently renewed the agreement. And, in fact, we added a little bit of coin to it because MPAC -- or ODCC was losing money on this game. So, as you know, there was originally a \$3 a lot fee coming through. We translated that back completely to the surveyors, but we were incurring costs in terms of managing that. So, at the end of the day, the more work we did, the more money we lost. Not a very good business model.

So, we have turned that around, we're actually on the plus side this year and we will be into the future. They have established some targets for us, though, in terms of timeliness of delivery and our fee is associated with that. So, if we deliver in the timeframe, we get more money. If we're late, we get less money. So we don't want to do that.

We have been having conversations -- we've done a number of hundred-day projects with MPAC in terms of exploring other opportunities to provide services. And, unfortunately, none of those have really materialized at this point in time and benefited. We're still looking at one around reference plans, and obviously our biggest piece is on the cadastre mapping side. I had hoped that we would have been doing that this year in terms of a pilot. The reality is, we're likely looking at late spring and I'll touch that further.

We have continued to provide services to the Toronto Real Estate Board, so we do have a contract with them essentially providing the location on new subdivision plans and that does provide a little bit of revenue back to ODCC. We had hoped at one point in time to also provide copies of survey plans to them and, unfortunately, for a number of reasons, we haven't been able to turn that into a reality. And we've essentially walked away, I would say, from that component of it unfortunately.

And the good news, though, that we do have other solutions, whether it's LSR or Krcmar's site that are in fact providing some of those needs. So surveyors are still involved in that.

We have been exploring an opportunity with a major utility company and that was really around easement mapping and dealing with providing the base cadastre to see that on. We have yet to land that, but we're somewhat optimistic on that.

We've finally got a lawyer engaged on the co-op, and we did get some good advice. And our co-op is in reasonable shape. We're actually ready to pull the trigger in terms of going out and looking for investment. We haven't done that yet because we're still not completely confident that we're going to land a contract with MPAC and/or Teranet.

And until our confidence level goes up, we don't want to go out and take your money and squander it. So we're kind of holding back on that. It's been a bit of a challenge.

So we do have a fairly robust business plan that's in place. We really haven't shared it. It's likely at the 90 percent level. It does need some further work -- and I'm going to talk about that at the end as well.

We did develop a bit of a methodology to proceed if we didn't have a hundred percent surveyor participation. We need high level. You know, we're not going to get away with 50 or 60 percent. We need well north of 80 percent participation, and I think we're going to get that to be honest with you.

The webinar that I did, we had a little voting button, and we asked the question "Would you be willing to submit your CAD file?" And I'm pleased to say we had an 85 percent response and that was without a big sales job.

So, you know, I think we're going to get there, and I know those large firms are supportive. That group that we had are in the room likely responsible for about 50 percent of the subdivision plans in the province. You know, so we don't have to have a hundred percent, but we need to get a high level.

We have started in terms of the pilot project. We had a bit of a false start. We actually had chosen an area, we had started to line up a contractor to actually deliver that and then it got slowed down. And the reason we're somewhat delayed right is, in some ways, a bit of our success story.

So because of the Property Dimension Reports we're providing to MPAC, they've actually done some restructuring. So they've been able to let go some staff and they're restructuring their office. And, as a result, they wanted to hold off on doing the pilot because they're focused on that effort right now which should be done, I think, in around April. So we're targeting now somewhere in the May range to try to get this pilot fired up and demonstrate that we really can do the cadastral maintenance for them.

On another positive note, we've recently started some conversations with some municipalities. One county, a couple lower tiers and another utility company in terms of providing cadastre maintenance on a pilot-project basis. This is separate from the MPAC piece. And I think, again, it's a matter of us being able to demonstrate that we can actually do this work and do it effectively.

So, going forward, we're very optimistic that we're going to end up with the -- the contract with a hundred-day project with MPAC to demonstrate our abilities on the cadastral maintenance. Timing is of the essence here, and the fact is the current agreements with Teranet expire in the spring of 2017.

We need to be in a position well in advance of that to take this on, demonstrate our abilities and be able to do it. So, if we don't do this this year -- and I'll mention this again at the conclusion -- if we don't do this this year, we're done. Like, let's quit wasting our time, go home and move on with another life.

Obviously we're going to further our conversations with the couple of utilities and municipalities and land that and we hope to do that fairly soon. We have one little piece on the governance side -- and I'll touch that when I get into it -- and it's around the investment side. And under the Securities Act, there's a requirement to put a fairly significant document in place and we're trying to avoid that, I'll be honest with you, because it's likely a million dollar task to put that in place. And so we need a little bit more advice on that and I'll come back to that. Obviously we're going to finish the business plan, and hopefully continue our conversations with Teranet and move forward.

So this is the currently-proposed governance model. So it's different than what I showed you last year. Last year it was a pure co-op model where the co-op owned a hundred percent of ODDC. In fact, there was even a question mark whether we needed the corporation and the co-op, whether we could just have a single entity.

At the end of the day, there was a feeling certainly from those larger firms that we needed to have a little bit stronger controller-ship and a little bit more direction from a smaller set of stakeholders.

And so what we've structured now is a situation where the co-op essentially represents the providers. They own -- they will own 40 percent of the corporation. The other 60 percent would be purchased by investors that would then allow us to move forward in terms of selling services, developing new product lines, et cetera. So we've separated out the provision of services from the providing of the fodder, the plans, the CAD files, the data from surveyors which is really going to be the domain of the co-op.

So, on the funding side, we're looking at it in terms of -- we're still looking at the million-dollar-ask which is where we were last year and I that's ample in our plan. We can certainly make this thing happen for under a million dollars to get it out of the gate because we're relying on a lot of in-kind contributions which we've been

getting.

Certainly I can tell you -- I should mention that the board meets every Thursday morning for an hour, an hour and a half. I can tell you, you owe those folks a lot of gratitude. They've put a lot of effort in, a lot of energy and a lot of time and money out of their own pockets to keep this thing flying.

So, we are looking for 40 investors -- and this is on the investment side -- at \$15,000 apiece, which would -- obviously, at a million bucks -- represents 1.5 percent share in ODCC. When we do pull the lever, when we think we're comfortable in terms of an opportunity to make this thing fly, we'll be going out -- and if we don't get 40 investors, I'm going to be surprised, to be quite honest with you, because I've had a number of people come up saying "I'm in."

But, if we don't, then we'll go back out and we'll look for the initial investors to add to the kitty. But we're going to limit it to a hundred thousand dollars because we don't want to have any one survey firm having a lion's share control or ownership within ODCC.

On the other side, the co-op side, then, we're going to look to raise the \$400,000, and we're looking for a thousand-dollar membership there and that's open to any of the Ontario Land Surveyors. We are intentionally keeping this controlled by surveyors. So, from a -- from an investment perspective, you have to be an Ontario Land Surveyor or you're not coming into the club. And that's our intent to do that.

So our challenge with the Securities Act is we need to make sure that we can actually fulfill that, and we've kind of held off in terms of getting that final bit of legal advice. Because there are a number of exemptions under the Securities Act and we want to make sure that we're properly advised in that regard.

So, this is kind of a bit of, I think, an important and hopefully a happy piece. This is about the coin coming back -- and this is only part of the equation. So this is what we've proposed, and this was based on the feedback from those 23 firms and represents either a median or an average, in some cases, in terms of what they suggest would be an appropriate fee for a standardized CAD file.

So we're looking at \$250 for a subdivision plan, plus \$10 for every lot. So, if you look at two-years-ago numbers that equates to about \$800 a plan on average. I think it was about 55 lots a plan or somewhere in that neighbourhood.

On the -- we're treating the vacant parcel condos in the same fashion, and reference plans we were looking at \$75, plus \$10 for every part that would end up resulting in a new pin. So that results to about, on average, a hundred dollars a plan.

So that's part of the equation. That would be a direct flow out back to members for provision of their CAD files. And obviously we are looking to add value-added services in terms of the cadastre in terms of new product lines. And, if we do that, we're obviously optimistic that whether we're dealing with either MPAC or Teranet,

that we'll have some type of revenue sharing for this new product line that we've got.

So, wrapping up, this has certainly taken us a lot longer than we expected. And I'll be honest with you, I thought when I came into this little gig, I thought this was a four- or five-month kind of assignment. Get it done, wrap up, get on with life and turn it over to the operational arms and make it go.

Having reflected on this, though, and having done a number of these in the past, these take a long time. These are not easy to move. When you're dealing with an MPAC or a Teranet, they are really big business and they -- you know, they've got their own interests.

And, you know, if you put it in perspective, the percentage of revenue that comes to Teranet, as an example, from parcel-related activities, versus the land registration system is -- I won't say negligible. It's not negligible, you know, it's in the millions of dollars, but it's a very small percentage of their income.

So, they're certainly looking at other opportunities in terms of, you know, moving to other jurisdictions. Certainly Manitoba is now in their sights, and I think they're looking at other jurisdictions across the country as well.

So this is not the most important thing on their plate, but I think the good news is I think we have now got their attention. I should tell you -- and I don't want to talk a lot about this -- but we have tried to tie the copyright lawsuit to the settlement here in terms of an agreement moving forward and it makes sense.

You know, we need to deal with an appropriate licensing agreement. I can tell you we've been dealing with the Copyright Enforcement Group in terms of ensuring that we're dealing appropriately with intellectual property of our members as we move forward. You know, we want to do everything above-board with appropriate intellectual property agreements in place.

And so, it's taking us time. We did ask the question at the webinars. Said "Yeah, Dan, we've been a long time at this. Are you still supportive?" We had just south of 85 percent saying "Yeah, keep going." But it really does have to end this year. Either we make this thing fly this year or -- I can tell you, I'm not interested in spending any more time on it.

We need to prove we can deliver, though. We really do need to have surveyors' support in moving this forward. And I'll give you a positive statistic and a negative statistic. The positive statistic, on the Property Dimension Reports, we are fulfilling a hundred percent of the needs of MPAC. So they're pleased with that.

The negative side, those filled directly by surveyors, 40 percent. So, 60 percent we're doing through some alternative fulfilment mechanism, it's actually iLOOKABOUT. And, in some cases, the surveyors are providing us the plans. And where that's happening, that's excellent as well and, you know, that's allowing us to

meet that need.

And I get the fact that these things are a bit of a pain for the little bit of money you're making. And it's not about the Property Dimension Report. It's about the long-term goal of demonstrating our ability to provide a service, a reliable service to MPAC.

So, I guess -- I guess the other thing I want to leave you to think about -- and I need your help on this one -- is we've been having the conversation with Teranet, and Al and I had a conversation again yesterday, and we're trying to dream up the innovative new uses of a higher accuracy cadastre and we certainly have some of them in our heads.

I think -- I think Izaak's talk a couple of days ago is really an interesting wake-up call. What are the commodity-type products that we can put out there that we can add value and end up with a new market that doesn't exist today? And it's either one where people are unwilling to pay for the survey.

We're not trying to replace surveys, but what we are trying to do are find those places where a survey is just too expensive for the client. The client is not willing to pay, you know, the \$1,500 or \$2000, whatever the cost is for the survey, but they might be willing to pay something less.

And I'll give you maybe a couple of examples just to get your minds going, but then I need you to think about this and try to get back to us. So, an example in my home life in MNR on the forestry side, when a forest company is cutting on Crown land. When they abut private land, or even a park or whatever for that matter where they've got to limit their cutting activities, we have a policy that says they have to stop with a buffer equal to the uncertainty they have about the location of the boundary.

Obviously we don't want them cutting onto private land or onto protected areas. So the challenge is for them to go out and hire a surveyor to determine that boundary, it's not cost effective to get -- you know, maybe improve a hundred metres in terms of location of that lot.

But if we had a product where we could say "You know what, give us \$200, \$500 and we'll get you from a hundred metres down to ten metres and we give you that certainty." And now they can, you know, turn their GPS unit on and away they go, and they can now gain 90 metres of additional cutting that they would have given up. And -- but they couldn't afford the \$10,000 for the survey.

So it's those kind of examples that we're looking for. Another one Al came up with and we're still -- and hopefully you're not too shocked by this one. But, you know, we had a conversation about new subdivision plans. People get in, buy the property, and what's one of the first things they want to do is put a fence up.

How many people are actually going and hiring a surveyor to get that boundary

staked to put the fence up? In some cases yes. Most cases no. They're using whatever they can get their hands on. They're putting that fence up.

You know, would they be willing to pay 75 or a hundred dollars for a sketch that gave them within, you know, a couple of decimeters or something like that, an opportunity to put their fence up that helps them do something like that?

We automate the process, obviously we've got integrated surveys on our plans today. We know where the boundary is. Whether we've tied the foundation in or we've got a high-accuracy ortho that we can draw the ties off to physical features, I think that maybe that's an opportunity.

So we need to think about those, and if you've got some ideas. Say, you know, I had a conversation with Ralph Grander yesterday about some of the stuff he's doing for developers which is a consolidation of information. And, you know, he said "I'd be willing to easily pay a hundred dollars to gain access to a higher accuracy cadastre."

The other side of the coin is -- and the way we've positioned this, is that we have 191 firms out there, they could all be resellers of services with this. They could use this, add value and that's really where we want to go.

You know, this is about making money for the surveyors. It's really not about making money for ODCC. Obviously we need to make money, but ODCC is there for the benefit of surveyors and generating brand-new products and new services.

So, think about it. If you've got anything, e-mail me, knock on my shoulder, and phone me. I'd love to hear them. Time is of the essence because I think we need to have some good ideas and maybe put some numbers to them before our next meeting with the CEO of Teranet in April.

So, I'll wrap up there, and I'll entertain any questions you've got. Well, that's easy. Okay, thank you.

DASHA PAGE: Excellent presentation as always, Brian. That's why there are no questions.

SERGEANT-AT-ARMS: Madam President, we have a speaker.

DASHA PAGE: I'm sorry, question?

ANNE COLE: Sorry, I'm a bit slow. A bit slow on the draw there, Brian. It's a quick question. I just was wondering if you could tell us who is on the board of ODCC at the moment. Thank you.

BRIAN MALONEY: Now you're going to put me on the spot, Anne, I've got to remember their names. So, Bruce Baker is the current Chair. Terry Deitz is on, Gavin Lawrence is on, Blain sits in as well and Bruce -- yeah, Barry Clarke and Jeff Buisman.

So that's the group that's on. Additionally I sit in on all of the meetings and try to provide whatever advice or direction and tend to be the workhorse when they want to throw work at me.

And, as well, Mike Power from iLOOKABOUT tends to join us for most of those meetings as well because of his relationship with MPAC and the relationship with us in terms of fulfilling some of our services. Okay. Any other questions? Thank you.

DASHA PAGE: The next brief presentation is going to be by Wally Kowalenko for Professional Surveyors out of Canada. Wally, can you come to the podium, please. Please help me welcome Wally.

PROFESSIONAL SURVEYORS OUT OF CANADA REPORT:

WALLY KOWALENKO: Good morning, ladies and gentlemen. I see that you're all bright-eyed and bushy-tailed this morning. And I do want to congratulate Blain Martin and President Dasha on the superb AGM. I do agree with everyone that it has been one of the most enjoyable AGMs that I've ever attended with this Association. So, I do thank you for your efforts.

Okay, technology. Do I need something to operate this computer? And I think I've got it. Green button -- there's three green buttons on here. The wrong button.

BLAIN MARTIN: We don't have a slide show for you.

WALLY KOWALENKO: Oh, you didn't get it on?

BLAIN MARTIN: No.

WALLY KOWALENKO: Oh, okay. There's no slide show. So -- oh, Blain, in terms of our working relationships, as Past President I know we had a rough go of things. We tried to figure out what the priorities were. So, you know, I've spent, I think, two years off Council. Our relationship has been improving until today. I spent three hours working on that presentation and it's not ready. But that's okay, folks. It's not that impressive of a presentation.

What I will tell you, though, should be informative. So, what I wanted to cover this morning actually are just three points. I wanted to speak about Professional Surveyors Canada. I'm one of the directors on the board. The Chair, Guy Craig, was unable to attend this meeting and I'm here on his behalf.

And there's basically three things I wanted to cover today, that's basically the mission and vision of Professional Surveyors Canada, some of our accomplishments from 2014, and I'd like to make an appeal for volunteers and explain what's in it for the volunteers who choose to participate in Professional Surveyors Canada

activities.

So the vision is that all Canadians come to respect the art and science of professional surveying and geomatics and its role in society. Our mission:

"Professional Surveyors Canada will work on behalf of its members to encourage and enable an environment where work is valued" -- "where their work is valued as underpinning the fabric of society for the safety and economic well-being of Canadians."

By way of background, Professional Surveyors Canada was conceived, developed and it's run by Canadian surveyors who are all volunteers. We're closing out our fourth calendar year of operations.

In 2014, we focused our efforts on securing predictable funding to revitalized communication and our advocacy committees.

We've got a number of accomplishments for 2014 which I'll go through. In the hydrography sector, I'll bring to your attention that the first report as Canada's Environment Commissioner, Julie Gelfand, found Arctic waters were inadequately surveyed. And, on top of that, there wasn't the capacity to make charts.

Professional Surveyors Canada reacted quickly to this report by collaborating with the Association of Canada Land Surveyors in preparing and sending a letter to the appropriate ministries and the Federal government. The letter outlines our position on the matter, and professional surveyors and hydrographers across Canada are committed to working with government to address issues related to the North's fragile environment, vessel traffic safety and in Canada's northern sovereignty interests.

Professional Surveyors Canada also approached the Canadian Council on Geomatics requesting to be part of the CCOG meetings, or at the very least, to be consulted when CCOG are dealing with wide-ranging issues such as proposed principles on surveying documentation which you heard about from Sue earlier this morning.

The request was received favourable by several CCOG members. We're in the process of developing agreements with that organization to better serve the professional surveying community.

In the area of professional liability insurance, our Professional Liability Insurance Committee has the duty of providing the best overall professional liability insurance program to surveyors across Canada. And, as part of that, we are continually looking for ways to improve the program.

In 2014, we went out for a request for proposal to obtain a new insurance broker. This has now been successfully completed, and we're pleased to announce that the CG&B Group will be the new brokers for the program. The CG&B Group is a division of Arthur J. Gallagher Canada Limited, the fourth largest brokerage in the

country. They operate in every province and are widely regarded in the insurance industry as one of the leading brokerages for professional liability insurance.

The National Coordinate Cadastre. The Advocacy Committee, pardon me, has been directed by the board of PSC to provide a series of position papers dealing with coordinate cadastres. Our provincial jurisdictions are at various levels of readiness for this initiative, and the debates around its merits have been ongoing for several years. There's a critical need for a national coordinated cadastral fabric program -- or fabric that supports high-level, evidence-based decision making at all levels of government coupled with numerous geographic data sets being collected and managed by the broader geospatial community. This layer represents both challenges and opportunities for the land surveying industry.

Professional Surveyors Canada invites its membership to submit topics on this very important issue at the national level. NSPS, the National Society of Professional Surveyors in the U.S. PSC has signed a memorandum of understanding with NSPS, and it essentially provides for a continued collaboration and co-operation on issues of surveying interest across our borders.

For example, the all-in funding model for surveyor membership was framed from the model developed by our colleagues in the U.S. Each organization has a cross-border representation during national and provincial and State meetings. Several challenges that we face here in Canada are also experienced by the American surveying community.

And, similarly, we are creating -- or attempting to finalize some agreements with the provincial surveying jurisdictions here in Canada, and those agreements are also modelled on those that were developed by our colleagues in the U.S. So there's a lot of benefits to maintaining and building a strong working relationship with our U.S. colleagues and sister Associations down south.

The Canadian Geomatics Community Round Table, we were involved with them as well. The Round Table is a group of Canadian geomatics leaders who have come together to discuss, prioritize and implement a national strategic action plan for the broader geomatics sector in Canada. Representatives include key stakeholders from industry, academia, government and nonprofit organizations. PSC continues to have representation within the CGCRT Leadership and Governance Working Group and on the Round Table Steering Committee.

I won't elaborate on the efforts of the Geoalliance -- so this is the Geoalliance that I'm referring to -- because we heard about that yesterday in one of the presentations. Well, the presentation from Peter Sullivan as Surveyor General for Canada.

The other thing we completed in 2014 was we transitioned to the new statute -- the Canada Not For Profit Corporations Act. And that required that we prepare new articles of incorporation or revise our current articles of incorporation, prepare new bylaws consistent with the statute which governs our organization and that triggered a policy review as well.

So there's a lot of work to be done there, and we've got a committee or task force set up for that and some reports will be forthcoming to the board shortly. So, a Certificate of Continuance has been issued by Industry Canada, which is good news. It may be a non-event for you, folks. But it was a lot of work on our part.

The Communications Committee has also been asked by the Board to look at providing better communication to the members and to the land surveying Associations in the country, and we have opportunities to refresh our website as news concerning our profession occurs almost daily.

The Planning Committee will also be reviewing some of PSC's activities and successes over the past four years and they will be generating a new strategic plan and action items.

Now, I would like to wrap up by addressing -- appealing to the young members and any members, for that matter, to become volunteers. I, personally, have gained enormous experience -- a bit too late in my career -- by participating in Council on a multitude of committees of the AOLS. And that's the only regret I have in my -- about my career is that I didn't become a volunteer sooner.

The amount -- the friendships, what I've learned from my colleagues is immeasurable. And I think I would have been a much wiser person if I'd started volunteering sooner.

So, on that note, I appeal to you to participate in a volunteer capacity on the committees or Councils or boards of the AOLS or Professional Surveyors Canada.

And so the question is "Yeah, yeah, here goes another guy asking for my very limited time." But what will you get out of it? So I hope to explain that right now.

Planning. I think every organization, whether it's for profit or not, has a plan and it needs a plan to survive. To be part of a group developing a plan, setting goals, measuring the results is an exciting learning experience. Planning is a skill that can be applied in a host of situations.

Finance. You'll learn all about finance. Even if you're not a member of the board -- of a board or Council's finance committee, being part of budget review, approval and monitoring process is an enriching activity.

Chairing a meeting. You learn first by watching and then by doing often at the committee level. Most directors learn how to, and sometimes how not to Chair a meeting. Those who experience Chairing -- those who experience Chairing a meeting for the first time invariably find that it's not as easy as it looks. And I think Dasha is a perfect example of that. When I think about, you know, the degree of confidence that you acquired over the past year, it's just phenomenal, and your Chairmanship -- Chairman -- Chairperson skills, pardon me, are second to none. They're as good as any as I've seen anywhere.

And so it's not as reasonable -- as easy as it looks. It's really the art of thinking on the job while still maintaining fairness and impartiality.

Supervision. As a member of a board or Council to whom the Executive Director reports, you're part of a collective boss as well as the human resources department. You'll likely be involved in performance reviews, salary discussions and negotiations.

You'll also learn presentation skills, teamwork, public speaking. Whether it's by introducing or thanking speakers, proposing a toast, saying grace or reporting to the membership. Most Association directors improve their platform confidence during their time on board. It's a skill that lasts a lifetime.

There's also leadership. There's circle -- you'll gain the strengths of leadership and your circle of friends will improve. You may be involved in travel as well.

So, there you have it, folks. Volunteering benefits you, your community and your Associations. Do take -- do seriously think about joining the AOLS or Professional Surveyors Canada as members of Council, the board or their committees. Don't miss it for the world. Thank you for your time and your attention.

DASHA PAGE: Thank you, Wally. And, again, we have made a contribution to the Habitat for Humanity in your name.

WALLY KOWALENKO: My pleasure

DASHA PAGE: Thank you. So, I know we're approaching the break, and I was speaking with Gord. I asked him how much time do you need because I really -- you know, I have to be on time. And he said he just needs a couple of minutes, and then I believe that Steve from B.C. also needs just a couple of minutes to speak on behalf of all the VIPs that are visiting us.

So, I'm sorry, just wait. We're almost there. So, here is Gord Stark doing a quick update on ACLS. Thank you, Gord.

ACLS REPORT:

GORD STARK: Okay. I've got to figure out the button first. Yes, I'm sure all of you are getting fidgety unless you came in a little bit late -- Paul, Jody and Ryan.

You know, that presentation by Brian Maloney about ODCC, you know, what a great example of out-of-the-box thinking. I just -- that's a real take-away for me.

So, yes, I'm Gord Stark, President of the Association of Canada Lands Surveyors and I want to thank you for inviting me to your AGM. You know, I'm leaving here, you know, really quite admiring of your organization.

Over the course of our few days, the acronym "PPP" has been thrown about in our technical seminars. I want to use that in a different context. The Association of Ontario Land Surveyors is PPP; proud, progressive and professional.

And so I want to thank you for this opportunity to briefly -- I'll be brief -- talk about another PPP organization. And, similarly, as Travis described your group last night, inclusive. A very important trait today.

The Association of Canada Lands Surveyors in all my years participating on Council and numerous committees, has always had an underlying sentiment, how can we effectively work together with our sister Associations and industry organizations?

Today I'd like to take a few minutes to introduce or reintroduce the Association of Canada Lands Surveyors, and perhaps present to you an opportunity to broaden your business and professional horizons.

So, what's the situation here in Ontario? You have 208 aboriginal reserves, five national parks, two marine conservation areas, 38 national historic sites and the offshore, Hudson Bay. You have 62 licensed CLSs, your regional office also manages surveys in Quebec -- there's one -- and seven wholly or partially in Manitoba.

So, how do you get there? For individuals not holding a provincial Commission, you need a Canadian Board of Examiners for Professional Surveyors, Certificate of Completion followed by three, three-hour exams, acts and regs, property rights, onshore and offshore, Federal government structures and aboriginal land issues, a project report, two years' experience.

For those of you with a Commission, one, four-hour online, on-demand exam. Again, acts and regs, property rights, aboriginal land issues. Preparation time has been estimated about 900 -- no, 90 to a hundred hours, and a lot of materials are available on GeoEd.

Have you heard of GeoEd? GeoEd is a website where it doesn't matter of your affiliation or there's a lot of CPD opportunities. And there's materials there that will help you prepare for those exams.

Business opportunities. In 2014/2015, Surveyors General Branch contracted out \$800,000 -- approximately \$800,000 in Ontario. And there are other opportunities dealing directly with aboriginal communities and with organizations such as the National Aboriginal Land Mangers Association and First Nation Land Management Resource Centre and mapping and charting the vast unknown offshore.

A few stats. Your regional office issued approximately 30 contracts, 2014//2015 and 185 survey instructions for projects funded by other groups. Further intangibles or tangibles, being part of a national network. We're truly coast to coast. Working within my CLSS. My CLSS is a collaborative site with ACLS and the Surveyors

General Branch whereby projects are efficiently managed through project initiation, requesting survey instructions, online tools, project monitoring.

Our National Surveyors Conference is held -- is going to be held this year in my hometown, Winnipeg, May 13th to 15th. It's always an event that never fails to inspire. And GeoEd -- I mentioned GeoEd. If you haven't been to that website, go there. It's a developing website, but it's for all of us.

Lastly, a plug for the David Thompson awards. I know some of your esteemed colleagues have won this award. It is an award that celebrates innovations in geomatics, contributions to society, challenging applications in cadastral surveying. The deadline for entries is the end of March, and there is a new website specifically for the David Thompson awards.

So, I made that quick so we can all get to coffee. If you have any question, I'll be around until I take off a little later on today. But if you want to talk to one of your very own, Anne Cole is our Vice-President, and she'll be happy to help you out. Thank you very much for your time.

DASHA PAGE: Thank you, Gord. And, again, we have a made a contribution to the Habitat in your name.

So, Steve, would you like to take a couple of minutes? He needs only couple of minutes, I promise, and then we'll break for half an hour before the Open Forum at 10:30.

STEVE BUZIKIEVICH: Good morning, everybody. My name is Steve Buzikievich. I'm President of the British Columbia Land Surveyors Association. And what I'm -- just a little background for the people present that don't understand or know what the significance of their travelling delegates are.

We're here to learn from you and pass on some of your knowledge and expertise and take it back to our Associations, and hopefully assist you with our presence in helping you solve some of your problems and find solutions to your problems.

Each survey Association in this country is so much the same, yet so much different. In doing this, the delegates spend a lot of time together over the course of a year and get to know each other rather well. Just like being on the same field crew. You see them on their good days and you see them on their bad days.

As Dasha has officially ended her term, but still working, as your President, I am the next President to be completing my term of office. It is my duty to compete -- to complete, with great pleasure, and to tell you a few things about Dasha that you probably don't already know and she probably doesn't want you to know either. I first met Dasha almost exactly one year ago when she came to British Columbia in our AGM. What is the saying? You have ten seconds to make a first impression. Well, my first impression hasn't changed. What you see is what you get. All the traits of a typical middle European, hard-nosed woman, strong opinions, very

willing to say her mind, obviously driven and hard working. I know them all too well, I grew up all around them.

Being so free to give her stand on things, there is one thing that Dasha has still yet to learn. You don't tell a vertically-challenged, introverted, passive-aggressive guy the things that drive you nuts and the things that you do not want the public to know because he will use it against you or torment you with it later just like a little kid that is told not to lick a flagpole on a cold winter day like today. He's going to try to do it anyhow.

Isn't that right, Dasha? Another thing is I told you that my roast would be quite brief. Sorry, Dasha, I lied again. I'll be doing this and drone on for a while and put your meeting totally off schedule. But what I've learned about you is that I really want to share with you, is Dasha is not a morning person.

Her husband, Steve, is probably in charge of getting the coffee pot on in the morning, laying out her clothes and getting her out of the door in a presentable fashion. As Steve didn't have the opportunity to travel with us much this year, Dasha was known to rush into meetings at the last minute, obviously needing a coffee pretty badly with the clothes on inside out.

I've have also learned that she's delusional. After travelling from the west coast to the east coast of this wonderful country of Canada, she still thinks Ontario is the financial culture and land surveying centre of the country. Well, it's actually British Columbia.

Once, though, I -- I -- once through -- once you get through the crust of probably any middle European lady or woman, they have a heart of gold. On a more serious note, Dasha's represented Ontario to a level which, in the rest of the country, has made us envious. I would encourage Ontario to never put her on waivers. Because, if you do, B.C. will immediately offer the north half of the province, less the oil patch be amalgamated with Ontario just for her.

I would like to thank the Land Surveyors of Ontario, Dasha, Steve and her family, as it has been my pleasure to get to know her, to spend time with her, and trying to strengthen the land surveying profession across the country. I just wish I could have figured out how to get a cellphone to ring in here. A friend forever. Thank you.

DASHA PAGE: I think that was worth the wait, wasn't it? Thank you very much. And I'm pleased the break is on -- the coffee is on, I mean, and let's be back here at 10:30 for Open Forum.

-- Coffee break taken from 10:03 a.m. to 10:30 a.m.

DASHA PAGE: Yeah, sorry. Welcome back, everyone. That was a lot of rushing around checking out of our rooms, right, the elevators were almost out of Commission.

We'll continue with part two 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, Executive Director Blain or Penny are sitting here and with the audio visual people.

Penny will create a slideshow on our screen prior to any vote. Voting will be by a show of hands. You may speak on any topic you wish at any time except the -- except that once a motion has been presented, I will limit discussion to the topic of the motion. If a motion presented fails to receive a seconder, it will be dropped from the discussion.

I remind you that the proceedings are being recorded, and that if you wish to speak, you're to proceed to a microphone and give your name and town or affiliation.

Open Forum will end at 11:45 to allow us time to adjourn the business session. The floor is open.

OPEN FORUM - PART II:

PAUL WYMAN: Good morning. Paul Wyman from Kitchener. They have the motion for the overhead, so I have the original copy here. Who should I give it to?

DASHA PAGE: Yes, to Blain.

PAUL WYMAN: I'll bring it up in a minute if that's okay.

DASHA PAGE: Yeah, after. Yeah.

PAUL WYMAN: This is a small issue that I hope we can dispense with fairly quickly, or at least the membership can dispense with fairly quickly before they get onto more weighty matters during the Open Forum.

I'll read it quickly it's a little bit difficult to read on the overhead. The title -- by the way, it's moved by myself and seconded by Gary Auer, and it's entitled the *"Preservation of the Ontario Electronic Distance Meter Measurement Baselines.* Its:

"Whereas the Province of Ontario in coordination with the Government of Canada created a number of electric distance measurement, or EDM, baselines throughout Ontario to test the accuracy and functionality of electronic distance meters. And whereas it appears that the maintenance of these baselines may have ended in about 2004. And whereas these baselines are a valuable resource to the Association of Ontario Land Surveyors members to verify the accuracy and functionality of both total stations and GPS equipment."

"Be it resolved that the members attending the 2015 Annual General Meeting of the AOLS request that the AOLS Council undertake the following: A. Investigate the current status of maintenance and ownership of the existing EDM baselines in Ontario, and to collect the latest measurement information for each of these

baselines before that information is lost. B. If no level of government is currently maintaining the EDM baselines, investigate the possibility of AOLS taking over this responsibility. C. Investigate the potential to make additional measurements of the baselines to improve their functionality for the testing of GPS equipment. And, D. Provide a report to the membership of the above issues with recommendations on how or if the AOLS might become involved with the preservation of the EDM baselines."

So, it's moved by myself and seconded by Gary Auer and, if I may, I'd like to speak to the motion.

DASHA PAGE: Thank you. Discussion? I'm sorry, you would like to speak to it?

PAUL WYMAN: Do you have something you want to add very quickly?

BRIAN MALONEY: I -- well, I do. But if you want to go ahead, go ahead, Mr. Wyman.

PAUL WYMAN: Okay. In my experience, these EDM baselines are highly useful to our Association's members in the, you know, regular maintenance of our equipment and can also become a functional resource for the use of our testing of our GPS equipment.

I was somewhat surprised just recently in going through the geodetic surveys portion of the NRCan website, and they have an very excellent 100-year history of their -- of geodetic surveys. But, buried in that history, is a note that says in 2004 they stopped the maintenance of the EDM baselines.

I've done some research to try and find out if anybody has, you know, undertaken that work or what's happening with them, but I was unsuccessful. So I'm, you know, sort of passing this responsibility on.

I have a certain vision for -- I don't think this should cost our Association a lot of money. I don't want to get into a lot of the discussion now, you know, until the membership indicates whether they have any interest in this. But I see this as a task that our regional groups could take on, and it's a task that regional groups might be able to take on in conjunction with community colleges or universities in their areas if they exist.

And we could have a real win-win situation of not only empowering the regional groups to take on this task but, at the same time, have them out reach to these institutions as part of that process.

So I -- you know, I -- I don't know how much interest there is in the membership side. You know, I'll cut my comments short here at this point in time. And, you know, if this membership has an interest in taking this on, fine, then we can go into more detail at a later date.

DASHA PAGE: Thank you, Paul. Discussion?

BRIAN MALONEY: Brian Maloney. I'm generally supportive of this motion. I guess the once concern I have -- and I think there's a need. I've actually been concerned about whether surveyors are, in fact, calibrating their EDM equipment for some time. So I think there's merit in having these baselines out here.

The only addition I would make is I don't think we should let government completely abdicate their responsibility on this, and I think there's perhaps a partnership. I agree with you the notion of perhaps getting regional groups involved.

But they used to use -- I think it was Mekometer or something. Some very-highly accurate EDM to actually do this. And, you know, that's a fairly expensive piece of equipment. And I think you still need that level of calibration.

And so I think there's maybe a partnership with government, so I wouldn't just let government completely abdicate this.

DASHA PAGE: Thank you, Brian. Any other comments?

RICHARD MURRAY: Yeah, I'll speak to this. Yeah, Richard -- is this on here? It's Richard Murray. If you can't continue to gain access to these sites, and what -- the thing to do if you want to calibrate your instrument -- the instruments I've worked on designing, you just find the frequency of the lowest -- like, if it's 20 -- 20 metres, 30 metres -- those are standard frequencies for your.

Usually you have three frequencies running your distance measure to reflect calibrate internally. Find the lowest -- the wave length of the lowest frequency, measure it every metre and you'll see what's going on in your instruments.

It's a pretty simple procedure. And you'll see, like, a sign-wave shift. That's the -- they adjust for that in software. And if that's drifted out of calibration, you'll pick up that pretty quickly.

Because along -- at lower frequencies, those are a lot longer and those won't -- it won't matter. But the low -- that lowest one is critical so, 20 or every -- 20 or every 30 metres.

DASHA PAGE: I see no more comments. Paul?

PAUL WYMAN: Yeah, I just wanted to kind of ensure the Association at this point in time that this is sort of an investigative task force so that we find out what is going on and, in particular, try and capture the existing information about these baselines before it is lost.

But, like as I said, I don't think it should cost very much and can be maybe assigned to an existing committee of the Association.

DASHA PAGE: Thank you. If there are no comments, I call in question. All in

favour? Against? Motion carried.

MICHAEL TULLOCH: Mike Tulloch from Sudbury. We heard earlier this morning a report from Professional Surveyors Canada and it twiggged in my mind some thoughts that have been with me for a while related to the global-ness of what we do and how things are consolidating both in our province. And not only in Ontario, but also in Canada and in North America. And, in conjunction with that, we're very mindful of the emphasis we keep hearing on our demographics changing and our numbers shrinking, our membership declining.

And it seems to me if I could suggest to Council that there's two components to be looked at here; one is recruitment and communications to grow our membership -- which I believe we're doing very well and the interest is starting to expand in young professionals signing on.

But the other half of that -- and we've heard earlier this week -- that, in a few short years, our membership has gone. I remember not long ago a member of 700, now we're in the 500 range -- 560, I believe, I heard this week -- and where will that take us in another two or three or four, five years down to the four hundreds.

I believe that we see a pending crisis. Toronto especially talks about Toronto -- the media Toronto about that 18-wheeler going over the cliff, and we may be -- are faced with a similar situation in our own membership with respect to its decline.

The focus of my dissertation this morning, and a motion I'd like to present to the membership, is where does that put us in relation to our fees and in relation to what we do as an Association?

And I'd like to encourage Council through this membership if it grants sufficient support, to take a hard look at what we do across the board comprehensively within our mandate, and potentially look at everything that's non-statutory related or non-legislated and look at moving that towards a more global body and, specifically, Professional Surveyors Canada.

Things such as insurance, we've already heard about at a national level, but CPD, continuing education, liability-type things. I sit on the executive of the Consulting Engineers of Ontario which has gone through a similar process with the various sister Associations, and I think that's -- it's only logical to me that as we globalize and consolidate, that we look at the same thing.

This speaks, I believe, to the very -- the core of the strategic plan that you have, and whether we have the wherewithal to shrink our infrastructure -- that is the Association infrastructure -- and, in doing so, shrink our staffing levels, if need be, so that our future membership is sustainable in terms of the fees and the budget that we have to carry from year to year.

So, without preamble, I'd like to present a motion -- I think it's on the screen there, but I'll read it. It's moved by myself and seconded by Anne Cole:

"Whereas Council has advised the membership about the implications of declining membership for Association, financial viability and service to the public; and whereas national initiatives shared with Land Surveyors across Canada are an important component of solutions; be it resolved that Council be asked to actively explore collaboration with Professional Surveyors Canada and present options to the membership for actions that will strengthen our profession." Thank you.

DASHA PAGE: Thank you. Discussion?

KENT CAMPBELL: Kent Campbell, Mississauga. I'm totally in favour of this motion, I hope we're going to pass it. And it was just an idea that I was thinking, too, that Mike had said about -- especially with Professional Engineers. Currently, my son -- he's 17 -- and he's -- well, I don't know if he's looking -- we're looking for a job for him for the summer. And one of the -- one of the places he should just simply go online and find out what is there for high school students that they can do in the summertime?

And he's done a couple things. He's done a co-op and he's done volunteer, but now of course we want him to make some money so he can pay for his own toys. So I think this might be a good opportunity, and I like the idea of Professional Surveyors Canada to maybe work with industry and find out what are the labour laws and have businesses cooperate so that you can put your name forward and say "We're willing to take one or two high school students every year for the summer."

And then have it so that students can apply maybe online with a résumé and say "Is there a local survey firm in my area that I can go work for?" It could pay minimum wage. I mean, that's fine because, I mean, they're high school students. But this way you get them in the grade 10, 11 era just before they're going to go up to university. Because the hardest part we have is getting the message out what do we do.

So I think if you introduce these students at a younger age, they'll go home, they'll talk to their parents about what they're doing. And some of them, it just -- it could be just fun and it's an introduction to our organization.

DASHA PAGE: Thank you. No, it's not on.

SUSAN MACGREGOR: Okay. Sue MacGregor, Peterborough. I just want to make sure I understand the thrust of that motion. If we're talking about taking non-statutory activities of the Association and try to figure out a way to move them over to PSC, that's one thrust.

Are we talking about reducing the staff at the AOLS? Because that would be a very different thrust. And just -- just my own thoughts is when we're -- when we're shrinking in size, it makes sense that we want to shrink the Association to balance financially. But it's exact -- I think it's exactly the opposite thing that you want to do.

We want to make sure that we are taking more activity now to make sure we have

strength for the future. So it's an investment now for future. So I just want to make sure I understand what the thrust of that motion was if I could.

MICHAEL TULLOCH: Thank you, Sue. It's Mike Tulloch from Sudbury. The nuts and bolts of the motion would be -- and I'm not suggesting at this point that Council would cause the infrastructure of the Association to grow or shrink.

SUSAN MACGREGOR: Okay.

MICHAEL TULLOCH: But I foresee it shrinking, but that would be part of the analysis. At the end of the day, it would make sense to me that if the infrastructure -- if I can call it that -- shrinks, and part of that would be staffing so that our fees go down that would offset the fees that Professional Surveyors Canada would charge, and, in doing so, we become a stronger body because we have strength in numbers across the province.

I think when a previous referendum failed to join Professional Surveyors Canada in block, it was maybe more of a marketing issue than the fact that it was more of, in my mind, a request "Are you in favour of adding another, whatever, \$200 to your already -- fees of the AOLS?" And, naturally, it's not surprising that it failed in that light.

But if our fees at the AOLS level could go down because of a consolidated infrastructure, then it becomes much more palatable. And, in fact, if there's a net savings across the board, that's even better. But it's not just about the fees for our annual dues, it's about making us stronger because we have a national body now that handles everything but the statutory issues of the Surveyors Act.

And that's -- that's a big challenge, I recognize, because it really looks at taking the strategic plan and, by in large, tearing it apart and reshaping it to make it a bare-bones -- and it's about giving up some -- a certain level of autonomy, independence and handing it over to somebody else, but I say for the survival of our Association.

So that's -- I don't know how the outcome would be, but it means a very deep, hard look at how long we do our business and cutting everything out of that for our survival -- for the sake of our survival and handing it off to a national body. That's what we're driving at.

RICHARD MURRAY: Let me speak to this. If I may speak to this, the real elephant in the room here is why is the Association of Ontario Land Surveyors shrinking? Why are we declining in size? Yes, we're getting older. I'm coming -- and my career at 70 years old, and I'm looking at, you know, all of my friends from around the room. But the elephant in the room is why has that happened?

Now, why would, for instance, the Association of Ontario -- like, I would -- when I was Commissioned in 1973, there was 700 surveyors in the room that day, and it wasn't -- you didn't -- there were no points for coming to that meeting. They were there.

So the thing is today we have a good turnout, and I'm glad to see that. Why have we shrunk? Well, at the same time, Quebec, for instance, has increased in size almost -- I believe almost doubled in the same time cycle. So the real question we want to ask is rather than dealing with the problem of declining numbers and shrinking this and shrinking that, is to do an analysis of what's happened.

The provinces -- like, I'm from Nova Scotia originally, so I have a summer home out there, I see what's going on out there, and New Brunswick. And if you look across the whole landscape of Canada and see who is winning, who is losing, who is increasing, and who is decreasing. The only province that seems to be doing quite well is Quebec, and I would attribute that to one thing only and that's title insurance.

And since we have sat back and said nothing about it, and allowed them to roll -- to run over top of us, we -- we're getting what we deserve which is declining numbers. So we need to fight back and do what we can do. But there seems to be some serious reluctance to do that and I don't understand that.

I've done all I can do. This is my last time on Council -- my second full term -- and so I would suggest that someone pick that responsibility up and run with it and do something about it. Because the public -- my phone in my Windsor office rings every other day about someone who got ripped off by that title insurance company.

They bought a home, they're getting -- I had a call from the Fire Chief saying "What's going on in this province? I mean, we're getting homes built illegally." There are some serious issues here which we need to address. And, if we don't, then we can deal with the declining numbers and that's just my parting thoughts.

And, by the way, our first responsibility between surveyors is keep peace in the neighbourhood and we need to do that with each other. Each region you practice in, each surveyor that you meet with, you should be having lunch or dinner or once a month together as a group and chatting not to fix prices, but just to be comfortable with each other. Have a little micro-meeting in your community. And that's how we do things in Windsor, as Russ knows and Tim Hartley knows. We worked hard, didn't we, Tim? That wasn't easy, was it? But you took the -- you did it and you can do it.

And that will be the level of professionalism we want to achieve, and then that alone will improve things dramatically.

DASHA PAGE: Thank you, Richard. And, for the record, that was Richard Murray of Windsor. Please do make sure that every time you speak, even if you already spoke, to say your name again for the record.

MICHAEL MATTHEWS: Michael Matthews, Kingston. I do support the motion. As the Chair of PAC, I want to say that we have been doing -- collaborating with the Professional Surveyors of Canada already. A lot of our marketing materials have the set yourboundaries.ca site. It's an excellent site. Everything is there for you to share

with students in your area. It's set up for teachers. It's set up for the students. A lot of great information there. So, if we can keep that up to date, that's great.

At the same time, I see this motion with it going through, it's either going to impact our committee as Public Awareness Or Geomatics Recruitment and Liaison. So I expect what will happen is that if this goes through, it will be really broken down at the strategic meeting in April. Our Surveyor General, Sue MacGregor, has given us some numbers. You know, 50 students per year. So that is -- you know, that is -- those are big numbers. So, I do support the motion.

I did want to bring up another item. We heard a presentation from -- from our --

DASHA PAGE: You can't do that.

MICHAEL MATTHEWS: No, I just wanted to ask if the --

DASHA PAGE: Well, we're dealing --

MICHAEL MATTHEWS: We're discussing it, right?

DASHA PAGE: Well, we're dealing with the motion, though, right, right now.

MICHAEL MATTHEWS: Yeah. So part of this --

DASHA PAGE: Okay.

MICHAEL MATTHEWS: -- part of this is the Geoalliance of Canada. We heard that presentation. So that's another initiative that's going on as well.

So, would the -- would Michael and his seconder consider adding Geoalliance of Canada to that motion? That's open for discussion. Thank you.

DASHA PAGE: Well, the motion is on the floor as presented.

WALLY KOWALENKO: Wally Kowalenko, Toronto. And I would like to speak in favour of the motion, not because it serves my interest or the interests of Professional Surveyors Canada. And, even though it does, I mean, clearly -- but the reason why I do support it is because it will help me do my job. It really helps me quite a bit.

As director of Professional Surveyors Canada, we are -- I've been grappling with the issue of how can we formally speak to Council and to the membership in a manner that's comparable to the discussions that are currently underway with the -- with the so-called "all-in provinces."

"All-in" meaning those provinces or those -- those jurisdictions of professional surveying in the country that voted to become members of Professional Surveyors Canada.

So what we're doing is we're negotiating or constructing agreements with them, and we're missing out on Ontario, we're missing out on Quebec because Council was not -- or the respective boards or Councils weren't in a position to endorse that all-in model or adopt the all-in model.

So what this would do, as I mentioned earlier, is make my job easier. It would enable the board to begin discussions on that motion. Because I didn't know what the next step should be. I'm an Ontario -- a retired Ontario Land Surveyor, I've done a lot -- the profession has done a lot more for me than I have for it. And I want to return some of those benefits to you, but I don't know who to approach -- I didn't know who to approach. Whether it's Council, the membership, maybe it's both.

But this makes my job easier, it opens the door for discussion and I don't know where it will lead. But, you know, with the intelligent people we have in our Association and -- I'm sure it will end up with where the members want it to go. So, clearly I support this. Thank you.

DASHA PAGE: Thank you, Wally.

PAUL WYMAN: Paul Wyman, Kitchener. I generally support this motion as well, but I think one of the other elephants that's sitting in the room that we don't seem to want to talk about is -- and it needs to be done at a national level -- is what is the appropriate number of surveyors in Ontario or Alberta or British Columbia or New Brunswick?

I mean, productivity in our industry since Richard and I got our license in 1973, I wouldn't say it's ten-fold higher, but it's somewhere in that -- in that range. And many of the things we do we can do in an hour what used to take a day to do in 1973.

So, 700 surveyors was probably or thereabout the appropriate number of surveyors that was required to service the demand for survey products in 1973. I don't have any information about what is the appropriate number of surveyors to fulfill the current demand here in Ontario.

The last industry study that I recall was one that was done, I think, by Moore, our number one registered surveyor -- I forget -- Ray Moore. I think he helped author a study, but it's got to be at least 20 or more years old by now.

And, as part of this process -- like, see, it's not just an Ontario problem. One of the things that I could see Professional Surveyors Canada helping coordinate and us participating is finding out what is, you know, a new industry study for what is an appropriate number.

And if 250 or 350 surveyors is the appropriate number for Ontario -- and I suspect that it's in that range -- then that becomes part of our future reality that Mr. Tulloch is talking about. And, you know, we need definitely to take this kind of action to find, you know, more economic ways of carrying out the needs of our professional

Association with those kinds of numbers.

And it's obviously part of that equation is going to be \$2,500 annual fees or \$3,000 annual fees. We might as well understand that, that is where the future is for -- unless somehow our marketplace suddenly expands which would be, you know, an ideal circumstance, but our marketplace has not significantly changed in the last 40 years.

DASHA PAGE: Thank you.

EDWARD LANCASTER: Ed Lancaster from Ottawa. I oppose this motion. I think it's redundant and wasteful. Read the last statement, actions to the membership for -- actions to the member for actions that will help to strengthen the profession.

What have we been doing for the last three days here? There's all kinds of options. The floor is covered with options. The Council is busy already doing exactly that. What is the problem here?

It's the -- it's the motion you're looking at, not all this other stuff. We are busy doing that. The last three days, we've been doing that. That's all I have to say.

DASHA PAGE: Thank you. I don't see any more comments. The call in question. All those in favour, please raise your hand. Thank you. All those opposed, please raise your hand. Motion carried. Can you please bring the motion here? Thank you. Please.

JOSEPH YOUNG: Joseph Young, Thornhill, Ontario. Madam President, I'd like to bring forth a motion seconded by Steve Balaban. And this proposed motion deals with the need to add a budget item to address the current and future expenses associated with the ongoing constitutional challenge.

So, I'm keeping with the elephant theme here, this is another elephant that's in the room and I think it's something that needs to be addressed and supported by the membership here to give our volunteers on the stage the backing to make a difficult decision and figure out a funding model. So, I'll read it, if you'd like?

DASHA PAGE: Yes, please.

JOSEPH YOUNG: Okay. Motion, moved by Joseph Young and seconded by Steve Balaban:

"Whereas the AOLS has incurred approximately \$165,000 in un-budgeted expenses to date to respond to the ongoing constitutional challenge, and expects to incur the equivalent amount or more in future expenditures relating to this matter."

"And whereas the AOLS currently has a finite revenue stream based on existing members' dues and fees."

"And whereas the funding to other programs will suffer, or the AOLS will have to

operate in a deficit environment and carry significant debt if initial revenues are not generated."

"Be it resolved that Council consider a special funding mechanism that covers the existing cost to date and the current best estimates of the future costs to be incurred and circulate such proposed mechanism to the membership for vote and ratification."

DASHA PAGE: Thank you. Discussion?

SAŠA KRCMAR: Saša Krcmar, Thornhill. Just the one quick comment. As soon as I heard that, I was going to suggest that suppose this funding model is kicked in, all this money was generated, and it goes into your bank account. There should be a mechanism to give it back to the membership if it's not required to that full level.

So, whatever money you're going to decide you're going to budget, suppose it doesn't cost that much, there should be a way that the money comes back, not that it stays in general coffers. It's just a thought.

RUSS HOGAN: Excuse me. Russ Hogan, Finance Councilor. I certainly personally appreciate this motion because it's something I know I've been struggling with myself, and Council has been struggling with for a while now as to what is it going to take and how can we potentially deal with the cost of this.

And, Saša, I appreciate your comments as well. That's part of the reason we haven't really jumped out -- it seems we haven't jumped out in front of this thing partially because we don't know exactly how much we're going to require.

So, certainly we would consider, you know, putting something in the -- or making it so that we would find a way to return, maybe not directly return any unused money directly back into your pockets, but try to find a mechanism to make sure that if there was -- if this type of thing was successful, if we did raise some funds and it wasn't all required, we would figure out a way to ensure that it gets back and used for the benefit of the membership.

DASHA PAGE: Go ahead.

REYNALDO ISIP: Reynaldo, Mississauga. I agree with the motion by Joe, but I think the money should not come from the members. We heard this morning that we have 2 million of funds invested. And we are not a profit -- we are a nonprofit organization, and I think if we have money in investment, we can get the money from that to fund the constitutional challenge to pay for the -- for the fee. Thank you.

RUSS HOGAN: Reynaldo, it's Russ Hogan, Finance Councilor. Just to be clear, Reynaldo, that two million in investments is restricted funds specifically for insurance. We have -- we cannot use that for any other purposes.

And, as you heard earlier this week, you know -- well, some of the members got cheques back from the insurance company for -- I guess we'll call it good performance a few years ago.

So, yes, we do have \$2 million worth of investments, but those are specifically insurance-related funds. We don't have access to them for any other reason.

DASHA PAGE: Thank you, Russ. Go ahead.

ROD FINNIE: Rod Finnie, Huron. I support the motion in that I think we have to budget for this potential or this eventuality. However, I had the joy of studying political science for three years after I first left high school, and since that time I was involved in municipal politics for about 13 years.

I think this -- I would suggest -- and I'm not looking for a response from Council. I'm -- I realize you cannot discuss this motion. It's certainly not wise to discuss -- not the motion, it's not wise to discuss the case in a public forum.

I'm going to make a couple of suggestions, though. In all my studies, I was totally aware that it is the Legislature of the province of Ontario that writes legislation and passes it with the assistance of their legal staff.

It is not the Association of Ontario Land Surveyors. We may have input into the way the legislation is written, but we do not write the legislation, we do not pass the legislation.

I would suggest -- and maybe this is already been done, but the lawyers for the Association, I think, should be given direction to put forward a motion to dismiss this action as frivolous and vexatious.

We do not have control over the writing of the legislation, we should not be responsible for the expenses in this case that might not be successful. In which case, I would strongly suggest that we budget some money to prepare ourselves for the ongoing case if that is necessary.

DASHA PAGE: Thank you.

JAIME GELBLOOM: Jaime Gelbloom, Mississauga. I agree with Rod, by the way, but I was just going to say I support the motion only for fact that it would be ironic because the person bringing forward -- or the organization bringing forward the motion will be paying for the defence and I think that's kind of cool.

DASHA PAGE: Any other comments?

JOSEPH YOUNG: Joseph Young, Thornhill again. Madam President. Jaime, yes, it is kind of funny, I'm proposing here that we all pay money and we'll be paying for roughly 50 of it. But we're already paying the motion. This isn't a motion to decide whether to spend the money or not, this is a motion to support -- show our support

to Council in their difficult decisions and to give them a positive sign to take this head on, the financial issue and responsibility and budget for it as any of us would in our businesses.

We prepare future forward-looking budgets, especially when we know of a significant potential cost. So that's that intent of this, is to show the support. Thank you.

DASHA PAGE: Thank you. If there are no more comments, I call in question. All those in favour, raise your hand. Thank you. All those opposed, raise your hand. The motion carried.

Please go ahead, sorry.

RICK MILLER: Okay. Madam President, Rick Miller, North Bay. I have a motion here which we don't have up on the screen, but it's a very short and simple one. It's moved by myself, seconded by Anne Cole. I'll just give you a quick background.

The other night at the Veterans' Dinner, we had the great privilege of sitting with retired member Neil Simpson who's in his 94th year and it was a great privilege for all of us to speak to him and enjoy his wisdom.

One of the things Neil mentioned to us when we were sitting there, that he greatly misses getting the quarterly and all the correspondence from the Association and keeping up on what's going on as he hasn't kept up his retired membership. And so the motion is --

DASHA PAGE: No, sorry. Can I stop you for a second? You said the motion will be on the screen. Do we have --

RICK MILLER: No, it's not on the screen. We didn't have a USB to put it up.

DASHA PAGE: Oh, okay. So please read your motion.

RICK MILLER: I can read the motion: *"Whereas retired members over 90 years old should receive free membership from the Association, be it resolved that Council consider granting free membership to all retired AOLS members over 90 years old."*

DASHA PAGE: Thank you. Discussion?

JOSEPH YOUNG: Joseph Young, Thornhill. Madam President, I, too, would support the member. I was going to perhaps suggest we amend the motion to all those over 80, but most of them aren't retired. They're still working.

So, Norm is going strong here everyday. So I definitely support the motion. And I'd just like to also thank all the kind words this week for my father-in-law Red, it was very appreciated on behalf of his family. So, thank you.

DASHA PAGE: Any other comments? Call in question. All those in favour, please raise your hand. Thank you. All those opposed, please raise your hand. The motion carried.

The floor is still open.

ALISTER SANKEY: Good morning, members, Council. I'd like to bring a motion to the floor.

DASHA PAGE: Your name?

ALISTER SANKEY: Alister Sankey, Mississauga.

DASHA PAGE: Thank you.

ALISTER SANKEY: Madam President, Members of Council, I'm going to make it short and sweet because I don't do this very often. But, anyway, it's come to light earlier that this week there are some issues with the fees being charged and that's come to light with this copyright challenge.

I'm talking about fees between surveyors for their records. In my opinion, we're in the business of providing a service to the people of this province and we need to serve them and protect them. And if we're -- as I said, earlier this week, the current copyright challenge is potentially a threat to that privilege.

So I'd like to bring a motion to Council.

DASHA PAGE: Do you have a copy for the screen or no?

ALISTER SANKEY: No.

DASHA PAGE: Okay.

ALISTER SANKEY: I can just read it.

DASHA PAGE: Okay.

ALISTER SANKEY: (Reading):

"Whereas some firms are charging unreasonable fees for notes and record searches, be it resolved that Council consider to strike a task force to review and set fees for notes and records searched between members of the Association."

And it's -- I have a seconder. Do I need to --?

DASHA PAGE: I'm sorry, who is the mover and who is the seconder?

ALISTER SANKEY: Reuben Mc Rae.

DASHA PAGE: So you're the mover. Who is the seconder?

ALISTER SANKEY: Reuben Mc Rae.

DASHA PAGE: Thank you. Discussion?

BRIAN MALONEY: Brian Maloney. While I support the notion of that, I think the timing is terrible while this is in front of the courts. I think that could be seen as a very negative thing, and I would suggest that you hold off on that and not proceed with that until it actually does kind of get through the court system.

And assuming -- and I'm pretty sure we're going to win -- assuming it gets through, then it needs to be addressed.

DASHA PAGE: Thank you.

UNIDENTIFIED SPEAKER: Can I take it first? Oh, no, Jack. Come on up.

DASHA PAGE: I think Anna or Jack.

ANNA AKSAN: Yeah.

DASHA PAGE: Is it something --

JACK YOUNG: Jack Young, Parliamentarian.

DASHA PAGE: Yes.

JACK YOUNG: I agree with Brian that the timing is terrible and that it could be construed in a real negative matter. I would suggest rather moving on with this motion, that we ask the mover to withdraw it.

DASHA PAGE: Just wait. Is the mover considering the option? Can you please respond?

ALISTER SANKEY: No.

DASHA PAGE: I'm sorry, you don't want to withdraw? Okay, you need to go to the microphone.

ALISTER SANKEY: Alister Sankey. Ah, no.

DASHA PAGE: Thank you. Anna.

ANNA AKSAN: Anna Aksan from Toronto, and I will speak for the motion because I think it is important that we have those things set somehow so there is no problem in the future. It's in the best interest of the public that the searches are done properly, that there are no conflicts between boundaries if one surveyor surveys one

land and the other -- another one without proper research surveys the other, the neighbour's land.

However, I would -- I think that what should be put on hold is that provincial index. Because if we are not successful in that court case, then there is really not much sense to spend any money and effort and energy to have that index if we won't have to share our records. Thank you.

DASHA PAGE: Yes.

TOM KRCMAR: Good morning, everyone. Tom Krcmar, Thornhill. I wonder if it's understood that some firms have spent considerable amount of time and money to obtain records and scan them from early and late 1800s so that they're available to the public.

Reasonable fees are a tough thing to come to. Maybe we could set up a task force to try to get to the root of the problem of why 75 percent of people in this room are going to be retiring in the next five years. That maybe there's not enough paid -- it's not high-paid enough profession.

And someone charging \$75 or a hundred dollars for something that they purchased and scanned for the surveyors so that they could do their survey properly shouldn't be the issue. It should be maybe the issue that people are charging \$900 for an SRPR when they should be charging \$2,000 or \$2,500.

Now, I know I'm not popular in that because the public tried to think -- or everybody thinks that the public should be deciding what those prices are. But, guys, it's us. We're the ones with the licences.

And I'm not trying to talk about cost-fixing, but we have to start charging our prices for the public or we will all die. It doesn't matter, my \$50 higher or lower doesn't matter. It matters that we aren't getting paid enough as a profession, and that's why there's only three or four students in York right now going through first year -- I know -- there's just not enough money.

So when surveyors are getting paid 80 or \$90,000 for the amount of knowledge and information that we have in our hands and in our minds, our signatures mean something and we should be proud of those signatures and not just throw them away for \$900 for an SRPR.

So it's more than a task force should be created to figure out how we can raise our prices for the public and not just leave them so that \$50 means -- makes the difference. Thank you.

DASHA PAGE: Thank you.

PAUL WYMAN: Paul Wyman, Kitchener. I just wanted to generally support the motion, although I appreciate the sensitivity with regard to the ongoing court case,

but it doesn't mean that we can't undertake certain activities that I think wouldn't necessarily prejudice what's happening with regard to the court case.

For instance, even a survey finding out what is being charged and we can publish that. Second, some commentary from Council as to what is -- you know, what should the charge represent? Because I think, listening to the comments, there are, in my mind, some confusion.

You're not -- as far as I understand the legislation, the fee we charge is to reimburse the surveyor for the cost of doing that research and the cost of reproducing the notes. It does not represent the value that is inherent in the notes. That, you know, can range from little to a lot. But, you know, that's just my comment. I have no idea or I'm not certain if what I have just said is in fact the truth.

Maybe the part of the field note charge should represent in part the value that's inherent in the notes. I'm not absolutely clear in my own mind on that issue, but Council could provide the membership with clarity as to what constitutes the charge, what does the legislation actually mean to us, and we could do a survey as to, you know, what is actually being charged and publish that information much the same way we do a salary study. So all that information would be of value to the membership so, you know, I support the motion in that sense.

DASHA PAGE: Thank you. Jack?

JACK YOUNG: Jack Young, Parliamentarian, once again. I'm not speaking for or against this motion and I'll tell you why when I finish. If this motion is to be defeated, or even if it passed, it could have serious effects on the Association's case in this particular matter before the courts at the present time and I don't think it should proceed.

I'm asking Alister once again to withdraw his motion. And if the motion goes ahead for a vote, I would ask that everyone abstain. Thank you.

DASHA PAGE: Thank you.

NORM SUTHERLAND: Norm Sutherland, Petrolia. Just to try to explain some things we're asking about whatever we're trying to figure out. Surveyors have never charged sufficiently for their services, an ongoing problem, and that's why at 81, I'm still working.

DASHA PAGE: Thank you.

ALISTER SANKEY: Alister Sankey, Mississauga. Thank you, Jack. All I wanted to do was generate a discussion. We had the discussion and I will withdraw the motion.

DASHA PAGE: Thank you. The motion has been withdrawn.

GARY AUER: Gary Auer --

DASHA PAGE: Sorry, yes. Does the seconder agree? Can the seconder come to the microphone?

REUBEN Mc RAE: And I -- Reuben Mc Rae, Mississauga -- and I agree to withdraw the motion.

DASHA PAGE: Thank you.

GARY AUER: Gary Auer, Kitchener. Although I think the concept of a Provincial Survey Records Index is a laudable concept, I -- given a lot of the commentary that was generated through some of these motions and the limited resources that we have available to us to do things, I think it would be -- our time would be better spent dealing with things that would perhaps facilitate people's businesses, improving their incomes, making sure that we don't lose more work, spending more time with ODCC.

The Provincial Survey Records Index, I don't believe, does -- benefits us enough to warrant spending the time at this point in time trying to get something like that put together. It's going to cost people money, and the benefit -- I don't see the benefit to it at this point in time. I think it's a good concept, but I don't think it's very functional.

DASHA PAGE: Thank you.

JAIME GELBLOOM: This is just general discussion -- it's Jaime Gelbloom, Mississauga. This is just general discussion, and talking about -- I would like to talk about what Mike Tulloch had brought up at that motion and what Gary had just said kind of brought it forth to me.

I think it's important that we start to divest our Association from things like ODCC, things like Insurance Task Force, things like that, and that's why I wanted to stand up and say I supported that motion.

I think that we're -- we're a legislative body, we're a regulatory body and I think we should focus more on that. And some of these other things should be divested from our Association to something like the PSC.

So, in a way, I kind of disagree with Gary unless it was under PSC, for example.

DASHA PAGE: Thank you. Go ahead, Richard.

RICHARD MURRAY: Richard Murray from Windsor. Just to understand that, I think -- is Kent still in the room? I think he is. There's two components to this profession, not just one. This isn't just linear and one direction. Yes, regulating is critical, but -- as Kent would tell you -- we also were trying to promote the fact that it is the responsibility of our Council to maintain economic viability. That's clear

from the provincial position paper on the professions.

There's two components. We are focussed almost entirely on the one, which is -- and we need to focus on that, no doubt about it -- but the other one has been essentially ignored. And I came on Council, like, the first time to see to that, the second time to see. This is my last day on Council, and I really feel strongly that that needs to be addressed.

And that's why these numbers are shrinking and that's why we're where we are. And that's why Norm is working 'til 81 and I'm working at 70. These are all the issues that we have to face us. And if we're going to allow any industry that loses 30 percent of its gross income will not survive.

And when the title insurance came to Ontario and said we don't need surveys any more, and we lost that 30 percent -- well, Blain you were doing SRPRs. I was doing 1,500 a year. I mean, I'm doing other things, I've been very successful at it. But the whole point is that across the board, that 30 percent represents what the younger surveyors who can hop over fences were doing. That's gone.

And what has replaced that -- well, we can't replace that. We need to go back and deal with that issue. As I said before, what's -- I mean, I've been approached now by a local fire chief, he's been concerned that the homes being constructed in our area where we don't do any surveying on homes at all basically, they're being built illegally. He's concerned about fires.

The original -- one of the things that we did SRPRs for was for fire safety. It's a public safety issue. It's fundamental to what we're doing. I believe there was a fellow out of Ottawa explaining that too many years ago.

And so if we refuse -- we need to deal with this issue, and there's no shame in encouraging the profession and the Association should your executive should be dealing with that issue. A task force should be struck to deal with that issue, and to confront that issue and find, again, why is Quebec successful?

Well, I'll answer that question for you. They don't have title insurance. I was approached by an American firm I do a lot of work for, and they said "Can you do a survey of Mont Tremblant for us?" Whatever that -- I think that's what that is. And - - because they were insuring it.

And I said "No, I can't," but I'll call the surveyor who is there to try and help him, and he said "I can't get to it for a year, I'm so busy." Well, why is he so busy and why are many of us not.

So I would strongly recommend and encourage you to -- encourage your Councilors to promote this profession. Look at the issues, what's underlying all this? What can we do about it? And there are things we can do, and things can be done to reverse this trend.

And, again, I would look to Quebec what they've done there or have not done there, and I would commend them for the way they're operating. And the rest of the province should be looking at what's going on there.

Kick this title insurance -- put the title insurance industry back where it belongs. In the U.S., it's -- I think Malcolm is here -- it's a survey first and title insurance following. That's the model in the U.S.

Now, I met in 2000 with the American company -- what's it called -- Stewart Title -- Chris Darwin (ph) and I did to discuss this situation. And the first thing they said to both of us when we came in the room in Toronto was that "You fellows are out of the business. Find something else to do."

I then spoke with them and I said to them "Well, in Windsor, they're building homes illegally. These homes are unsafe. They need special fire windows, they need a lot of things done to them and no one knows about it." They paused for about 20 seconds, they kind of went -- it shocked them. They didn't know what to make of it.

And then they said to me "We are Stewart Title. If anybody tries to put that at our door, then we will defend ourselves." So, this is an insurance company, recognize who they are. The public is slowly becoming aware of that. Your Association should be forming a task force to deal with that. That's just my parting words.

DASHA PAGE: Thank you.

ANNA AKSAN: Anna Aksan, Toronto. And I have a question for Richard and about this title insurance. Do you think that -- I mean, do you have any idea how -- what we as the Association can do to get rid of title insurance in Ontario or what?

And the other thing is about the thing that it creates quite a bit of applause and this is charging the fees -- our fees. And, you know, I don't see any provide -- people have a problem by not charging any more for their surveys. I mean, this is a free-market economy and you can charge whatever the market carries. So, you know, it's our -- that's our choice to do or to make more money on the surveys. Thanks.

RICHARD MURRAY: So it's basically two questions there, as far as I can see. The -- how do we deal with this title insurance problem? Well, really, there's no reason for us to oppose title insurance. This is actually more -- that title insurance is actually more a legal issue. It was never intended actually to replace surveys or supplant them.

And, unfortunately, if you read the Federal act which it runs under, they actually got the act and struck it in such a way, they actually can replace, you know, this basically title product.

If you understand the history of title insurance, it started -- I've researched this and that. It started in the Civil War when, after the war, people came back home. Who knew who owned what. I mean, it was -- the country was in chaos. It began that process.

It became solidified under F.D.R. almost virtually -- the first thing he was passing on, and they stuck the American Act under his nose to sign it. I've discussed this with an American professor who wrote a book about it. But it's been used -- it's being misused, misrepresented as to what it is.

It is our professional responsibility across this country to say to the politicians -- and I've met with many politicians in Queen's Park and every one of them -- well, not Liberals so much -- but the Conservatives. I'll tell you this, too, the Conservatives had committed themselves here in Ontario that had we won the elect -- had they won the last election and the one before, they were intending to fix this in Ontario. They feel strongly, so the politicians do support us.

But I just think what we need to do, we may need to hire a lobbyist, maybe do something like that. We may have to -- I would re -- I recommend reinstituting the -- the MPPs dinner. Because when those MPPs walk in the room, the first thing they say to you is "What can we do to help you?"

And we stand there with our -- "Well, we're surveyors, have a good day." That's -- we need to have a very specific approach. My recommendation was that we retain the services of someone like Mike Holmes who is concerned about this, and Bob Aaron. Again, people of -- well-known personalities, and both have already spoken out about this issue. Prepare a video, present it to the MPPs and get some political action going to fix that. That's one way we can do that.

As far as fees go, I've had numerous discussions with the Competition Bureau back in my interim -- days as the interim as leader of the (inaudible) Surveyors of Ontario, and they said "It was never our intention the surveyors not have a good income." It was never their intention.

So, if you sit down and think for one minute that if you're cutting prices, that you're doing what the Competition Bureau wants, that is contrary. If you're cutting prices, and it becomes apparent that you're actually trying to eliminate your competition, that's a criminal act.

That's on the opposite thinking. So, reverse your thinking. What you needed to do is what we did in Windsor and that's get together and not fix prices. But listen to -- this is what they said to me repeatedly. "We just don't want to -- you people are entitled to a good income. We never intended for this profession to be suffering as it is." What they intended for us to do was not call at the same price from everybody.

So you cannot fix prices, that's just not good. Susan can set minimums, though. I believe she can do that, that would help you. But the biggest thing you can do is your local level, is meet with each other, get to know each other, respect each other. Field note issues will resolve prices and that will resolve it. I realize that maybe it sounds a little --

DASHA PAGE: Richard -- Richard --

RICHARD MURRAY: I'm done. Thanks.

DASHA PAGE: Richard, I'm sorry to interrupt, but there was somebody standing up and we're kind of running out of time.

RICHARD MURRAY: Okay.

ASHRAF RIZK: Ashraf Rizk from Milton. I just want to bring something -- like, it's out of the topic, but I was thinking about it when I listened to Izaak's presentation and everybody's thinking about -- thinking out of the box.

Why, as a professional, we are not going towards having a fixed boundaries? We're using loads that has been created for metes and bound description, we're giving out client plans. And, after working, they are paying us money. We are giving them an opinion that may change in five or ten years according to what we can find.

I think, as a profession, we have the expertise, we should have the knowledge to move towards fixed boundaries especially old guy -- like, we are putting coordinates on the plan and we are putting in a statement that these coordinates cannot govern. Thank you.

DASHA PAGE: Thank you. Go ahead.

TOM KRCMAR: Tom Krcmar, Thornhill. Sorry, last comment. I'm wondering if the Association can take the lead and maybe start putting on their website that SRPRs cost two thousand -- or about \$2,000 and maybe Land Surveyors can start following that policy.

I know that title insurance gets involved sometimes, but there are public that are calling us that say "Well, I need a survey." And if they knew that each cost was \$2,000, they would pick one of us and then we would start doing better as an Association.

I know that we shouldn't be undercutting ourselves, but everybody seems to. I don't -- I don't bid on SRPRs anymore because I lose on every last one of them so I don't even bother anymore. And, by the way in 1980s, we would have to visit the Speight's office and pay a hundred dollars for a search plus GST in 1980.

So now, it's 35 years later, and we think that's still too expensive. I'm surprised by that. Thank you.

DASHA PAGE: Thank you. Please go ahead. I thought something was standing there. Okay.

BONEY CHERIAN: Boney Cherian from Mississauga. I believe in the last AGM we had some of the Saskatchewan surveyors who had said that they had a fee schedule prepared, and I just want to know what is the status? Have we even looked into creating a fee schedule so that the public is aware of what general surveys cost

in that manner?

DASHA PAGE: Thank you. I don't know. I don't know, Ryan, you want to comment? Go ahead. Sorry, let's -- Ryan will just respond to that.

RYAN MALONEY: Ryan Maloney, Saskatchewan. So, we do have a suggested schedule of fees. It's, by no means, binding on any member, but it's published on our website to give the public a general idea of what they can expect.

It's not -- it's not strict. It's put together by our Practice Committee, so it's created by the members and it's reviewed every year, and pretty much it gets adjusted by a cost-of-living increase.

So, it is on our website, the public can view for all types of surveys. And it's not -- I wouldn't say it's followed, but it gives the public a very good idea of what they're up against.

DASHA PAGE: Thank you, Ryan. Please go ahead.

DAVID WOODLAND: David Woodland, Ottawa. I'd suggest a retail price, but I would suggest that if the AOLS were to put a standard fee for an SRPR on their website, please don't put \$2,000. I want that to be higher, thank you very much.

DASHA PAGE: Thank you. Go ahead.

HELMUT PILLER: Helmut Piller, Toronto. What we charge for our surveys is individual whoever has what expenses they have, overheads and so on.

The -- sorry, Tom's -- Tom Krcmar's comment earlier that, you know, I charge you \$150 or whatever they charge -- I think they're under a hundred dollars -- per search because they bought or acquired somebody else's notes.

Well, that's a business. He didn't have to buy them. Nobody forced him to buy or invest in something and then tried to make a return out of it.

One of the larger or big issues in Toronto particularly we have is that I could spend easily -- easily five to \$600 per survey for research notes because we have multiple surveyors that did the same property in different years and nobody agrees.

There's -- and then we come in, and we put another boundary in. So, this goes to a fixed boundary concept maybe, which -- that boundary might change in another five to ten years again depending on who you resort to as using your best evidence.

But I have to get all these, and I have then to justify to a client to say "Well, I had to spend \$600." They said "Well, why did I hire you? You're the expert. What does that got to do with me to pay for all these records?"

So there is a -- there's a need to deal with this. Yes, we have the research, there's no

argument about it. But the cost can be quite significant. Thank you.

DASHA PAGE: Thank you. Okay. We're at the end of our forum. We have one minute left, and I don't think we're going to resolve anything in that one minute and I don't see anybody standing by the microphone.

Therefore, thank you, everyone, for a stimulating Open Forum. I want to thank our out-of-town guests including provincial, national and neighbour State Associations and other professional organizations.

Thank you, guys, for taking time off your busy schedule. I hope you enjoyed our conference.

I also would like to -- Mel Truchon is this year's Chair of the Annual General Meeting Committee. Mel, will you please give the AGM report?

MEL TRUCHON: Good morning, everyone. At this year's AGM, we had 620 registrants. Of those registrants, 401 were members, making this one of the best attended AGMs to date.

At this time, I'd like to take a moment to thank all of the members of the Operating Committee for all of their hard work. Doug Jemmett, for the exhibitors; Ted Williams, for the hospitality suite; Kevin Kujala, the Sergeant-at-Arms; John Hiley, Terry Dietz, Blain Martin, Dasha Page, Julia Savitch, Penny Anderson and, of course, the heart of our committee, Lena Kassabian.

I would now like to call upon Terry Dietz to say a few words about next year's AGM.

TERRY DIETZ: Thank you, Mel. I'm Terry Dietz, I'm Chairing next year's Annual Meeting Committee. The meeting is going to be in London. We're moving back downtown, so I think we'll have a little more life than we did at the last one.

We're going to have our work cut out for us to do a better job than Mel has this year, but we'll do our best. So, please come to London and we'll try to put on a good show for you. Thanks.

DASHA PAGE: Thank you, ladies and gentlemen. That concludes this portion of the meeting. Blain or Bill, are there any other announcements? No. Thank you.

Sergeant-at-Arms, will you please remove the Standard Measure?

--- (The Standard Measure was removed)

Our meeting is adjourned.

--- whereupon the meeting concluded at 11:49 a.m.

PHOTOGRAPHS



2014/2015 Council

Back, left to right: Richard Murray, Travis Hartwick Jeff Buisman,
Bret Magee

Second Row, left to right: Russ Hogan, Bill Buck, Wikar Bhatti,
Blain Martin, Jeff Fee, Mark Spraggett

Front, left to right: Susan MacGregor, Eric Ansell, Dasha Page,
Kathleen Gowanlock,



**Sergeant-at-Arms, Kevin Kujala, O.L.S., (as Indiana Jones), with
the Standard Measure**



New OLS Members

Back, left to right: Nath Segaran, Bahram Amirnezhad, Dacian Popa, Juan Zapata

Front, left to right: Jason Mo, Greg Ford, Majid Fathi

Missing from this picture: J. Paul Crocker and Conor McGuire



Sergeant-At-Arms, Kevin Kujala presenting the Standard Measure at the Opening Ceremonies



Members attending the Business Session



Charlie Wilkins, Author, AOLS 2017 Historical Book



Keynote Speaker: Susan MacGregor, Surveyor General



President Dasha Page, thanking Jeff Buisman after presenting an overview on Outreach and Professional Education



Bret Magee presenting an overview of Professional Standards and Practice



AGM Committee members

From left to right: Mel Truchon, Lena Kassabian, Kevin Kujala, Penny Anderson and
Julia Savitch



President Dasha page thanking the Insurance Advisory Committee members from left to right: Joe Young, Dan Dzaldov and Mark Sampson



President Dasha Page thanking Izaak de Rijcke for his presentation on Innovation in Geomatics Services for the Consumer



President Dasha Page thanking Tom Packowski for his CEC presentation



President Dasha Page thanking Bob Halliday for his Standards Committee presentation



President Dasha Page thanking Brian Maloney for the PSRI presentation



From left to right: Blain Martin, Executive Director, Maureen Mountjoy, Deputy Registrar, Charlie Wilkins, Author and Jack Young, Parliamentarian



AOLS Staff selling tickets to raise funds for the Educational Foundation at the Welcoming Party (Left to right: Blain Martin, Penny Anderson, Lena Kassabian and Julia Savitch)



President Dasha Page thanking Nancy Grozelle, AERC Chair, after delivering the Charge to the New Surveyors



President Dasha Page (right) presenting a Citation to Eric Ansell for services as President, Past President and a Council member



President Dasha Page (right) presenting a Citation to Bret Magee for services as a member of Council



President Dasha Page (right) presenting a Citation to Richard Murray for services as a member of Council



Left to right: Peter Moreton, Gord Good, Vicky Culbert and Doug Culbert. Vicky Culbert received a special Citation for her exemplary volunteer work for the Archival and Historical Committee



Maureen Mountjoy, centre recognized Paul Church for his volunteer service and his work on Continuing Professional Development and presented him with Professional Recognition Award. President Dasha Page, right, joined them in the presentation of the award.



Eric Ansell, left, presenting an Honorary Membership to former Lay Councilor Eric Bundgard (centre) for his contribution to the AOLS. President Dasha Page, right, joined them in the presentation of the certificate.



Kenton Campbell received a Citation from President Dasha Page (right) for his services as the Chair of the Professional Standards Committee



Director of Titles, Jeffrey Lem, Presentation



Steve Page (right) thanking Christine Tulloch (left) for her volunteer work with the Accompanying Persons' Program



Members enjoying the social evening - Meet and Greet event- organized by the North Eastern Regional Group



Incoming President Travis Harwick (left) immediately after receiving the Chain of Office from Past President Dasha Page.



Incoming President Travis Hartwick presenting Past President's Gavel to Dasha Page



Steve Page presenting the AOLS medallion to the Incoming President's wife Debbie Hartwick



Debbie Hartwick presenting the Estwing hammer to the outgoing President's husband Steve Page



President Dasha Page thanking the Finance Councilor Russ Hogan



President Dasha Page thanking the Executice Director Blain Martin for his report



President Dasha Page, left thanking the Registrar Bill Buck for the Registrar's Report



Mel Truchon, 2015 AGM Chair presenting the AGM report



Penny Anderson: Website Tutorial



Julia Savitch: CPD Categories



Reconnecting with Erindale College Classmates
From left to Right: Blain Martin, Maureen Mountjoy and Paul Church

Surveyor General's Report
2014 – 2015
Susan F. MacGregor, OLS, Surveyor General
sue.macgregor@ontario.ca
Mapping and Information Resources Branch
Corporate Management and Information Division
Ministry of Natural Resources and Forestry

The Ministry of Natural Resources and Forestry (MNRF) continues to implement its transformation plan to modernize business operations and improve service delivery. As a result, the Mapping and Information Resources Branch is now part of the ministry's Corporate Information Management Division. The branch continues to provide surveying, geographic data and information management services to MNRF and other government ministries.

Fundamental Data

The Mapping and Information Resources Branch provides leadership to capture, create and maintain base-mapping data for Ontario. This includes roads, water, utilities, wetlands and elevation data, as well as, high resolution imagery. Much of this data is available for direct download through [Land Information Ontario](#). A new [Make a Topographic Map](#) web mapping application displays the best available data and imagery for Ontario. Use this tool to search for addresses or places and to make and print your custom map with the text you added.

Ontario Road Network

The Ontario Road Network (ORN) contains information on more than 277,000 kms of roads across the province and is maintained by all three levels of government. In 2014, geometry and attributes were added for more than 2,500 kms of new roads. The ORN was used to update Canada's National Road Network and Statistics Canada is using the ORN to improve census boundaries for the 2016 census. For more information, contact carolanne.albertson@ontario.ca.

Ontario Parcel

The Ontario Parcel is a province-wide, standardized database that contains over 9.5 million assessment, ownership and Crown land parcels in the Land Information Ontario (LIO) warehouse. This database also contains parcel boundaries, assigned civic addresses, and Property Identifiers such as Assessment Roll Numbers (ARNs) and Property Identification Numbers (PINs). Last year, over 36,000 assessment parcels alone were added/deleted or modified in the Ontario Parcel database.

For more information, contact carla.jordan@ontario.ca.

Ontario Imagery

MNRF's Land Information Ontario (LIO) program coordinates partnerships to acquire current, high-resolution imagery for the province as part of a five year acquisition strategy.

The partnership approach provides significant cost savings and has proven to be very successful. Partners typically pay less than 20 percent of the total cost of the imagery and have full access to all the final orthophotography products.

A new subscription funding option is available to private sector organizations such as surveying firms. Organizations are required to provide a minimum \$1,000 contribution to an acquisition. Organizations can then select imagery on an as needed basis for up to three years after the imagery is delivered. This option allows organizations to purchase imagery at a reduced rate (e.g. \$5 per km² versus \$50 per km²).

The imagery is multi-spectral with a resolution of 20 cm. Ground control is also established for each project area that results in a horizontal accuracy of 50 cm on the ground. Stereo data is also available to partners at no additional cost.

Imagery for south central Ontario was acquired in 2013 and is now available to partners. The 2014 acquisition in south-eastern Ontario will be available later this year. LIO is currently coordinating partnerships for this spring's acquisition in south-western Ontario which includes Windsor, Tobermory and Niagara.

As new imagery becomes available, it can be viewed on the Make a Topographic Map application: www.ontario.ca/environment-and-energy/topographic-maps.

For more information, contact mike.robertson@ontario.ca or visit www.ontario.ca/ljo.

Office of the Surveyor General

The Office of the Survey General (OSG) includes two units:

- Crown Land Surveys
- Parcel Mapping and Georeferencing

OSG supports MNRF programs such as Ontario Parks, Districts, Lands and Policy. We also provide survey and legal mapping services to the Ministry of Aboriginal Affairs, the Ministry of Northern Development and Mines (MNDM), the Ministry of Municipal Affairs and Housing and the Ministry of the Attorney General and we provide policy advice to private practitioners.

Our survey and mapping work includes:

- Reviewing and approving Crown location plans
- Providing professional survey advice
- Supporting First Nations land negotiations by mapping and reviewing land claim areas

- Reviewing Reserve boundary confirmation plans
- Preparing regulation plans for planning areas, local services boards and provincial parks

In 2014-15, OSG reviewed and provided advice on the Treaty 3 land claim which consists of 28 multi-sheet plans. OSG also reviewed the outdated historic descriptions and prepared up to date regulations plans for the Parkway Belt. The mapping for this area covers 62,000 hectares affecting over 12,000 parcels in the Golden Horseshoe area along several 400 series highways and utility corridors throughout Burlington, Oakville, Mississauga, Brampton, Vaughan and Markham. OSG also updated the Geographic Township Improved and Lot Fabric Improved data layers by adding the Townships of York, Etobicoke and Scarborough.

OSG worked closely to support MNDM on a number of initiatives including the creation of the provincial grid, and technical standards for obtaining GPS coordinates for existing mining claims. MNDM is well into Phase III of the Mining Act Modernization Project which will fundamentally change the standards for mining claims. Once the size and form of mining claims are finalized, OSG will work with MNDM to identify surveying requirements and create new regulations.

More than 260 deteriorating plans were stabilized this year as part of the plan restoration project. Over 39,000 plans have been scanned, archived and digitally stored to date. A Municipal Resurvey hearing was held in May of 2014 and that decision is expected shortly.

In 2014, OSG:

- Provided over 165 cadastral survey opinions to MNRF staff, surveyors and lawyers
- Commented on 69 *Land Titles and Boundaries Act* applications
- Received and reviewed 304 Crown locations
- Processed over 800 requests for survey plans and records
- Completed 11 Perimeter Survey instructions and prepared over 40 Mining Claim descriptions
- Prepared 7 new Provincial Park Regulation plans and supported the regulation process for 18 other parks

For more information, contact eric.ansell@ontario.ca or visit www.ontario.ca/environment-and-energy/office-surveyor-general

Geographic Names

Three Ontario Geographic Names Board meetings were held in 2014-15. These meetings resulted in The Minister of Natural Resources and Forestry approving 14 geographic names.

Geographic names staff represented Ontario at the annual Geographic Names Board of Canada (GNBC) meeting held in Halifax in October 2014.

Work was initiated to inventory and re-organize the program's extensive historical records, including information on more than 200,000 geographic names, maps and correspondence files dating back many generations.

For more information, contact morgan.goadsby@ontario.ca or visit www.ontario.ca/environment-and-energy/geographic-names.

Geodetic Activities

The COSINE (COntrol Survey INformation Exchange) database is the official source for provincial, federal, and municipal control survey information in Ontario. COSINE is available to registered users through an application called COSINE On-Line. More than 250 users requested accounts in 2014, bringing the total number of users to 2,700. The number of contributing agencies remains stable at approximately 125. A project to update the ORACLE database associated with COSINE, upgrade to Windows Server 2008 and move the application to the new Ontario Government data centre has improved the functionality and reliability of COSINE. COSINE can now be accessed here: www.applications.lrc.gov.on.ca/COSINE.

In order to better understand client needs, a survey was distributed to users and contributing agencies. Approximately ten percent of users completed the survey. The results tell us that: Most users access COSINE on a weekly or bi-weekly basis

The user interface meets most users' needs, although there are a few areas where refinements or improvements would be appreciated.

Respondents feel the following services should continue: free distribution of geodetic control information, independent review of projects destined for COSINE from our clients and stakeholders and the provision of professional and technical advice related geodetic control, geodetic datums, GPS/GNSS technology, etc.

An Ontario Height Modernization Working Group (Ontario HMWG) was formed to determine if, when, and how Ontario should adopt the new national vertical datum called the Canadian Geodetic Vertical Datum 2013 (CGVD2013). This datum is associated with the national initiative known as Height Modernization. A draft motion recommends the phased adoption of CGVD2013 over five years. The motion must be finalized and approved by the Ontario HMWG and then by the appropriate provincial authority before official adoption can occur.

The Height Modernization Working Group and the COSINE questionnaire are two components contributing to an overall strategy for Ontario's future control needs. Your input and thoughts are valued and welcome.

MNRF attended the annual Canadian Geodetic Reference System Committee (CGRSC) in Ottawa in May of 2014.

For more information, contact morgan.goadsby@ontario.ca

Strategic Directions

OSG worked with other ministries and the Association of Ontario Land Surveyors (AOLS) to begin development of a strategic plan to attract and retain surveyors in the Ontario Public Service.

The Canadian Council on Geomatics completed the Generally Accepted Land Survey Principles to enhance, within government, an understanding of surveying and the role surveyors play in society. The [attached document](#) is being signed by each Surveyor General or Director of Surveys in Canada.

For the first time, OSG participated in the Ontario Government's strategic planning program called Program Review, Renewal and Transformation by submitting an opportunity for the ministry to invest in a multi- year strategy to develop a better approach to administering Ontario's land management system for future generations. The strategy included a plan to remove the cadastral burden in areas where it is no longer required. In areas where it remains a requirement, a program to survey and monument the cadastre on a cost sharing basis with the municipalities would be implemented focusing on areas with the greatest need. The strategy recommended a review of the *Surveys Act* and *Surveyors Act* with the goal of incorporating world-wide best practices. It required investment in new structure control networks to support activities in areas of the province where there currently is no structure, such as the Far North.

Although the ministry did not consider the proposal a priority this year, the OSG continues to see this as a future opportunity. OSG will move forward with implementing performance metrics in 2015-16. As a consumer of OSG services, you will be provided an opportunity to offer feedback over the coming year.

PRESIDENT'S REPORT

Dasha Page, OLS, OLIP

My term is nearly over. While trying to make a difference, I have learned that time is very unforgiving. I tried to the best of my abilities to be a good leader, a good listener and representative. At the same time, I have learned so much about our profession, the world around us, our colleagues and myself, all the while maintaining high integrity, fairness and ethics. My travels throughout Canada and the adjoining U.S. states opened my mind and enabled me to make better decisions as President and will benefit the Council during my tenure as Past President.

The Council, with tremendous help from the AOLS staff, our Committees and Task

Forces, has maintained its focus on the objectives and challenges that were set at our Strategic Planning session in March. Our accomplishments include:

The completion of the salary survey;

The start-up of the University and College Student Liaison Committee (UCSLC);

Ongoing cooperation with York University and the University of Waterloo;

Dramatic improvement in communication between the AOLS and our members through our bi-weekly In Sight newsletter, the Survey Monkey questionnaires and monthly webinars;

Completion of the Interpretive Guide and Supplement to the Performance Standards for the Practice of Surveying;

The Manual of Procedures for the Complaints Committee;

A face-lift of the Survey Review Department (SRD);

Developing of CEC courses including party chief seminars;

The initiation of the Provincial Survey Records Index (PSRI) project;

The initiation of the New Practice Manual.

All of these accomplishments enable the AOLS office administration and Council to operate more efficiently while ensuring proper governance, transparency and openness for our membership.

Our Annual General Meeting held here at Deerhurst Resort was named *Building Our Geospatial Future* in response to the latest international developments in our industry and the emergent need for collaboration between Geographic Information Systems (GIS) and land surveying. After visiting many conferences, seminars and an international congress in Quebec, I am convinced that we must embrace and maintain our key position in the geospatial world. We can no longer ignore this new dimension of our profession. Our professional expertise is essential for making geospatial information an authoritative data source. Especially since open source solutions are growing significantly as a viable alternative to commercial suppliers. We must respond by applying our skills to new technologies and collaborate with the rest of the geospatial community to stay relevant in the geospatial world.

It was an honour serving as your President, and I thank you all for placing your faith and trust in me. I would like to also extend my gratitude to our Executive Director Blain Martin. Without his hard work, my Presidential year would have been much more difficult and time consuming. I also want to thank the AOLS staff, Committee volunteers that work tirelessly to better our profession and Council for their hard work and commitment. I am also grateful for the support from Andrew Cameron and Al Heywood and the team at Matthews, Cameron, Heywood - Kerry T. Howe Surveying Ltd., and for the support from J.D. Barnes Limited. Thank you all for making my job as President possible and enjoyable.

EXECUTIVE DIRECTOR'S REPORT 2014

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 2014 to December 31st 2014 under the general headings of Administration, Strategic Planning, Membership, Government Relations and Public Relations.

Administration

The Association's staff complement for 2014 included a total of 11 full time staff (including 4 Ontario Land Surveyors). In addition, we have 4 Ontario Land Surveyors on contract to assist the Survey Review Department (SRD) with the Peer Review Program. This past July marked my 5th anniversary in the position of Executive Director. I have enjoyed the role immensely.

The thought advanced by one of the staff members last year about the Association being a Community continues to be reflected in the depth of the relationships that we have with each other. Those relationships are both positive and rewarding for the most part. During 2014 the AOLS hired an author to write a book that celebrates the history of this community and that identifies many of the accomplishments of the Association members. This book will be completed for our 125th Anniversary in Ottawa in 2017.

During 2014 the staff at the AOLS office was very stable with only one person, Samantha (SRD Administration) leaving to further her career in another organization. Sheila has taken on the role of administration for the SRD and Maryellen was hired as the AOLS Administration Assistant. The complete staff list is as follows:

Blain Martin, OLS
Bill Buck, OLS
Maureen Mountjoy, OLS
Lena Kassabian

Executive Director
Registrar
Deputy Registrar
Office Manager

*Julia Savitch
Penny Anderson*

*Maryellen Benner
Vladimir Oppenheim
Tim Hartley, OLS
Al Worobec, OLS
Sheila Lavina
Herman Bernardo*

***Program Manager
Member Services Coordinator and
Webmaster
Administrative Officer
Bookkeeper / Accountant / Controller
Survey Review – Manager
Survey Review – Field Survey Examiner
Survey Review – Administration Officer
Survey Review – Plan/Field Support Clerk***

As I did last year, I would like to 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.

During the year he heard an African proverb that really brought this thought home. It is, *"If you want to go fast, go alone; if you want to go far, go together!"* Blain believes this collaborative approach is tremendously important for the betterment of the profession and our overall success will only be achieved by everyone working together.

Bill Buck joined the AOLS as **Registrar** in August 2000. Bill is a graduate of the University of Toronto Civil Engineering (Survey Option) class of 1969. Along with being an Ontario Land Surveyor he is a Canada Lands Surveyor and a member of the Association of Professional Engineers of Ontario.

He is responsible for the administration of the Surveyors Act and Regulations, which govern the operation of the Association and its members. His statutory duties include the processing of membership and Certificate of Authorization applications, the administration of the Complaints, and Academic and Experience Requirements Committees, the conducting of Registrar's Investigations, the prosecution of Discipline cases, and the supervision of Council elections and other votes.

Bill also handles enquiries from both the public and other members regarding survey issues. The most rewarding parts of Bill's job are the swearing in of new members and helping members of the public to have a better understanding of surveying.

Maureen Mountjoy is a graduate of the first class ('76) of the Survey Science program at Erindale College, University of Toronto. In 1978, she was the second woman to become an Ontario Land Surveyor. She has been the AOLS Deputy Registrar and the Editor of the Ontario Professional Surveyor magazine since the fall of 2000.

She has many other responsibilities including; Secretary and Administrator of the AOLS Educational Foundation, member of the Public Awareness Committee, the Academic and Experience Requirements Committee, the Geomatics Recruitment and Liaison Committee, the Underground Utilities Committee, and she is a member of the Best Practices Committee of the Ontario Regional Common Ground Alliance.

Maureen attends various trade shows and career fairs throughout the year and liaises with the professors and staff at York University and Ryerson University. She enjoys working with the members of the various committees, as well as meeting students and promoting the surveying profession and our Association.

Lena Kassabian has been with the AOLS since August 2005. As Office Manager, her responsibilities include not only the day to day operation of the office, but also being involved in the AERC, as well as acting as a Case Manager for the Pathways Project.

Lena is responsible for processing evaluations and articling applications for students seeking their designation as an Ontario Land Surveyor. She takes great joy in helping local and foreign candidates achieve their goals.

Also included in Lena's duties are scouting out locations for Annual General Meetings, Summer Meetings, AERC events, the Geomatics Picnic and other meetings and seminars. She also negotiates contracts for these events and organizes them.

Julia Savitch has been with the AOLS since July 2011 as Program Manager. She has a Bachelor of Business Administration from the Schulich School of Business and is currently working on her MBA from the same school.

Her responsibilities include working with various committees and Commissions of the Association. Main areas of involvement include Continuing Education, Website, AGM Planning/ Operating Committees and member communication. This year Julia has taken on organizing monthly Webinars that have been very well received by the membership.

Julia is the editor of AOLS “In Sight” e-newsletter and manages the AOLS group on LinkedIn. She enjoys working with our great volunteers - committee and task force members, Regional Group Executives, Council, - as well as enabling communication and information sharing between various stakeholders of the AOLS.

Penny Anderson has been with the AOLS since June 2012 as the Member Services Coordinator and Webmaster. She is certified in Web Design and Development from Sheridan College and is currently working on her Information Systems Management Certification at Ryerson University.

Her position primarily involves working with the Membership Database Management and Billing Schedules for the Association. Since joining the AOLS, she has also taken on the role of Website Administrator and is also a member of the Website Maintenance Committee.

Penny is the channel for Members' contact information changes and REACH Bulletin distributions. Penny enjoys working with her AOLS family, along with various committees and Council, as well as taking part in the events of the Association.

Maryellen Benner has been with the AOLS since November 2014. Maryellen is your first point of contact with the Association. She is the AOLS Administrative Officer at reception, answering the telephone, checking and responding to emails, opening the mail, and generally meeting and greeting those who come into the office.

Maryellen provides administrative support to the Registrar, the Deputy Registrar, and really all of us when we need her help.

If you don't know which staff member you should be contacting, contact Maryellen and she will send you in the right direction!

Vladimir Oppenheim has been with the AOLS since 2010 as our Bookkeeper / Accountant / Controller. He is currently working towards becoming a Certified General Accountant. His job includes summarizing the Association's current financial status by collecting information and processing data.

Preparation of the balance sheet, profit and loss statement and other special reports helps the management to be always informed about the financial well-being of the organization. Preparation of monthly and annual Financial Statements, Payroll, Budget, Managing Funds and Investments, dealing with members' liability insurance agents are all part of Vladimir's duties.

Accounting is said to be the language of business; however, Vladimir believes that it is at the same time close to art - an art of construing a logical picture out of plain

numbers. These numbers, says Vlad, when organized and analyzed, provide us with a great deal of information needed not only to evaluate past performances, but also to predict the future.

Tim Hartley joined the Association Offices as the Manager of the Survey Review Department (SRD) in early September of 2013. Tim is a graduate of the '79 class of the Survey Science program at Erindale College, University of Toronto (UofT). Tim brings a wealth of experience from his many years in private practice and from his involvement in Association activities.

Tim manages the Office remotely using current communications tools such as Skype and GoToMeeting. During his tenure as manager Tim has visited all the regional groups and always emphasizes the educational importance of the SRD.

Al Worobec joined the Association Offices as the Field Survey Examiner of the Survey Review Department (SRD) in early January of 2014. Al is a graduate of the '84 class of the Survey Science program at Erindale College, University of Toronto (UofT). Al brings a wealth of experience from his many years in private practice and from his involvement in Association activities, most recently as the 2009 President.

Sheila Lavina has been with the AOLS since March 2010 and has worked as the Administrative Officer. In September of 2014 she transferred to the role of SRD Administrative Officer. She works with the Survey Review Department ensuring both systematic and comprehensive reviews are thoroughly completed within the allotted time frame. In addition, she will manage the logs and perform accounts receivable duties associated with the AOLS stickers in conjunction with the plan submission logs.

Sheila works closely with the consultants within the Survey Review Department. She is dedicated to serving our AOLS members as well as the members of the public.

Herman Bernardo has been with the AOLS since November 2010 as the Plan/Field Support Clerk. His responsibilities include coordinating deposited plans by OLS / Firms received from Land Registry Offices, as well as reviewing Comprehensive Reviews supporting documentation for missing material.

Herman assists the Field Survey Examiner with field examinations, so he is often out in the field, working in the fresh air all over Ontario. He is also our go-to person whenever something needs to be assembled, disassembled, moved or fixed in the office.

I want to highlight a few of the staff accomplishments over the year.

Bill, Maureen and Lena have been here the longest and each of them contributes incredibly to the operation of the office. They provide role models of dedication to all staff.

Julia and Penny have each provided services to the members in ways that have both increased our efficiency and enhanced our communication. When I first took on this job, Council was quite insistent that communication should be sent to the members on a regular basis and I struggled with that. My “communication” seemed to consist of intermittent emails about topics that were important. Julia was hired in 2011 and took on the role of sending the newsletter every second week. Since the fall of 2011 not one issue of the newsletter has been missed and the content is marvelous in my mind. We do know how many people read it and even who they are. I do receive comments on it and all have been incredibly positive.

Recently Julia has started managing monthly Webinars as another communication vehicle. We have had four so far 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.

Penny is instrumental in operating our website and with Julia’s help they interact with a web developer on a continuous basis. This platform has become a great source of information for our members and for the public. Penny also works tirelessly on the internal database. This database is really the life blood of the whole organization. In my view the data base has never been in better shape than it is now and this is thanks to Penny’s work.

There is one other staff member that I want to highlight just as I did last year and that is Tim Hartley. Many of you know that Tim has been one of my best friends for as long as I can remember and I must say that it continues to be a pure joy to work with him. This is not only personally rewarding but I also see him making many positive changes in the Survey Review Department that will help with the communication to the members and will encourage high quality survey work across the province. While still addressing those few firms that do sub-standard work, the department’s main focus will be education.

Strategic Planning

Once again Strategic Planning played a big role and several Initiatives were underway to change and enhance our organization. A Strategy Map has been updated to help us understand the strategy for us to move forward. Of particular importance in this is the “100 Day Action Plan” where the plan is reviewed by your Council every 100 days to ensure that it remains active.

This year we developed a tracking system for the various initiatives and progress was monitored monthly by the Executive Committee.

Two of the bigger initiatives were the preparation of a new version of the Practice Manual by the Professional Standards Committee and the development of a Province Wide Survey Records Index. Both of these projects are underway and are being managed by external consultants.

The Strategic Plan process will continue into 2015 with Peter Richardson, (my Queen's MBA Strategy Professor) taking the lead on the process.

Membership

AOLS committee work is a very valuable tool for membership communication. Members have participated in many committees this year and several members who have never been involved in Association matters have volunteered for Committee work. This indicates an increased engagement by the members in our profession.

The Geomatics Picnic took place at the MNR offices in Peterborough with well over 100 members and guests in attendance. There was much discussion on current trends and state-of-the-art equipment demonstrations from our survey suppliers. Ron Mak made a very engaging presentation on the benefits of integrating surveys and the possibilities of using the plans as a foundation for a Geographic Information System.

Membership numbers continue to be a concern with the aging of our membership. This appears to be a continued trend in our sister organizations and in society generally with the aging of the baby boomers. It does create an opportunity for new surveyors to become members of our Association and this year 8 new OLS's were sworn in.

The aging population of the Association combined with the salary information study that was prepared during 2014 indicates that the surveying profession could be an incredibly attractive career for the young people of today.

The overall numbers up to February 22, 2014 are as shown below and this is accompanied by a chart showing the overall results of the recently completed Salary Survey.

One Primary Driver									
2014 Number of Surveyors by Age									
Age	2011	2012	2013	2014	Cad	Photo	Hyd	Geod	GIM
20 - 29	6	3	3	6	6	0	0	0	0
30 - 39	32	26	31	31	30	0	0	0	1
40 - 49	162	143	130	112	95	1	0	3	13
50 - 59	244	247	242	239	210	5	0	4	20
60 - 69	128	137	139	135	117	3	0	2	13
70 - 79	46	48	41	39	37	0	1	1	0
80 +	8	6	9	8	8	0	0	0	0
Total	626	610	595	570	503	9	1	10	47
<i>Percentage Over 50</i>	68%	72%	72%	74%	74%	89%	100%	70%	67%
<i>Percentage over 60</i>	29%	31%	32%	32%	33%	33%	100%	30%	23%

Category	Sector	Employment	Surveyors in Firm	Total Members	Responses	Rate	Total Compensation				Median Breakdown	
							20%	Median	80%	Variation	Base	Extra
Art Student				55	25	45%	\$40,240	\$54,000	\$76,024	\$35,784	\$46,000	\$8,000
OLS Cad	Private	Owner/Partner	1	377	50	55%	\$68,700	\$106,000	\$170,000	\$101,300	\$72,500	\$33,500
OLS Cad	Private	Owner/Partner	2		29		\$113,800	\$132,000	\$202,400	\$88,600	\$100,000	\$32,000
OLS Cad	Private	Owner/Partner	3 or more		45		\$132,800	\$192,000	\$300,080	\$167,280	\$120,000	\$72,000
OLS Cad	Private	Owner/Partner	NA		13		\$120,200	\$151,000	\$311,900	\$191,700	\$90,000	\$61,000
OLS Cad	Private	Consultant			4		\$96,400	\$119,500	\$289,400	\$193,000	\$102,500	\$17,000
OLS Cad	Private	Employee			67		\$67,600	\$89,000	\$140,160	\$72,560	\$80,000	\$9,000
OLS Cad	Public			88	62	70%	\$101,000	\$111,500	\$133,400	\$32,400	\$99,000	\$12,500
OLS Non-Cad	Public			28	16	57%	\$98,000	\$115,500	\$131,500	\$33,500	\$96,500	\$19,000
OLS Non-Cad	Private			76	11	14%	\$95,000	\$155,000	\$240,000	\$145,000	\$110,000	\$45,000
Total				624	322	52%	(plus 38 without salary information or part time)					

Government Relations

Several meetings occurred throughout the year with the Ministry of Citizenship and Immigration in connection with the Fair Access to the Regulated Professions Act, 2006.

The Association also attended the meetings of a “Supplier Stakeholder Network” which is being developed by Public Works Canada. These meetings are an attempt to get early engagement, governance, and independent advice on various federal government projects.

The Association met with Service Ontario concerning the submission of Digital Plans into the Registry system of Ontario. A Digital Plan Task force with AOLS members and Service Ontario Members has been created to move this forward.

Public Relations

The Public Awareness Committee oversees most of the Association's activities in public relations. In addition to preparing brochures and articles, the Committee provides support to the membership and hosts promotional activities at trade fairs, conferences and career fairs.

In 2014 the Committee once again attended education career days, as well as conferences hosted by the Ontario Good Roads Association, URISA and TREB. Media advertising rounds out the Committee's activities to ensure continued exposure of the benefits and resources of the Association to the Ontario public. The Public Awareness Committee and Deputy Registrar, Maureen Mountjoy are to be commended for the effort they put into this very demanding task.

Issues of the Ontario Professional Surveyor publication are now available on the public side of our website. It is now available in "book form" with hot links imbedded for the various advertisers.

We continue active involvement with the Ontario Professional Regulators' Policy Network. This is a forum which allows discussion of common issues facing all Ontario regulators and utilities as well as the opportunity for each of us to meet each other to promote our own values and responsibilities and find common solutions to issues.

Executive Director's Meetings

We continue to be very active on the national front and in seeking solutions to strengthening our profession as a whole. Last June most of the other Provincial Executive Directors and I met for a fourth time in New Brunswick to advance closer cooperation between surveying Associations. This was the fourth annual face-to-face meeting for the Executive Directors and one of the primary purposes is to exchange best practices.

I would like to thank President Dasha and all of Council for their help over the past year. Along with that, I especially want to thank all the staff at 1043 and all committee members for their continued efforts and work toward the betterment of our Association and profession.

Blain Martin, OLS, CLS, PMP, MBA
Executive Director
Association of Ontario Land Surveyors

REGISTRAR'S REPORT
For the year 2014
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 Requirements Committee (AERC)

The Registrar is not a voting member of the Academic and Experience Requirements Committee, but carries out its administrative activities, including preparation of the agendas and minutes for each meeting. On behalf of the Committee, the Registrar also responds to requests for information regarding academic evaluations, requirements for membership, articling, monitoring, and examinations. Deputy Registrar Maureen Mountjoy also assists in coordinating the activities of the Committee, in consultation with the Registrar and the AERC Chair, ensuring that all relevant issues are brought to the Committee's attention. In 2014, the Registrar oversaw the submission of field note assignments, supervised the organization of articling workshops in January and September, assisted with the statutes, oral and written professional examinations in May and November, assisted with the implementation of the new articling process and participated in the swearing-in of eleven (11) new Ontario Land Surveyors.

Nineteen (19) new students entered into articles during 2014 and three (3) student's articles expired or were cancelled. As of January 30th, 2015 there were fifty-one (51) articling students, an increase of two (2) over this date last year. The Academic and Experience Requirements Committee also approved fifty-one (51) academic evaluations during 2014, sixteen (16) more than last year. Twelve (12) of these were internationally educated applicants, which is four (4) more than in 2013.

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 2014, however numerous inquiries were dealt with without opening files. Typical

issues included: non-OLS activity in cadastral surveying, right-of-entry inquiries from the public, concerns from the public regarding lack of response from members for various reasons, and requests from the public to assist in encouraging members to honour their business and/or financial responsibilities. It is often possible to resolve issues at this level and avoid a formal written complaint, which by statute, must be directed to the Complaints Committee.

Compensation Fund

No applications to the Compensation Fund were received during 2014. 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 Councilor, 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.

Thirty (30) new complaint files were opened in 2014, compared to twenty-five (25) in 2013. The Committee held nine (9) teleconference meetings during 2014. Twenty-seven (27) of the thirty complaints originated from members of the public, and three (3) from Association members. One complaint was made by the Registrar as the result of a review by the Survey Review Department. The Committee issued thirty (30) interim and/or final decisions in 2014. 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 thirty (30) decisions issued in 2014, three (3) were referred to AOLS Council and two (2) were referred to the Registrar for further investigation. Two files were referred to the Complaints Review Councilor at the request of the complainants.

A significant accomplishment of the committee in 2014 was the completion and approval by AOLS Council of a detailed Procedural Manual. The manual is available as a public document on the AOLS website.

Discipline Committee

No discipline hearings were held in 2014. The Complaints Committee referred two members to Council in 2014 and in each case Council appointed a mediator as allowed by Section 25.1 of the Act. Council will follow up on the mediators' reports.

Registrar's Investigations

Section 30 of the *Surveyors Act* allows the Registrar to undertake an investigation where the Registrar believes that there are reasonable and probable grounds that a member of the Association has committed an act of **professional misconduct** or **incompetence**, or that there is cause to refuse to issue, or to suspend or revoke a Certificate of Authorization. There was one (1) Registrar's Investigation during 2014, the results of which were forwarded to AOLS Council as required by Section 30(10) of the *Surveyors Act*.

Survey Review Department Referrals

During the past year, several firms were referred to the Registrar from the Survey Review Department pursuant to Regulation 1026, S.40(8), subsequent to a comprehensive review. Most referred files are closed after the firms provide satisfactory explanations and/or implement remedial procedures to address the concerns identified in the review report. Some may undergo a follow up review to assess progress in addressing the concerns. One member was referred to the Complaints Committee and subsequently to Council during 2014 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 renewal of Licences, Certificates of Registration and Certificates of Authorization (C of A). During 2014 eleven (11) new licences and several new or revised Certificates of Authorization were issued. As detailed in the Statistics section below, there has been a decrease of 2.4% in the

number of professional members and a decrease of 2.7% in the number of Certificates of Authorization since the end of 2013.

Elections and By-Laws

The Registrar oversees the distribution and counting of ballots for voting on By-laws, Regulations and elections to Council.

For the 2015 Council, Vice-President Travis Hartwick was acclaimed as President and Murray Purcell, who was on AOLS Council from 2002 to 2005 was acclaimed as Vice-President. Dan Dzaldov and Al Jeraj were acclaimed as Junior Councilors.

York Project

The AOLS continues to work with York University on their Competency Assessment project for the Ministry of Citizenship and Immigration. The project has been extended to November 2015 and it is anticipated that York will have all of their geomatics courses recorded and will be able to provide alternate means for applicants to complete missing academic requirements.

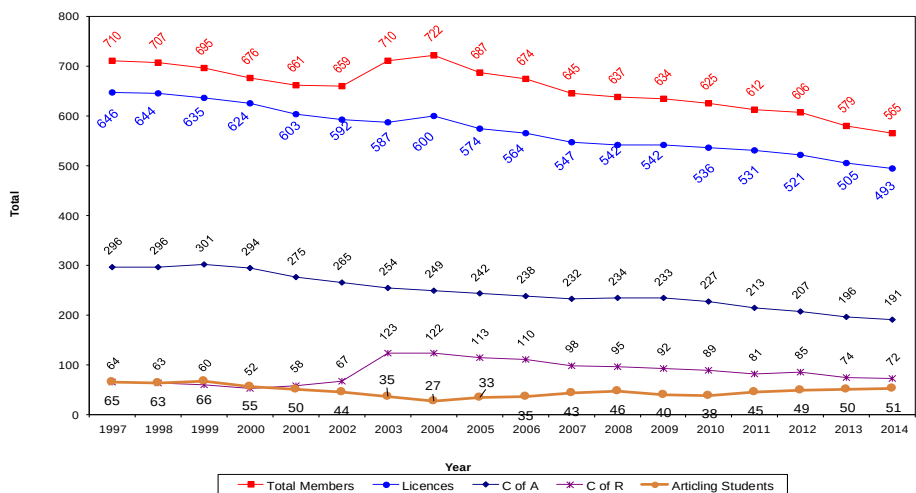
Statistics

Below are some relevant statistics of the Association, current to January 31, 2015.

	<i>As of Jan. 31, 2015</i>	<i>last year</i>	<i>change</i>	<i>% change</i>
Total Membership	565	579	-14	-2.4%
Licences	493	505	- 12	-2.4%
Certificates of Registration	72	74	- 2	-2.7%
Certificates of Authorization	191	196	- 5	-2.6%
Members who have passed away since the last AGM	7	12		
Retired Members	107	174	-67	-38.5%
Newly Commissioned members since the last AGM	11	12	-1	+8.3%
Articling Students	51	50	+1	+2.0%
Associate Members	354*	169	+185	+109.5%

*244 new associates were added from Party Chief seminars

AOLS Statistics - 1997 to 2014



The above chart illustrates the trends in our membership over the past 17 years, during which we have seen a decline of 23.7% in the number of licensed members. Total membership during this period has decreased by 145 a drop of 20.4%. The number of Certificates of Authorization has declined from 296 in 1997 to 191 as of January 31, 2015, a drop of 35.5%. The number of articling students has risen steadily from a low of 27 in 2004 to the current number of 51.

SURVEY REVIEW DEPARTMENT MANAGER’S REPORT AGM 2015 Tim Hartley, OLS

The Survey Review Department (SRD) has the responsibility to inspect all firms pursuant to Regulation 1026 under the Surveyors Act. A firm is defined as any professional member or group of professional members that undertakes professional surveying or a government department or agency that undertakes cadastral surveying. Professional surveying is comprised of the following: Cadastral, Geodetic, Hydrographic, Photogrammetric and Geographic Information Management.

Currently we inspect only cadastral members, it is not that we do not want to inspect the others but simply our funding and department staffing does not allow for it. Our

total funding comes from the \$16 sticker sales to the Cadastral C of A holders. The SRD Committee is grappling with how to review all members, how to fund it and what a sticker goes on. If stickers end up going on all projects will the non-cadastral member purchase enough stickers to fund a review? The committee is currently trying to get a C of R (non-cadastral) member to join.

In 2014 the Department had revenue of \$541,560 and expenses of \$492,852. There is not room for much leeway as during this past year many of the reviews were in Southern Ontario resulting in lower travel costs. For that revenue we did 297 Systematic Reviews, closed 43 Comprehensive Reviews and opened 34 including doing the corresponding Field Inspections.

Over the past several years there has been a backlog of Comprehensive Reviews, we are now catching up and should be able to complete the reviews in a timelier manner. That said they do take time as they are quite a beast. The Comprehensive is, as the name implies a rather rigorous review of the process that a firm goes through when preparing a survey. We gather the information, do a field inspection, check the plans, field notes, research, write a draft report, do an office visit and then complete the final version of the report. The review is done on each firm once every five years.

On the other hand the Systematic Review only looks at the plan, no field notes or research is obtained. The plan is checked only against the statutory obligations which includes whether the evidence and method of survey are shown. This may sound rather cursory but it does give us a chance to point out to surveyors areas of weakness, misunderstandings or themes that the general membership should review, while all the time trying not to be too picky about the whole process. This review is done every year, for every O.L.S. in a firm, except the year the firm gets a Comprehensive.

This year the department will be looking for additional O.L.S. Consultants to complement our existing staff.

SURVEY REVIEW DEPARTMENT STAFF

Tim Hartley, O.L.S. – manager

Sheila Lavina - admin officer

Herman Bernardo, C.S.T. – assistant examiner

Alan Worobec, O.L.S. – field examiner (part time)

CONSULTANTS

Doug Reitsma, O.L.S. – comprehensive review

Drew Annable, O.L.S. – comprehensive review

Bruce McMurchy, O.L.S. (retired) – assistant to manager

INCOMING PRESIDENT'S ADDRESS

Travis Hartwick, OLS, OLIP

Thank you Brian for the introduction, kind words and filling in on short notice. Much appreciated.

I would like to ask for a round of applause for our soon to be Past President Dasha Page.

Dasha, I hope I can be half as engaging as you were during your term as President. I have three families I would like to thank:

My personal family: My wife Debbie, and children Melissa and Amie. Thanks for supporting me and joining me on this adventure. You are the reason that I do what I do in life.

My Association family: Council, Blain, Bill, Maureen, Tim and AOLS staff. I applaud you for your hard work and dedication to our profession.

And my work family: Stantec, its OLS's and staff have fully supported my pursuits and I thank you for that.

I have to be a little careful here... My wife has told me that this is like the Oscars. Everyone likes to see the pomp and pageantry but nobody really wants to hear the speeches. Steve, if I go on too long, cue the music.

Our theme this year is “**Building our Geospatial Future**”. Our Surveyor General did a superb job of inspiring us with her keynote address. She eloquently set out how we are currently embracing a geospatial future by having Regulations in place that allow for an expanded profession, having a strong strategic plan, having a wide looking geomatics round table and having good communication. I would like to compartmentalize this just a bit by looking at this Annual General Meeting.

Our AGM this year has been attended by almost 400 members. These members are learning, interacting and strategizing. Is that not building our Geospatial future? Most of the key roles in this year's AGM have been held by women: Dasha Page is our President and AGM Chair, Mel Truchon is our Convention Chair, Lena Kassabian is our “behind the scenes” AOLS staff member responsible for the AGM, Nancy Grozelle gave our charge to the incoming surveyors and Susan MacGregor, our Surveyor General, provided our keynote address. I think this is amazing for any organization. By being an inclusive Association are we not building our geospatial future?

We have representatives at our AGM from 9 provinces and 2 States. They have provided input, exchanged ideas and have “take away” items that will make the surveying community across our country stronger. Is that not building our geospatial future?

As you can see, we being here in this short meeting has incrementally built a stronger profession. Is our work done? NO. Can we be better, always? The only way we are going to get there though is through hard work and involvement. I do not know about you but all the surveyors I know are very hard workers and I have the utmost confidence we will get there.

I am going to leave you with one last thought. Blain Martin provided this African Proverb to us at a recent Council meeting and it really resonates with me. “If you want to go fast, go alone. If you want to go far, go together”.

Let’s work together to continue to build our geospatial future.

Thank you.

ARCHIVAL AND HISTORICAL COMMITTEE
Annual Report 2014
Gord Good, O.L.S. (Ret.), Chair

The Committee is composed of Gordon Good, Chair, James Hill, Past Chair, Ross Burton, Past Chair and in charge of our Ottawa Branch, Doug Sutherland, Rental Director, Don Anderson, Photographer, Peter Moreton, Overseer, Southwest Branch, David Searles, Overseer of Publications, Vicky and Doug Culbert, Overseers of the Ontario Land Surveyors’ Monument Garden, Blain Martin, Office Liaison, Commissioner Travis Hartwick and Commissioner Vice Chair Richard Murray.

The committee holds most meetings at 1043 McNicoll Ave. and the committee extends a “thank you” to the staff for helping us complete many tasks that arise and in particular we thank Lena, Maryellen, Sheila, Penny, Julia and Maureen.

In 2014 we were indeed fortunate to have our President Dasha Page attend several of our meetings which exposed the adage that much of our history, which we “old” surveyors take for granted and lived through, is completely unknown to the newer generation of surveyors.

Through Blain's influence and several of our committees, this oversight "in lost history" over the years was resolved by recording or updating our history and Association development by having Charlie Wilkins record the last hundred years, or so, of growth, in a new book. Vicky stepped up to the task and was instrumental in its founding. The committee resolve was that this task was too great for our group and created a separate task force for this challenge. Three of our members, continue on with the task force.

Doug Sutherland has donated his time to recording the history and demise of ACSTTO. To cut this story short you will have to buy a copy of Charlie Wilkins book to find out what they did for the Association. I believe Doug served as its President during his working years. Doug is the curator of the antiques stored at 1043 and arranges loans to museums and to survey offices. We have been advised by a museum curator that some articles are never to be loaned.

Don is working on the photo galleries of the Association and unfortunately for Don new galleries are being added and as he says "Too frequently."

Peter has been recording locations of surveyors of "note" on a plan of Ontario. I realize all of you think you should be identified but the principal of allocation of responsibility is one of our committee's foundations and therefore Peter is in control of who's who.

The presentation of "Stories from our Past for our Future" is nearing the final edition stage and Vicky is sure that excerpts from these stories are going to find their way into our new history book.

Dave has been kept isolated from most of our projects by his own research into historical documents printed in separate folders and brochures and issued in the late fifties to seventies. Dave expressed an interest in monuments and the committee suggested he research the technicalities of producing a paper of survey monuments in Ontario.

Vicky and Doug are instrumental in creating a different presentation at each Annual Meeting. This is done for your enjoyment and to enhance your knowledge of surveyors' participation in the past and even into the future.

In Huntsville during my challenge of superior driving skills to a surveyor's wife a casual comment was made about survey equipment at the bottom of Upper Beverly Lake. This unusual information was eventually forwarded to our Ottawa correspondent Ross Burton who had a seven year history with this research and even tied to our Surveyor General, Susan MacGregor. He is back on the committee, as if we ever let him go.

I save my closing comments for Jim. I don't know where he comes up with articles or his strange survey stories. I must warn you again that should you have had the fortune or perhaps we should say misfortune, to know or work for Jim, the committee may have heard about you in some way and always in a humorous and most complimentary manner.

I thank all my committee members, without them, I realize nothing.

Gordon Good, Chair.

'If you want to go fast, go alone. If you want to go far, go together.' Robin Jones Gunn

ASSOCIATION OF ONTARIO LAND SURVEYORS

FINANCIAL STATEMENTS

YEAR ENDED DECEMBER 31, 2014

INDEPENDENT AUDITOR'S REPORT

I have audited the accompanying financial statements of the Association of Ontario Land Surveyors, which comprise the statement of financial position as at December 31, 2014, 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

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I 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.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

In my opinion, the financial statements present fairly, in all material respects, the financial position of the Association of Ontario Land Surveyors as at December 31, 2014, 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.



Debra L. Smith Professional Corporation

Authorized to practise public accounting by
Chartered Professional Accountants of Ontario

**Toronto, Canada,
February 12, 2015**

CPA, CA

STATEMENT OF FINANCIAL POSITION								
DECEMBER 31, 2014								
		Restricted Funds						
	General Operating Fund	Liability Insurance Fund	Claims Reserve Fund	Pathway Project Fund	York Project Fund	Compensation Fund	Total 2014	Total 2013
CURRENT ASSETS								
Cash	\$ 325,407	\$ 152,534	\$ 756,269	\$ -	\$ 46,183	\$ -	\$ 1,280,393	\$ 1,135,696
Investments (note 2)	362,443	997,682	1,048,522	-	-	150,000	2,558,647	2,450,064
Accounts receivable	15,528	-	-	-	-	-	15,528	22,753
Interfund receivables	13,981	-	-	-	-	-	13,981	37,628
HST recoverable	-	-	-	-	-	-	-	545
Inventory	8,452	-	-	-	-	-	8,452	4,565
Prepaid expenses	106,253	-	-	-	-	-	106,253	47,531
	832,064	1,150,216	1,804,791	-	46,183	150,000	3,983,254	3,698,782
CAPITAL ASSETS (note 3)	121,051	-	-	-	-	-	121,051	136,190
TOTAL ASSETS	\$ 953,115	\$ 1,150,216	\$ 1,804,791	\$ -	\$ 46,183	\$ 150,000	\$ 4,104,305	\$ 3,834,972
CURRENT LIABILITIES								
Accounts payable and accrued liabilities	\$ 54,777	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 54,777	\$ 57,723
Interfund payables	-	-	-	-	13,981	-	13,981	37,628
HST payable	35,915	-	-	-	-	-	35,915	6,259
Deferred revenue (note 4)	575,836	-	-	-	-	-	575,836	362,643
Insurance premium refund payable (note 10)	-	152,534	-	-	-	-	152,534	-
	666,528	152,534	-	-	13,981	-	833,043	464,253
FUND BALANCES								
Invested in capital assets	121,051	-	-	-	-	-	121,051	136,190
Discipline reserve	3,524	-	-	-	-	-	3,524	7,305
Externally restricted	-	997,682	1,804,791	-	32,202	150,000	2,984,675	3,052,219
Unrestricted	162,012	-	-	-	-	-	162,012	175,005
	286,587	997,682	1,804,791	-	32,202	150,000	3,271,262	3,370,719
TOTAL LIABILITIES AND FUND BALANCES	\$ 953,115	\$ 1,150,216	\$ 1,804,791	\$ -	\$ 46,183	\$ 150,000	\$ 4,104,305	\$ 3,834,972
Approved on behalf of Council:								
Russ Hogan, Finance Councillor								
Blain Martin, Executive Director and Treasurer								

YEAR ENDED DECEMBER 31, 2014

	General Operating Fund			Restricted Funds						
	Budget			Liability	Claims	Pathway	York	Compensation		
	2014	Actual	Actual	Insurance	Reserve	Project	Project		Total	Total
	(Note 7)	2014	2013	Fund	Fund	Fund	Fund	Fund	2014	2013
INCOME										
Fees and licences	\$ 1,117,970	\$ 1,089,206	\$ 1,108,182	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Survey Review Department	540,000	492,852	517,415	-	-	-	-	-	-	-
Survey Records Index	25,000	29,975	22,922	-	-	-	-	-	-	-
Investment income	9,108	21,255	4,793	92,830	-	-	-	8,786	101,616	47,452
Cost-related activities	278,000	281,258	270,258	-	-	-	-	-	-	-
Continuing education	8,000	7,269	40,009	-	-	-	-	-	-	-
Internship program	-	6,135	-	-	-	-	-	-	-	-
Grant income	-	-	-	-	-	-	-	-	-	300,000
Insurance premiums	-	-	-	1,377,077	550,000	-	-	-	1,927,077	1,807,916
Discipline cost recovery	50,000	-	13,170	-	-	-	-	-	-	-
Consulting income	-	-	-	-	-	-	245,937	-	245,937	194,394
Public awareness cost recovery	-	846	-	-	-	-	-	-	-	-
Other income	7,000	7,226	5,804	1,500	-	-	-	-	1,500	1,500
	2,035,078	1,936,022	1,982,553	1,471,407	550,000	-	245,937	8,786	2,276,130	2,351,262
EXPENSES										
Salaries, benefits and consultants	645,687	628,879	568,948	48,000	-	-	232,128	-	280,128	408,574
Office and general	137,500	164,903	163,400	457	-	-	42,000	-	42,457	141,025
Survey Review Department	524,188	492,852	517,415	-	-	-	-	-	-	-
Survey Records Index	28,000	39,182	28,923	-	-	-	-	-	-	-
Building	43,800	39,948	42,646	-	-	-	-	-	-	-
Discipline expenses	60,000	28,781	105,550	-	-	-	-	-	-	-
Constitutional challenge	-	84,802	71,998	-	-	-	-	-	-	-
Cost-related activities	268,000	242,767	273,684	-	-	-	-	-	-	-
Governance commission	145,300	90,450	78,631	-	-	-	-	-	-	-
Professional standards and practice commission	7,500	2,815	12,239	-	-	-	-	-	-	-
Outreach and professional education commission	61,000	51,580	56,085	-	-	-	-	-	-	-
Member services and other commissions	70,200	62,498	50,507	-	-	-	-	-	-	-
Continuing education	8,000	7,269	40,009	-	-	-	-	-	-	-
Insurance premium	-	-	-	1,310,345	-	-	-	-	1,310,345	1,226,095
Claims against the fund	-	-	-	-	701,958	-	-	-	701,958	392,701
Credit card charges	32,571	39,995	31,932	-	-	-	-	-	-	-
	2,031,746	1,976,721	2,041,967	1,358,802	701,958	-	274,128	-	2,334,888	2,168,395
EXCESS OF (EXPENSES OVER REVENUE)										
REVENUE OVER EXPENSES	\$ 3,332	\$ (40,699)	\$ (59,414)	\$ 112,605	\$ (151,958)	\$ -	\$ (28,191)	\$ 8,786	\$ (58,758)	\$ 182,867

STATEMENT OF CHANGES IN FUND BALANCES										
YEAR ENDED DECEMBER 31, 2014										
	General Operating Fund			Restricted Funds						
	Unrestricted	Invested in Capital Assets	Discipline Reserve	Liability Insurance Fund	Claims Reserve Fund	Pathway Project Fund	York Project Fund	Compensation Fund	Total 2014	Total 2013
Fund balances at the beginning of the year	\$ 175,005	\$ 136,190	\$ 7,305	\$ 885,077	\$ 1,956,749	\$ -	\$ 60,393	\$ 150,000	\$ 3,370,719	\$ 3,247,266
Excess of (expenses over revenue) revenue over expenses	15,874	(27,792)	(28,781)	112,605	(151,958)	-	(28,191)	8,786	(99,457)	123,453
Investment in capital assets	(12,653)	12,653	-	-	-	-	-	-	-	-
Intrafund transfers (note 8)	(25,000)	-	25,000	-	-	-	-	-	-	-
Interfund transfers (note 8)	8,786	-	-	-	-	-	-	(8,786)	-	-
Fund balances at the end of the year	\$ 162,012	\$ 121,051	\$ 3,524	\$ 997,682	\$ 1,804,791	\$ -	\$ 32,202	\$ 150,000	\$ 3,271,262	\$ 3,370,719

STATEMENT OF CASH FLOWS										
YEAR ENDED DECEMBER 31, 2014										
	General Operating Fund		Restricted Funds							
	2014	2013	Liability Insurance Fund	Claims Reserve Fund	Pathway Project Fund	York Project Fund	Compensation Fund	Total 2014	Total 2013	
OPERATING ACTIVITIES										
Cash collected from members, customers and other sources	\$ 2,158,832	\$ 1,963,164	\$ 1,378,577	\$ 550,000	\$ 315	\$ 245,937	\$ -	\$ 2,174,829	\$ 2,303,810	
Investment income	21,255	4,793	92,830	-	-	-	8,786	101,616	47,452	
Cash paid to suppliers and employees	(1,984,828)	(2,042,638)	(1,206,268)	(701,958)	(29,793)	(267,752)	-	(2,205,771)	(2,130,992)	
	195,259	(74,681)	265,139	(151,958)	(29,478)	(21,815)	8,786	70,674	220,270	
INVESTING ACTIVITIES										
Increase (decrease) in investments	814	(15,231)	(112,605)	3,208	-	-	-	(109,397)	(30,266)	
Purchases of capital assets	(12,653)	(3,801)	-	-	-	-	-	-	-	
	(11,839)	(19,032)	(112,605)	3,208	-	-	-	(109,397)	(30,266)	
NET INCREASE (DECREASE) IN CASH	183,420	(93,713)	152,534	(148,750)	(29,478)	(21,815)	8,786	(38,723)	190,004	
Cash position at the beginning of the year	133,201	222,599	-	905,019	29,478	67,998	-	1,002,495	816,806	
Interfund transfers	8,786	4,315	-	-	-	-	(8,786)	(8,786)	(4,315)	
CASH POSITION AT THE END OF THE YEAR	\$ 325,407	\$ 133,201	\$ 152,534	\$ 756,269	\$ -	\$ 46,183	\$ -	\$ 954,986	\$ 1,002,495	

**ASSOCIATION OF ONTARIO LAND SURVEYORS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED DECEMBER 31, 2014**

Purpose of the Organization

The Association of Ontario Land Surveyors (the "Association") is an organization whose principal object is to regulate the practice of professional land surveying in Ontario and to govern its members and holders of certificates of authorization in order that the public may be served and protected. The Association is a corporation without share capital created under the laws of the Province of Ontario. It is not subject to either federal or provincial income taxes.

1. Significant Accounting Policies

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations.

a) Fund Accounting

The Association follows the restricted fund method of accounting for contributions. Unrestricted contributions related to general operations are recognized as revenue in the General Operating Fund in the year in which the related expenses are incurred. Restricted contributions are recognized as revenue in the appropriate restricted fund in the year received.

Revenues and expenses related to program delivery and administrative activities are reported in the General Operating Fund.

The Liability Insurance Fund has been established to cover the costs of administering the professional liability master insurance policies.

Professional liability insurance claims against participating member firms are covered by master policies with the Novex Insurance Company. The Association's deductibles under these policies are paid out of the Claims Reserve Fund.

The Surveyors Act requires the Association to maintain the Compensation Fund to relieve or mitigate loss sustained by any person as a consequence of the dishonesty or incompetence of any member of the Association in the practice of professional land surveying.

The Association entered into contracts with the Ministry of Citizenship and Immigration to undertake a project that will review and analyze the Association's current practices for registration of internationally trained individuals ("ITIs") in order to develop and pilot new processes to facilitate the entry of ITIs into the field. Revenues and expenses related to this project are reported in the Pathway Project Fund.

The Association entered into a contract with York University to assist the University with a project that will develop and implement a systematic approach to Competency-Based Assessment of the internationally educated Land Surveyors who enter York University's Geomatics Engineering program, based on the Competency Continuum developed by the Association. Revenues and expenses related to this project are reported in the York Project Fund.

b) Revenue Recognition

Revenue for the Survey Review Department, the Survey Records Index and Continuing Education are recorded as deferred contributions and are recognized as revenue of the General Operating Fund in the year in which the related expenses are incurred.

Fees and licenses are recognized into income in the period to which they relate.

Revenue from cost-related activities is recognized as revenue in the General Operating Fund in the year in which the goods are sold or when the services are rendered.

Unrestricted investment income is recognized as revenue in the General Operating Fund when it is earned. Restricted investment income accrued on the restricted funds is recognized in the fund balances as it is earned.

c) Capital Assets

Capital assets are recorded at cost less accumulated amortization. Amortization is provided on a straight-line basis at the following annual rates:

Building	1/30
Furniture and equipment	1/10
Computer equipment	1/3

If there is an indication that the capital assets may be impaired, an impairment test is performed that compares carrying amount to net recoverable amount, which is normally determined by estimating the sales less direct costs on an undiscounted basis over the remaining life of the asset. There were no impairment indicators in 2014.

d) Donated Services

The work of the Association is dependent on the voluntary services of many members. Since these services are not normally purchased by the Association and because of the difficulty of determining their fair value, donated services are not recognized in these financial statements.

e) Inventory

Inventory is recorded at the lower of cost and net realizable value, with cost being determined on a specific item basis.

f) Collections

The Association has a collection of historical artifacts and a library of books and publications. No value is placed on these collections in these financial statements.

g) Management Estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year. Significant areas requiring the use of management estimates include amortization of capital assets, long-lived asset impairment assessments, and allocation of administration expenses to various departments within the Association. Actual results could differ from those estimates.

h) Financial Instruments

The Association initially measures its financial assets and financial liabilities at fair value, except for non-arm's length transactions. The Association subsequently measures all its financial assets and financial liabilities at amortized cost, except for investments, which the Association elected to measure at fair value. Changes in fair value are recognized in the statement of operations.

Financial assets measured at amortized cost include cash and accounts receivable.

Financial liabilities measured at amortized cost include accounts payable and accrued liabilities and insurance premium refund payable.

Financial instruments that will be subsequently measured at amortized cost are adjusted by the transaction costs that are directly attributable to their origination,

issuance or assumption. Transaction costs for financial instruments that will be subsequently measured at fair value are recognized in the statement of operations in the period they are incurred.

2. Investments

				Fair Value	
				2014	2013
Guaranteed investment certificates (GICs)				\$ 1,518,426	\$ 1,146,271
Bonds				416,897	1,303,793
Equity				623,324	-
				\$ 2,558,647	\$ 2,450,064

3. Capital Assets

			Cost	Accumulated Amortization	Net Book Value	
					2014	2013
Land and building			\$ 555,121	\$ 461,121	\$ 94,000	\$ 109,371
Furniture and equipment			213,971	193,570	20,401	17,738
Computer equipment			98,085	91,435	6,650	9,081
			\$ 867,177	\$ 746,126	\$ 121,051	\$ 136,190

4. Deferred Revenue

Deferred revenue relates to amounts collected in advance and is recognized into income in the period in which the related expenses are incurred or when the service is rendered.

			2013	Funds Received	Revenue Recognized	2014
Cost-related activities			\$ -	\$ 317,908	\$ 281,258	\$ 36,650
Fees and licenses			171,582	1,198,559	1,089,206	280,935
Internship program			44,172	-	6,135	38,037
Survey Records Index			-	29,975	29,975	-
Survey Review Department			121,865	541,561	492,852	170,574
Continuing Education			25,024	31,885	7,269	49,640
			\$ 362,643	\$ 2,119,888	\$ 1,906,695	\$ 575,836

5. Lease Commitments

The Association is committed under the terms of its non-cancellable equipment leases to make the following payments over the next four years:

2015	\$	16,046
2016		16,046
2017		1,080
	\$	33,172

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. It is management's opinion that the Association is not exposed to significant currency risks arising from its financial instruments.

Interest Rate Risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Association has investments in 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 \$25,000 (2013 - \$60,000) to be used for discipline related matters. Transfers of this amount were made from the unrestricted fund balance to the discipline reserve within the General Operating Fund. The internally restricted amount is not available for unrestricted purposes without approval of the Council.

In 2007, the Council passed a motion to allow the Compensation Fund to accumulate to a maximum of \$150,000. Accordingly, in the year ended December 31, 2014 \$8,786 (2013 - \$4,315) was transferred from the Compensation Fund to the General Operating Fund.

9. Allocation of Expenses

The Association allocated salaries, benefits and consultants, office and general, and building expenses as follows:

			2014	2013
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			9,182	9,000

10. Insurance Premiums Refund Payable

During the year, the Association received a refund of professional liability insurance premiums from its insurance company that were paid in prior year. This amount is to be repaid to the Association's participating member firms.

Association of Ontario Land Surveyors – Budget 2015

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SUMMARY OF REVENUE AND EXPENSES

	2014 BUDGET	2014 ACTUAL	2015 BUDGET
REVENUE:			
FEES AND LICENSES (from pg.2)	\$1,117,970	\$1,089,207	\$1,131,985
SRD REVENUE (from pg 5)	\$540,000	\$492,852	\$540,000
SURVEY RECORDS INDEX (from pg.6)	\$25,000	\$29,975	\$39,000
COST-RELATED ACTIVITIES (from pg.2)	\$278,000	\$281,258	\$291,000
CONTINUING EDUCATION (from pg. 5)	\$8,000	\$7,269	\$8,000
DISCIPLINE RESERVE FUND (from pg. 6)	\$50,000	-\$3,047	\$30,000
INTERNSHIP PROGRAM (from pg. 6)	\$0	\$6,135	\$0
York University Project	\$25,000	-\$3,415	\$25,000
OTHER INCOME (from pg.2)	\$16,108	\$37,266	\$22,000
PUBLIC AWARENESS COST RECOVERY		\$846	
TOTAL REVENUE	\$2,060,078	\$1,938,347	\$2,086,985
TOTAL REVENUE Excluding SRD	\$1,520,078	\$1,445,495	\$1,546,985
EXPENSES:			
SALARIES, BENEFITS AND CONSULTANTS (from pg.4)	\$645,687	\$631,474	\$650,900
OFFICE ADMINISTRATION (from pg.4)	\$115,500	\$225,085	\$120,300
SURVEY REVIEW DEPARTMENT (from pg.5)	\$538,800	\$492,852	\$538,800
SURVEY RECORDS INDEX (from pg.6)	\$28,000	\$39,182	\$39,000
BUILDING (from pg.4)	\$43,800	\$39,947	\$42,800
DISCIPLINE RESERVE FUND (from pg.6)	\$60,000	\$25,735	\$60,000
COMMITTIES & RELATED EXPENSES (from pg.3)	\$278,000	\$207,343	\$278,000
COST RELATED (from pg.2)	\$268,000	\$242,767	\$271,000
CONTINUING EDUCATION (from pg. 5)	\$8,000	\$7,269	\$8,000
CREDIT CARD CHARGES	\$32,571	\$39,995	\$40,000
INTERNSHIP PROGRAM (from pg. 6)	\$0	\$0	\$0
AMORTIZATION (from pg.4)	\$22,000	\$18,610	\$22,000
TOTAL EXPENSES	\$2,040,358	\$1,970,259	\$2,070,800
TOTAL EXPENSES Excluding SRD	\$1,501,558	\$1,477,407	\$1,532,000
NET REVENUE OR (EXPENSES)	\$19,720	-\$31,912	\$16,185
NET REVENUE OR (EXPENSES) Excluding SRD	\$18,520	-\$31,913	\$14,985

GENERAL REVENUE AND COST RELATED INCOME (EXPENSE)

	2014 BUDGET	2014 ACTUAL	2015 BUDGET
FEES AND LICENSES:			
OLS (Licensed) FEES (Note "B" below)	\$795,000	\$785,328	\$812,595
OLS (Registered) FEES (Note "B" below)	\$41,340	\$36,747	\$37,060
CERTIFICATE OF AUTHORIZATION (Note "B" below)	\$231,150	\$226,190	\$221,550
ASSOCIATE MEMBERS FEES (Articled Students, Retired & Associates)	\$50,480	\$40,942	\$60,780
TOTAL FEE AND LICENSES (Carried to Summary pg.1)	\$1,117,970	\$1,089,207	\$1,131,985
OTHER INCOME:			
MISCELLANEOUS REVENUE		\$885	
INTEREST ON INVESTMENTS	\$9,108	\$30,041	\$15,000
OTHER (Follow-up reviews, interest, charged back)	\$7,000	\$6,341	\$7,000
TOTAL OTHER INCOME (Carried to Summary pg.1)	\$16,108	\$37,266	\$22,000
COST RELATED INCOME (EXPENSE):			
REVENUE:			
EXAMS, LECTURES, EVALUATIONS	\$40,000	\$45,050	\$45,000
SURVEY LAW COURSES			
PUBLICATIONS & MATERIALS	\$3,000	\$96	\$1,000
ONTARIO PROFESSIONAL SURVEYOR MAGAZINE	\$60,000	\$46,002	\$60,000
SPECIAL GENERAL MEETING	\$175,000		
ANNUAL GENERAL MEETING		\$190,110	\$185,000
TOTAL REVENUE (Carried to Summary pg.1)	\$278,000	\$281,258	\$291,000
EXPENSES:			
EXAMS, LECTURES, EVALUATIONS	\$30,000	\$32,269	\$35,000
SURVEY LAW COURSES		\$495	
PUBLICATIONS & MATERIALS	\$3,000	\$821	\$1,000
BOOK - HISTORY OF ASSOCIATION		\$7,219	
ONTARIO PROFESSIONAL SURVEYOR MAGAZINE	\$60,000	\$57,928	\$60,000
SPECIAL GENERAL MEETING			
ANNUAL GENERAL MEETING	\$175,000	\$144,036	\$175,000
TOTAL EXPENSES (Carried to Summary pg.1)	\$268,000	\$242,767	\$271,000
TOTAL COST RELATED REVENUE(EXPENSES)			
	\$10,000	\$38,491	\$20,000

COMMITTEE AND RELATED EXPENSES

	2014 BUDGET	2014 ACTUAL	2015 BUDGET
STATUTORY & RELATED COMMITTEE EXPENSES:			
COUNCIL MEETINGS	\$40,000	\$30,300	\$35,000
COUNCIL/REGIONAL GROUPS	\$4,000	\$2,035	\$2,000
COUNCIL APPROVED PROJECT FUNDING	\$75,000		\$100,000
COUNCIL APPROVED PEER REVIEW FUNDING			
COUNCIL APPROVED COPYRIGHT ENFORCEMENT FUND		\$2,659	
PRACTICE MANUAL UPDATE		\$6,718	
PROVINCE WIDE SRI		\$10,928	
COUNCIL APPROVED AERC STRATEGIC INITIATIVES PROJECT	\$25,000	\$25,602	
MEMBERS SURVEY COST		\$1,400	
AERC MEETINGS, EXAMS	\$17,000	\$16,415	\$17,000
AERC SUMMER MEETINGS			
UNIVERSITY & COLLEGES STUDENT LIAISON COMMITTEE		\$185	\$2,000
COMPLAINTS	\$3,000	\$1,257	\$1,500
DISCIPLINE	\$500	\$399	\$500
REGISTRATION COMMITTEE	\$100	\$10	\$100
EXECUTIVE COMMITTEE	\$1,000	\$183	\$500
FEES SCHEDULE			
FEES MEDIA TI+136:144ON	\$100	\$10,616	\$100
NOMINATIONS	\$100		\$100
PRESIDENTIAL EXPENSES	\$30,000	\$23,592	\$30,000
PUBLICATIONS(Annual Report, etc.)	\$8,000	\$4,881	\$5,000
CBEPS REGISTRATION			
PSC DUES & COMMITTEES (Note "C" below)			
ARCHIVES & HISTORICAL	\$2,000	\$2,889	\$2,000
AGM PLANNING COMMITTEE	\$1,000	\$1,127	\$1,000
AGM OPERATING TASK FORCE	\$500	\$158	\$500
GOVERNMENT RELATIONS COMMITTEE			\$1,000
ADVOCACY BUSINESS CASE TASK FORCE COMMITTEE			
AWARDS & CITATIONS	\$1,500	\$214	\$1,500
FINANCE COMMITTEE	\$200	\$42	\$200
FUTURE COMMITTEE			
GOVERNANCE COMMITTEE			
PEER REVIEW TASK FORCE		\$7	
LAND USE PLANNING COMMITTEE			
MONUMENT PROTECTION TASK FORCE			\$500
MUNICIPAL LIAISON COMMITTEE			
PROF. DEVELOPMENT TASK FORCE			
CONTINUING EDUCATION COMMITTEE	\$1,000	\$865	\$1,000
PROFESSIONAL INTEGRATION COMM			
PROFESSIONAL STANDARDS COMMITTEE	\$3,000	\$314	\$500
DIGITAL STANDARDS COMMITTEE		\$158	\$1,000
INSURANCE ADVISORY COMMITTEE		\$354	\$1,000
SRD COMMITTEE	\$1,000	\$325	\$500
STRATEGIC PLAN COMMITTEE (Includes Committee Chair and Council Meeting)	\$25,000	\$29,595	\$30,000
CADASTRE LIAISON TASK FORCE			
TECHNICAL EDUCATION COMMITTEE			
UNDERGROUND UTILITIES TASK FORCE			
GEOMATIC RECRUITMENT LIAISON COMMITTEE	\$2,000	\$1,484	\$2,000
SURVEY RECORD MANAGEMENT SYSTEM TASK FORCE- SRMS	\$2,000		\$500
WEBSITE MAINTENANCE COMMITTEE	\$1,000	\$597	\$1,000
PUBLIC AWARENESS	\$40,000	\$32,034	\$40,000
TOTAL (Carried to Summary pg.1)	\$284,000	\$207,343	\$278,000

OFFICE ADMINISTRATION AND BUILDING EXPENSES

	2014 BUDGET	2014 ACTUAL	2015 BUDGET
OFFICE ADMINISTRATION EXPENSES:			
AUDIT & ACCOUNTING	\$13,000	\$17,500	\$13,000
BANK CHARGES	\$3,000	\$3,369	\$3,500
COMPUTERS (Maintenance, Software, Supplies)	\$20,000	\$25,892	\$20,000
SOFTWARE SUBSCRIPTIONS	\$5,000	\$3,502	\$5,000
INSURANCE - (Media, Dir/Off)	\$13,000	\$17,076	\$17,000
COPIER LEASING & MAINTENANCE	\$14,000	\$16,110	\$15,000
GENERAL LEGAL CHARGES	\$5,000	\$9,734	\$5,000
LEGAL- CONSTITUTIONAL CHALLENGE	\$0	\$84,802	\$0
INTERNET ACCESS	\$2,000	\$1,452	\$2,000
WEBSITE MAINTENANCE & DEVELOPMENT	\$20,000	\$18,719	\$20,000
WEBSITE HOSTING	\$1,200	\$1,632	\$1,500
OFFICE SUPPLIES & EXPENSES	\$8,000	\$8,854	\$7,000
POSTAGE & COURIER	\$5,000	\$5,238	\$5,000
STAFF SEARCH	\$0	\$5,250	\$1,000
STATIONARY & PRINTING	\$4,000	\$3,194	\$3,000
TELEPHONE	\$6,000	\$6,477	\$6,000
EXECUTIVE DIRECTOR'S EXPENSES	\$7,500	\$6,655	\$7,500
REGISTRAR'S EXPENSES	\$2,000	\$464	\$2,000
DEPUTY REGISTRAR'S EXPENSES	\$3,000	\$5,365	\$3,000
	Less Allocation to SRD		
	-\$16,200	-\$16,200	-\$16,200
TOTAL (Carried to Summary pg.1)	\$115,500	\$225,085	\$120,300

	2014 BUDGET	2014 ACTUAL	2015 BUDGET
SALARIES, BENEFITS AND CONSULTANTS:			
SALARIES	\$569,700	\$561,804	\$579,000
BENEFITS & PENSIONS	\$96,587	\$90,651	\$92,500
STAFF TRAINING	\$2,000	\$483	\$2,000
CONSULTANTS, OFFICE OVERLOAD	\$5,000	\$6,135	\$5,000
LESS ALLOCATION TO SRD	-\$27,600	-\$27,600	-\$27,600
TOTAL (Carried to Summary pg.1)	\$645,687	\$631,474	\$650,900

BUILDING EXPENSES:			
UTILITIES	\$18,000	\$17,524	\$17,000
INDOOR MAINTENANCE	\$10,000	\$10,591	\$10,000
V.B.V. OUTDOOR MAINTENANCE	\$7,000	\$7,100	\$7,000
PROPERTY TAX	\$6,500	\$6,572	\$6,500
RENOVATION & REPAIR	\$5,000	\$1,705	\$5,000
INSURANCE-(Commercial General)	\$12,000	\$11,155	\$12,000
	Less Allocation to SRD		
	-\$14,700	-\$14,700	-\$14,700
TOTAL (Carried to Summary pg.1)	\$43,800	\$39,947	\$42,800

AMORTIZATION:			
AMORTIZATION	\$31,000	\$27,792	\$31,000
	Less Allocation to SRD		
	-\$9,000	-\$9,182	-\$9,000
TOTAL (Carried to Summary pg.1)	\$22,000	\$18,610	\$22,000

SURVEY REVIEW DEPARTMENT

	2014 BUDGET	2014 ACTUAL	2015 BUDGET
INCOME:			
PLAN SUBMISSION REVENUE	\$540,000	\$489,532	\$540,000
SRD -REVENUE - OTHER		\$3,320	
TOTAL REVENUE	\$540,000	\$492,852	\$540,000
EXPENSES:			
AUDITING AND ACCOUNTING			
BOOKKEEPING	\$0		
LEGAL			
OFFICE SUPPLIES	\$6,000	\$4,693	\$5,500
POSTAGE & COURIER	\$15,000	\$17,028	\$15,500
STATIONARY & PRINTING	\$3,000	\$6,412	\$3,000
TELEPHONE	\$5,000	\$7,057	\$7,000
COMPUTERS (Maintenance, Software, Supplies)	\$5,000	\$6,360	\$5,500
COPIER	\$1,000	677.91	\$1,000
SALARIES	\$175,250	\$210,523	\$215,000
BENEFITS & PENSIONS	\$20,138	\$30,114	\$35,000
CONSULTANTS	\$200,000	\$124,110	\$150,000
MANAGERS' EXPENSES & TRAVEL	\$7,500	\$14,008	\$15,000
EXAMINERS' EXPENSE & TRAVEL	\$35,000	\$20,388	\$35,000
AMORTIZATION	\$9,000	\$9,182	\$9,000
ALLOCATION OF FACILITIES	\$14,700	\$14,700	\$14,700
ALLOCATION OF GRL ADMIN (Lena)	\$27,600	\$27,600	\$27,600
TOTAL EXPENSES (Carried to Summary pg. 1)	\$524,188	\$492,852	\$538,800
NET INCOME OR (EXPENSE)	\$0	\$0	\$1,200

SRD had an accumulated surplus of **\$170,573.78** as of December 31, 2014

CONTINUING EDUCATION

	2014 BUDGET	2014 ACTUAL	2015 BUDGET
REVENUE			
CONTINUING EDUCATION - REVENUE/REVENUE ADJUSTMENT		-\$1,266	
SEMINARS (non-ols participants, meals & incidentals)		\$75	
INTEGRATED SURVEYS			
PROJECT MANAGEMENT			
GEODETTIC PICNIC	\$8,000	\$8,460	\$8,000
TOTAL REVENUE (Carried to Summary Pg. 1)	\$8,000	\$7,269	\$8,000
EXPENSES			
PARTY CHIEF SEMINARS		\$22	
GEODETTIC PICNIC	\$8,000	\$7,246	\$8,000
SPECIAL PROJECTS/TRACKING SYSTEM DEVELOPMENT			
INTERNET DATABASE			
LESS CARRY FORWARD FROM RESERVES			
TOTAL EXPENSES (Carried to Summary Pg. 1)	\$8,000	\$7,269	\$8,000
NET INCOME OR (EXPENSE)	\$0	\$0	\$0

The Continuing Education Fund had an accumulated surplus of **\$26,290.23** as of December 31, 2014

DISCIPLINE RESERVE FUND

	2014 BUDGET	2014 ACTUAL	2015 BUDGET
REVENUE			
CARRY FORWARD FROM PREVIOUS YEAR			
DISCIPLINE COST RECOVERY	\$50,000	-\$3,047	\$30,000
TOTAL REVENUE	\$50,000	-\$3,047	\$30,000
EXPENSES			
REGISTRAR'S INVESTIGATION	\$10,000	\$24,871	\$10,000
HEARING 1	\$50,000	\$515	\$50,000
HEARING 2			
HEARING 3			
HEARING 4			
HEARING 6		\$350	
HEARING 7			
HEARING 8			
TOTAL EXPENSES	\$60,000	\$25,735	\$60,000
NET INCOME OR (EXPENSE)	-\$10,000	-\$28,782	-\$30,000

Surplus(Budget as of Dec 31, 2011 \$42,647.74)

INTERNSHIP PROGRAM

	\$0	2014 BUDGET	2014 ACTUAL	2015 BUDGET
REVENUE				
REVENUE		\$0	\$6,135	
OTHER		\$0	\$0	
TOTAL REVENUE (Carried to Summary Pg. 1)		\$0	\$6,135	\$0
EXPENSES				
SALARIES AND BENEFITS		\$0	\$0	
ADMINISTRATION		\$0	\$0	
BOOKKEEPING		\$0	\$0	
BANK CHARGES		\$0	\$0	
PHOTOCOPIES		\$0	\$0	
POSTAGE AND COURIER		\$0	\$0	
TOTAL EXPENSES (Carried to Summary Pg. 1)		\$0	\$0	\$0
NET INCOME OR (EXPENSES)		\$0	\$0	\$0

SURVEY RECORDS INDEX

	2014 BUDGET	2014 ACTUAL	2015
REVENUE:			
SURVEY RECORDS INDEX FEES	\$25,000	\$29,975	\$39,000
TRANSFER FROM SURPLUS			
TOTAL REVENUE	\$25,000	\$29,975	\$39,000
EXPENSES:			
ADMINISTRATION	\$3,000	\$3,000	\$3,000
CONSULTANTS/CUSTODIAL FEES/DB MGR	\$25,000	\$36,000	\$36,000
POSTAGE & COURIER/PRINTING & DUPLICATION		\$0	
COMMUNICATIONS			
MISC. COMMITTEE EXPENSES		\$182	
2008 CONTRACT			
TOTAL EXPENSES (Carried to Summary Pg. 1)	\$28,000	\$39,182	\$39,000
NET REVENUE OR (EXPENSE) (Note below)	-\$3,000	-\$9,207	\$0

BIOGRAPHIES



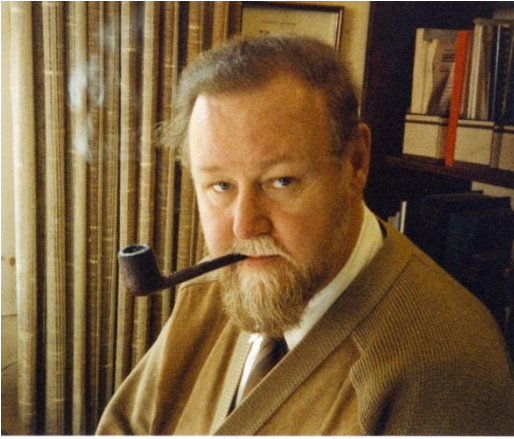
**Alexander M (Sandy) Mackay. O.L.S. #828
1927 – 2014**

Sandy was born and raised in Cochrane, Ontario with four brothers and two sisters. The activities of his busy youth included a stint as Scout Master (with the young Tim Horton as part of his troop!). He spent three summers manning a fire lookout tower for the Department of Lands and Forests. He was a busy young man with wide interests.

In 1949 he married the love of his life, Trudy Seaman of Sauble Beach, Ontario, near Owen Sound. They raised two children together and were inseparable until her passing in 2004. Sandy was very much a devoted family man.

Sandy graduated from the University of Toronto in 1950 and was licensed as a Professional Engineer the following year. He articulated with Ivan Lloyd Thompson, OLS #769 and, in 1953, was licensed as Ontario Land Surveyor #828. He and Lloyd Thompson established the partnership of Thompson and Mackay in Cochrane that year. This partnership continued until 1955 when Lloyd Thompson moved on.

In 1955 Sandy's brother, Gordon joined Sandy as a field party chief, with a view to articling and eventual partnership. Surveying activity in northern Ontario was picking up and Sandy and Gordon were kept very busy during the 1955 – 1960 period. The Elliott Lake uranium field was booming then and they surveyed a number of mining claim groups in the area. Other projects carried out during that period included surveying portions of the right-of-way of the trans-Canada highway in the region north of Lake Superior. Next were the route location survey and legal right-of-way survey for significant portions of the Trans-Canada natural gas pipeline in the Hearst – Kapuskasing – Cochrane area.



**Roger Tomlinson,
Honorary Member
November 17, 1933 - February
7, 2014**

“Roger had a profound influence on the surveying and mapping community. His pioneering work in GIS made it possible to analyze and derive information in ways never before imaginable. We owe Roger a debt of gratitude for his work in creating a solution that allows us to build a more

sustainable and just world.”

- Alex Miller, President and Founder of Esri Canada

Dr. Roger Tomlinson, whom we fondly knew as the “father of GIS”, passed away on Friday, February 7, 2014 at the age of 80.

Dr. Tomlinson invented the first computerized GIS back in the ‘60s, when he developed the Canada Geographic Information System for use by the Canada Land Inventory.

Canada Land Inventory (CLI) was established in 1962. CLI set out to produce about 1,500 maps of land use and land capabilities at 1:50,000 and 1:250,000 scales. Though the maps were made by traditional manual methods, Roger Tomlinson (then employed by Spartan Air Services of Ottawa) convinced the head of CLI that computers could be used to automate map analysis. CLI invited Tomlinson to define the functional requirements of what would later be called the Canada Geographic Information System. His carefully considered use of the qualifier "geographic" caught on and has created opportunities and challenges for the discipline of geography ever since.

Thanks to Dr. Tomlinson’s innovation, we can now easily overlay unlimited amounts of data on dynamic, digital maps and analyze information in numerous ways previously not possible. From climate change, overpopulation, poverty, disease outbreaks and flooding, to managing power outages, emergencies and optimizing site selection, GIS is being used today in various industries to help solve virtually any location-based problem.

Dr. Tomlinson’s invention of GIS led to the development of today’s computerized mapping technology, digitizing tables and global positioning systems. As well, his work advanced mapping as a profession and established a thriving industry that employs thousands worldwide.

He was a great friend to Esri Canada and an inspiration to many geographers. His work spanned over five decades and has helped organizations worldwide apply GIS to increase efficiency in map production, provide fast and easy access to digital data, and improve decision-making through visual spatial analysis.

In 1963, Dr. Tomlinson established Tomlinson Associates, a geographic consulting firm that served international clients including the World Bank, and the US and Canadian Forest Services. He was a sought-after speaker at GIS events worldwide and presented at several Esri conferences.

For his outstanding work, he received the Esri Lifetime Achievement Award (1997), the Royal Canadian Geographical Society's Gold Medal (2003) and the National Geographic Society's Alexander Graham Bell Medal (2010). In 2005, he became the first recipient of the Association of American Geographers' Robert T. Aangeenbrug Distinguished Career Award. He was made an Honorary Member of the Association of Ontario Land Surveyors in 2011 for his leadership in the area of GIS. In 2001, he was named a member of the Order of Canada, the country's highest civilian honour, and was promoted in 2013 to an Officer of the Order of Canada for transforming the field of geography with his invention of GIS.

Sources:

Esri Canada. 2014. "Remembering the Father of GIS." Esri Canada Blog.

Esri. 2012. "The 50th Anniversary of GIS." In ArcNews. Esri Press.



**Gordon Fraser Mackay – OLS #1162
26 Sept, 1931 to 8 Dec, 2013**

Gordon was born and raised in Cochrane, Ontario. His father was a veteran of both the Boer war in South Africa and of World War I in Europe. He then became the first Sheriff of the Cochrane Judicial District.

After completing Grade 12 Gordon opted for forest ranger training, followed by employment with the then Department of Lands and Forests. However, in 1954 he joined his brother A M (Sandy) Mackay (OLS #828) who had established a survey practice in Cochrane.

Gordon quickly became an expert survey party chief, particularly for "bush" jobs such as mining claim surveys in the newly discovered Elliot Lake uranium mining area. These were particularly challenging projects due to the lack of roads in this wilderness area. The work involved long periods away from home, housed in tent camps at the job sites. Chartered bush planes were employed for access to and from the jobs. Other projects he carried out included the survey of portions of the trans-Canada highway location then being

extended north of Lake Superior, along the route from Thunder Bay to Sault Ste Marie. He also participated in field work for the survey of the trans-Canada natural gas pipeline route portion across the Hearst – Kapuskasing – Cochrane area.

In 1956 Gordon married the love of his life, Huguette “Timi” Roussy and they commenced raising a family of, ultimately, four boys and twin girls. However, in 1960 Sandy relocated to Owen Sound to specialize in civil engineering. That same year Gordon returned to Cochrane High School to complete his Grade 13 certificate, which was required in order to article towards OLS qualification. By that time Timi and Gordon had two small sons, making this a challenging period indeed for the Mackay family. Timi’s support during this testing time was a huge factor in Gordon’s success in achieving professional status. Gordon ultimately completed the process, articling with his brother Sandy, and was licensed in 1964 as OLS #1162.

During the same 1960-1964 period Talson Rody, who had been with the Mackay firm as an articulated student, completed his qualification, in 1961, as OLS #1096. He and Gordon then operated the survey firm together for the next four years. During this period the firm carried out mostly small legal surveys in the Matheson, Iroquois Falls, Cochrane, Smooth Rock Falls, Kapuskasing and Hearst areas, with Gordon and Talson alternating between field and office duties.

In 1964 Gordon made the career move from the private to the public sector, taking over as Master of Titles for the Land Titles Office at Cochrane. Thus a second generation of Mackays was installed in the Cochrane Court House. He continued in that position until 1968, when he accepted a posting to the office of the Director of Titles in Toronto as Assistant Director of the Legal Surveys Branch under Colin D. Hadfield, OLS. In 1974 the Property Rights Division of the ministry was re-organized and Gordon was promoted to the position of Deputy Director of Titles. He was then in charge of the Legal Surveys Branch and the Boundaries Act Program, and was Chairman of the tribunal empanelled to hear the many applications under that act. He held these positions until 1978.

This Toronto job posting meant a move for the Mackay family, by then complete with four boys and the twin girls, from Cochrane to the Toronto area. The community of Pickering, on the shores of Frenchman’s Bay east of Toronto, was chosen and the family settled in to their new home there. From this pleasant location arose Gordon’s enjoyable retirement pastimes of golf and boating.

In 1978 Gordon’s professional career changed direction again when he was appointed as Land Registrar for the Durham region, ultimately expanding his sphere as registrar to include the Whitby, Cobourg, Port Hope and Bowmanville offices. He continued in this role until his retirement from the public service in 1990. In this role he supervised the extensive modernization of the title records and services of these offices.

During this period Gordon was elected to the Council of the Association of Ontario Land Surveyors and served a three-year term. However, at the end of his term he declined to run for Vice-President as he felt the position would conflict at times with

his public service duties. His other related functions included five years (1982-1986) as Chairman of the Legal and Survey Standards Committee and six years (1982 – 1987) as Chairman of the Abstracting Standards Committee.

Gordon was exemplary in all human aspects – family, professional and community. He was also great company socially. He passed away in his 83rd year, on December 8, 2013. He is sadly missed.



**John Edward Hartnoll (Ted) Shaver,
O.L.S. # 667
August 23, 1922 – September 18, 2014**

Ted passed away peacefully after a brief illness on September 18th, 2014 after a long and full life at the age of 92. Ted was a skilled, fair and professional Land Surveyor and spent 45 years at his craft. Ted was truly a family man at home in Willowdale, Ontario and at his cottage with his boys and Enid and the 3 or 4 trips they took across Canada.

Beloved husband to Enid (predeceased in 2012), loved father of Peter (Jane) and Owen (Andrea), proud grandpa of Jennifer (Mike) and Peter (Stephanie) and great grandpa to

Colby Patrick.

Ted and Enid lost their eldest son Bruce in 1990. When Ted retired he and Enid relocated to Barrie to be closer to their family cottage which they spent over 40 years enjoying. For the next number of years they enjoyed numerous vacations including tours to England, Scotland, Ireland, Wales, the Barbados and Spain. They also visited Florida, Arizona and Hawaii. They looked forward to visiting family in Trenton and Belleville each summer and at Christmas. Ted will be dearly missed by his brother Derek and by his sister Rosemary and brother-in-law Lloyd Bolton. He will be remembered fondly by his many nieces and nephews. Ted was especially close with his niece Dorothy and always looked forward to her visits to Woods Park Care Centre in Barrie. The family would like to extend many thanks to the nursing staff of Woods Park Care Centre for their professional/warm care of Ted.



Raymond John Matthews OLS #744

August 27, 1924 to October 14, 2014

Submitted by Tony Roberts OLS (Retired),
George Llowen OLS (Retired) and Andy Cameron
OLS

Ray was born in Stamford Township, now part of the City of Niagara Falls, and lived his entire life in Niagara Falls. He was educated at Fallsview Public School, followed by Stamford Collegiate where he also played on the Senior Basketball Team. After a year's work in manufacture and service industries, he studied Chemical Engineering for two years at Queen's

University.

Ray commenced his survey career as a chainman with R. Blake Erwin OLS in 1945, and in 1946 he signed a 3-year apprenticeship with Mr. Erwin. During the apprenticeship period, Ray met and married his wife Joyce (Dell) on July 17, 1948 and together they raised three children, David, Gary and Sandra.

Ray received his Commission as an Ontario Land Surveyor in 1950, and continued working for Mr. Erwin, eventually becoming the manager of the business. Upon Mr. Erwin's retirement in 1977, he purchased the business and ran it successfully for 5 years, until Andrew Cameron, OLS joined the firm in 1982, and the firm incorporated in 1983 as Matthews and Cameron Limited.

Ray specialized in planning and development throughout his career, and was responsible for the design and development of well over 100 subdivisions throughout the Niagara Peninsula, transforming much of the largely rural ambient township lands into the present day Niagara Falls, as its population more than tripled in that time. That city, being the premier tourist destination in Canada, generated an appreciable demand for boundary surveys and construction lay-out, as new buildings, road expansions and parking lots grew to accommodate visitor traffic. Under Ray's supervision, for example, the firm provided survey control and positional monitoring of the then still-novel concrete slip-forms for the Seagram (Minolta) and Skylon towers.

Ray was a very community-orientated individual, and was an active Kiwanian for many years. He served and chaired many committees and was particularly active with their non-profit housing corporation. He was

a President, Past President and life member of Kiwanis. He also was a "Big Brother" for many years and served on their Board of Directors. He served with the Y's Men's Club and was an executive, referee and coach with the Ontario Minor Soccer Association, and was a long-time member of Stamford United Church. In recognition of his community service, he was presented with a Paul Harris Fellowship by the Rotary Club of Niagara Falls.

As a professional, Ray served on the Board of Examiners of the Association of Ontario Land Surveyors. He was also a life member of the AOLS Educational Foundation. These facts spoke out for Ray's big heart, befitting the big man he was...deferential and gentlemanly in manner and speech, but never timid. Considerate in action and judgment and restrained in temperament, but with a lively sense of humour behind an infectious, almost sheepish smile, suggesting some mild mischief with much mirth held in abeyance. He always took great joy in his family, and in later life adored and doted on his three grandchildren.

Take him all in all, he was one of those people that was always needed but in short supply. It can be justly said that Ray was both a gift and a compliment to humanity.

E.W. (Red) Petzold, P.Eng., OLS # 830
June 5, 1924 - January 16, 2015



Submitted by the Petzold family

We unfortunately this year have to bid farewell to our dear Dad — aka distinguished Articling Surveyor, Entrepreneur, Mentor, AOLS Committee Member, Past Council Member and President, ACSTO co-founder, admired colleague, Air Force pilot, impromptu musician, outdoorsman and always consummate professional — who will live on forever in the memories of many of this profession's members who have had the privilege of working with Red and learning from him, and in turn whom they article and pass on the professionalism we learned from EWP #830.

Our Dad (known as 'Red' to his friends due to his thick mane of shocking red hair, prior to its early departure) was born in Denbigh, Ontario — the eldest son of 5 boys, of a farmer, lumber and grist mill operator for the surrounding areas of which the Petzold Mill was in many ways the glue of the community in its day, generating ancillary commerce and easing the lives of so many farmers in the region.

One day when he was a boy, an airplane (barely) landed in a field dotted by outcrops of the Canadian Shield, amazing all who saw the spectacle and attracting willing customers to go for a ride for a fee.

Red's love affair with flying thus began, and he promptly signed up for a ride, and subsequently the Royal Canadian Air Force in 1942, becoming a pilot during the latter days of WWII, flying the majestic and spectacular Lancaster bomber, posted to the RCAF 434 Bluenose Squadron of Lancasters, in Croft, England.

May 1945 entry in Red's Diary — typically understated manner in the enormity of the accomplishment: "...It's over... everyone happy."

After returning home he attended Queen's University and obtained his Civil Engineering degree. After graduating he initially worked with Hydro and toiled on the historic St. Lawrence Seaway project, finding lasting bonds with colleagues that we as a family enjoyed for many years as family friends. During this time he became an OLS, and his love for the land and for his profession never left him.

In 1956 he left Hydro and partnered, initially, with a colleague and started his own firm. This grew into E.W. Petzold Land Surveyors Limited, a successful and respected practise with over 30 employees for many decades centred in Toronto, but also with many branch offices in various Ontario locations over the years. He also worked actively in the Association for many years as well, most notably elected as President in 1973, with a great zest to contribute and innovate, improve and do his part towards the betterment of his beloved profession.

His love of flying and this country never left him, and he piloted many trips, including many cross country jaunts while he was President of the Association to attend conventions, and several trips with family and friends to the Yukon and NWT.

Upon retirement and the sale of his beloved practise in 1987 to another practise founded by an honoured colleague, J.D. Barnes Ltd, he enjoyed many years of travel, bridge, walks in the woods in Omemee with his beloved dog Sandy, bird watching, astronomy, bridge and golf, among other passions.

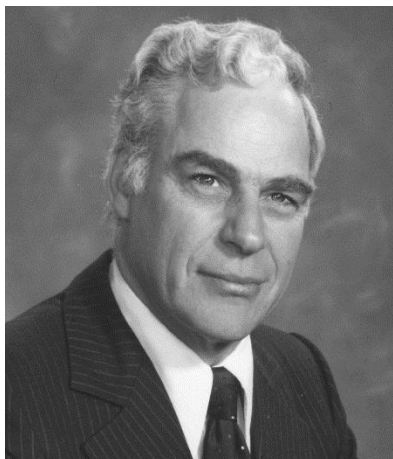
He will be dearly missed — our dear Dad was laid to rest this past May 23rd in the

church cemetery in Denbigh on the hill overlooking the pond that fed the Mill that touched so many lives for the betterment of the community, just like Red did.

Donald William Endleman, OLS #943, P.Eng. , C.L.S. (all Ret.)

June 9, 1926 – February 12, 2015

Submitted by Thomas H. Endleman, O.L.S. #1408, C.L.S. (all Ret.)



Don was born in Sudbury on June 9, 1926 to Harry Max Endleman and Rose Endleman (Cherin). He was the fourth of their five children after his brothers Saul (1920), Victor (1922) and Robert (1923) and before his sister Gloria (1930).

He attended Elm St. Public School and Sudbury High School and was a good student – skipping several grades along the way. He was also a very good athlete – playing soccer, baseball, hockey and football.

He was 15 in grade 12 at Sudbury High when he quit school after the 1941 football season to help his father at the General Store in Levack – an INCO mining town 30 miles north-west of

Sudbury. There, as part of his duties, he delivered groceries, ice and coal after his father got him special permission from the police to drive the truck. Being the coal man involved unloading it from the trains to the storage sheds, shoveling it from the sheds to the delivery truck, and then shoveling it from the truck into the chutes in the houses or into bags that he carried into the houses. Every building in the town heated with coal. This was tough work for a 15-year old but it made him very strong.

After this work experience, when school started in 1942, he was the first in line to register. At the urging of, and with help from the football coach and vice-principal, he took all of the grade 12 and 13 courses in the one year and passed all the examinations so that he could go to Queen's University in the fall of 1943.

Don went to Queen's to take Mining Engineering - a logical choice given that he knew that the mining business was booming and he came from a mining town. He of course, also signed up for the football team -the Golden Gaels. He and his good friend Hal Elgee, who was in Chemical Engineering, were both on that team. In 1946 the two friends were dating sisters from Blind River - Joan and Marion Dyke- who were working in Kingston at the time. Near the end of their university days in 1947, Don married Joan, and Hal married Marion.

After graduating from Queen's University in 1947, Don worked in the mining industry as a mining engineer; first in Kilmar, Quebec, at a magnesite mine until September, 1948, and then at INCO's Levack Mine from 1948 until October, 1953. Then, after a stint with his father as assistant manager of the Levack General Store until February, 1956, he started working in Sudbury for the firm of Lane and Lane Associates, Ontario Land Surveyors and Professional Engineers. He articulated to Ray Lane, O.L.S. in 1956, completed the examinations and was sworn in as an Ontario Land Surveyor in July, 1957. Don obtained his P.Eng. in 1956 and was designated by the A.P.E.O. as a consultant in the 1960's.

From 1956 to 1961 Don worked with Lane & Lane as an articulated student and Ontario Land Surveyor doing general urban and rural surveying mainly in the Sudbury District. One of the more interesting projects during that period was supervising a special underground survey for H. G. Acres in Chute des Passes, Quebec for a Quebec Hydro dam project. From 1961 to 1964 he partnered with A. B. McLennan, O.L.S. in the firm of Endleman – McLennan, doing general engineering and land surveys. During this period some noteworthy projects were: establishing and maintaining survey control both underground and on surface for a five mile underground sanitary sewer system on behalf of Kilborn Engineering and the City of Sudbury; and performing legal and engineering surveys for 18 microwave tower sites at approximately 30-mile intervals from the Parry Sound District to the west end of the District of Algoma for the Canadian Pacific Railway. The partnership was terminated when A. B. McLennan left to set up a practice in the Timmins area.

From 1964 to 1966, Don practiced in Sudbury as D. W. Endleman, Ontario Land Surveyor and Professional Engineer. In 1966, Robert G. Holder, O.L.S., joined the firm as a partner, and the firm became Endleman-Holder. This partnership continued until his retirement from the firm in 1987. During the 20 years that the partnership existed, it also operated as Endleman, Holder & Wallace when Al Wallace, O.L.S., N.S.L.S. worked as a partner in the firm, and as Endleman, Holder & Launen when Kari Launen, O.L.S. worked as a partner. During this long period, articulated students included Charles Jireada, O.L.S.; Tom Endleman, C.L.S., O.L.S.; and Jack Young, C.L.S., P.Eng., O.L.S., Dave Urso - C.L.S., O.L.S. was also employed briefly by this firm. Many other future O.L.S.s worked summers for the firm.

Don obtained his designation as a Canada Lands Surveyor in 1982 and the firm performed a number of surveys for the Department of Indian Affairs in the 1980's.

In 1968, Don acquired a gyro-theodolite (Wild of Canada) in order to perform underground control surveys for the mining industry. The work with the gyro and other mining surveys was done under the name of Engineering and Mining Surveys Ltd., and included surveys all over Canada and parts of the United States. The gyro work was taken over by his son, Tom, in 1988.

In the 1970's, a group of 8 land survey firms in Ontario and Quebec, including Endleman Holder Limited, established a photogrammetric company in Toronto known as Photomap Air Surveys Limited, which has continued operations to this day in the field of photogrammetry and aerial photography. Don was a director of that company until 1987 when he retired from Endleman Holder.

In addition to practicing as an Ontario Land Surveyor and Professional Engineer, he was active as a land developer in the Sudbury District. In Association with others, he participated in the development of a number of subdivisions in the City of Sudbury, such as Eden Point Estates, Village Park, and Rideau Park.

Over the years he was always active in some sports activities. He played on the Queen's soccer team in 1944 and played football for the Queen's Golden Gaels in 1946. He also participated in track, softball, hockey, and boxing during his four years at Queen's. He was an active curler for thirty years, and golfed from 1965 up until 2014.

Don was always involved with his professional Associations, working on various committees - proudly serving on the Council of the Association of Ontario Land Surveyors from 1975 to 1980 - and as its President in 1978/79. He served on the Board of Directors of the Sudbury and Manitoulin District Chapter of the APEO for five years, serving as its Chairman for one year in the 1970's.

He also participated for many years in various aspects of community service: In the 1950's he was a member of the Board of Directors of the Sudbury YMCA; From 1962 to 1968 he was a member of the Sudbury Planning Board (Chairman in 1967); From 1969 to 1973 he was a member of the Board of Directors of the Sudbury and District Chamber of Commerce (President – 1972/73); From 1973 to 1988 he was a member of the Board of Directors of the Ontario Motor League, Nickel Belt Club (now the C.A.A.) (President – 1978/79); In the 1980's he was a member of the Board of Directors of the Sudbury Theatre Centre, and served as its treasurer for one year; From 1990 to 1994 he was a member of the Board of Directors of Simcoe Condo. Corp. No. 67, in Alliston, Ont. (President – 1992 & 1993); and, most recently, The Garden Committee, the Communications Committee, the Hearthstone Singers and the Condominium Board at Hearthstone Condo. Corp. #377 in Burlington (President 2014-15).

Don always wanted to be involved and contributing in some significant way. As the success of the business became more assured, Don and Joan started to enjoy more travel - having gotten the bug in 1955 with a trip to Cuba and the Bahamas. In the late 60's they went to Hawaii, cruised the Caribbean, and went to Mexico. An incomplete listing of vacations (with various dates from 1972 to 1995) indicated trips to various spots in Mexico, to Arizona with different groups, a trip to Israel and Greece for the International Surveyors Meeting (F.I.G.); a trip to England with Marion and Hal Elgee; another combination trip to England, Scotland and Wales; a European trip which included stops in Germany, Austria and Hungary; and a trip to Australia, New Zealand and Fiji with a group from the Association of Ontario Land Surveyors. In later years they settled down to going to their condo in Florida for the winter with some side trips to Palm Springs California and Scottsdale Arizona.

Don passed away February 12, 2015. He was the loving husband for over 64 years of the late Joan and is survived by his sister Gloria and his son Tom, daughter-in-law Marian and grandson David. He will be missed.

2015 ANNUAL REPORT

– Active Membership –

(as of February 27, 2015)

Branches: Cadastral, Geodetic, Geographic Information Management,
Hydrographic, Photogrammetric

1926	ABDELSHAHID, Aziz Branch: C// OLS, OLIP, 2010-Jan-18	CR203	AMIN, Khairul Branch: I// OLS, OLIP, 2011-Feb-24
1802	ADAMS, Kim C. Branch: C// OLS, OLIP, 1997-Feb-19	1976	AMIRNEZHAD, Bahram Branch: C// OLS, OLIP, 2015-Jan-14
1961	AFZALZADA, Haron Branch: C// OLS, OLIP, 2013-Jul-22	1434	ANNABLE, Drew J. Branch: C// OLS, OLIP, 1977-Jun-24
1901	AKEHURST, William Branch: C// OLS, OLIP, 2007-Aug-09	1543	ANSELL, Eric L. Branch: C// OLS, OLIP, 1982-Dec-06
1831	AKSAN, Anna M. Branch: C// OLS, OLIP, 1999-Jul-21	1869	AREGERS, Craig G. Branch: C// OLS, OLIP, 2002-Jul-19
1591	ALDWORTH, Geoffrey G. Branch: C// OLS, OLIP, 1986-Jun-18	1509	ASHWORTH, Duncan Branch: C// OLS, OLIP, 1980-Dec-05
1753	ALTON, J. Mark Branch: C// OLS, OLIP, 1994-Jan-11	1650	ASTRI, Dino R.S. Branch: C// OLS, OLIP, 1988-Dec-19

1860	AUBREY, Peter N. Branch: C// OLS, OLIP, 2001-Sep-12	1913	BAYA, Martin Branch: C// OLS, OLIP, 2008-Sep-03
1501	AUER, Gerhard Branch: C// OLS, OLIP, 1980-Jul-09	1888	BEDARD, Mark Branch: C// OLS, OLIP, P.Eng. 2005-Jan-21
1525	AVIS, Roger Branch: C// OLS, OLIP, C.L.S., M.I.A.S., F.R.I.C.S. 1982-Jan-25	1771	BEERKENS, John M. Branch: C// OLS, OLIP, 1995-Jan-21
CR206	BAILA, Mircea Branch: I// OLS, OLIP, 2013-Feb-28	CR202	BELAL, Walid Branch: I// OLS, OLIP, 2010-Jan-18
CR17	BAIR, Ali J.M. Branch: G// OLS, OLIP, 1990-Jan-23	1853	BELLO, Oladele S. Branch: C// OLS, OLIP, 2001-Jan-31
1551	BAKER, Bruce Branch: C// OLS, OLIP, 1983-Dec-21	1375	BENEDICT, Ralph J. Branch: C// OLS, OLIP, 1974-Jun-14
1592	BALABAN, Steven J. Branch: C// OLS, OLIP, 1986-Jun-18	1800	BENEDICT, Paul J. Branch: C// OLS, OLIP, 1996-Dec-11
1763	BARRETTE, André P. Branch: C// OLS, OLIP, 1994-Aug-02	1614	BENNETT, R. Grant Branch: C// OLS, OLIP, 1987-Jun-17
CR76	BARRON, David A. Branch: P/I/ OLS, OLIP, 1991-Aug-14	1836	BERESNIEWICZ, Chris Branch: C// OLS, OLIP, 2000-Jan-26
1941	BATCHVAROVA, Tania Nenova Branch: C// OLS, OLIP, 2011-Feb-24	1737	BERG, Ronald E. Branch: C// OLS, OLIP, 1993-Jan-21

1754	BHATTI, Wikar A. Branch: C// OLS, OLIP, 1994-Jan-11	CR184	BOILEAU, Murray A. Branch: I// OLS, OLIP, 2002-Aug-15
1885	BIANCHI, David Branch: C// OLS, OLIP, 2004-Sep-08	1689	BORTOLUSSI, Adrian Branch: C// OLS, OLIP, 1991-Jan-29
1606	BIASON, Lawrence J. Branch: C// OLS, OLIP, 1986-Jun-18	1861	BOUNSALL, Andrew T. Branch: C// OLS, OLIP, 2001-Sep-12
1593	BISHOP, Gregory C.P. Branch: C// OLS, OLIP, P.Eng. 1986-Jun-18	1565	BOWERS, Francis N. Branch: C// OLS, OLIP, P.Eng. 1984-Dec-20
1702	BLACK, David A. Branch: C// OLS, OLIP, 1991-Aug-14	CR67	BOWLBY, Ewart D. Branch: G// OLS, OLIP, 1991-Jan-29
1104	BLACKBURN, P. Ardon Branch: C// OLS, OLIP, 1962-May-14	1278	BOWMAN, W. James Branch: C// OLS, OLIP, 1971-Jun-25
1738	BODE, Ralph T. Branch: C// OLS, OLIP, C.L.S. 1993-Jan-16	1530	BOWYER, Edward W. Branch: C// OLS, OLIP, 1982-Jun-04
1580	BOEHME, Kerry Branch: C// OLS, OLIP, 1985-Dec-18	1402	BOYD, John G. Branch: C// OLS, OLIP, 1975-May-16
1967	BOGDANOV, Yuriy Branch: C// 2014-Jan-22	1760	BRACKEN, George N. Branch: C// OLS, OLIP, 1994-Jan-14
1651	BOGUE, Colin B. Branch: C// OLS, OLIP, P.Eng. 1988-Dec-19	1917	BRIDGES, Ron Branch: C// OLS, OLIP, 2009-Jan-15

1553	BROUWERS, Bruce Branch: C// OLS, OLIP, 1983-Dec-21	1947	BUNKER, Chris Branch: C// OLS, OLIP, 2011-Oct-06
1620	BROWN, Donald H. Branch: C// OLS, OLIP, 1987-Dec-14	1701	BURCHAT, Martha L. Branch: C// OLS, OLIP, 1991-Aug-14
1971	BROXHAM, Andrew James Branch: C// 2014-Feb-27	CR142	CADEAU, Francis M. Branch: I// OLS, OLIP, 2002-Feb-21
994	BRUBACHER, Wayne D. Branch: C/I/ OLS, OLIP, 1959-Jan-14	1314	CAMERON, Andrew Branch: C// OLS, OLIP, P.Eng. 1972-Nov-06
CR141	BRUBACHER, David M. Branch: I// OLS, OLIP, 2002-Feb-21	1747	CAMPBELL, Brian R. Branch: C// OLS, OLIP, 1993-Aug-11
1295	BUCK, William D. Branch: C// OLS, OLIP, P.Eng., C.L.S. 1971-Dec-17	1810	CAMPBELL, Kenton H. Branch: C// OLS, OLIP, 1997-Aug-13
CR157	BUCKLE, Alan D. Branch: I// OLS, OLIP, 2002-Jun-27	1269	CARD, William H. Branch: C// OLS, OLIP, 1971-May-26
1768	BUISMAN, Jeffrey E. Branch: C// OLS, OLIP, 1995-Jan-11	CR109	CARNEGIE, J. Trevor Branch: H// OLS, OLIP, 1992-Jan-01
1323	BUNKER, Thomas A. Branch: C// OLS, OLIP, C.L.S., P.Eng., C.A. 1973-Jan-29	1654	CHAMBERS, Donald G. Branch: C// OLS, OLIP, 1989-Jun-19
		CR159	CHAPMAN, Michael A. Branch: I// OLS, OLIP, P.Eng., Ph.D. 2002-Jun-27

1811	CHAPPLE, Brooke D. Branch: C// OLS, OLIP, 1997-Aug-13	1567	CLARKE, Barry J. Branch: C// OLS, OLIP, C.L.S. 1984-Dec-20
1962	CHERIAN, Boney Branch: C// 2013-Jul-22	1254	CLIPSHAM, Robert E. Branch: C// OLS, OLIP, P.Eng. 1970-May-12
1886	CHITTY, Phil W. Branch: C// OLS, OLIP, 2004-Sep-08	1781	COAD, Brian A. Branch: C// OLS, OLIP, 1995-Jul-20
CR160	CHRISTOPHER, Desmond A. Branch: I// OLS, OLIP, 2002-Jun-27	1542	COLE, J. Anne Branch: C// OLS, OLIP, C.L.S. 1982-Dec-06
1466	CHURCH, Paul L. Branch: C// OLS, OLIP, 1978-Dec-11	1641	COLLETT, Brent W. Branch: C// OLS, OLIP, 1988-Jun-07
1338	CLANCY, Ronald W. Branch: C// OLS, OLIP, 1973-Aug-17	1803	COMERY, David A. Branch: C// OLS, OLIP, 1997-Feb-19
1387	CLANCY, Michael J. Branch: C// OLS, OLIP, 1974-Jul-26	1511	CONSOLI, Guido V. Branch: C// OLS, OLIP, C.L.S. 1980-Dec-05
1690	CLARK, W. Bruce Branch: C// OLS, OLIP, A.L.S 1991-Jan-29	1788	COONS, Scott E. Branch: C// OLS, OLIP, 1996-Jan-23
912	CLARKE, Alvin J. Branch: C// OLS, OLIP, 1956-Aug-15	1801	CORMIER, Dan J. Branch: C// OLS, OLIP, C.L.S. 1997-Jan-18
1201	CLARKE, Ross A. Branch: C// OLS, OLIP, P.L.E., P.Mgr. 1966-Oct-04	CR19	COSTELLO, Barry W. Branch: I// OLS, OLIP, 1990-Jan-23

1837	COUTTS, Hugh S. Branch: C// OLS, OLIP, 2000-Jan-26	1714	D'AMICO, John M.J. Branch: C// OLS, OLIP, 1992-Jan-29
1805	CRANCH, Crystal R. Branch: C// OLS, OLIP, 1997-May-13	CR133	D'AMICO, Tony Branch: I// OLS, OLIP, 2001-Sep-12
CR161	CRANN, Wayne F.R. Branch: I// OLS, OLIP, 2002-Jun-27	1939	DAVIDSON, Steven Palmer Branch: C// OLS, OLIP, 2011-Jan-21
1977	CROCKER, J. Paul Branch: C// OLS, OLIP, 2015-Jan-15	CR196	DAVIS, Kelly P. Branch: I// OLS, OLIP, 2003-Feb-20
1527	CULBERT, Douglas A. Branch: C// OLS, OLIP, 1982-Jan-25	1748	DAY, Nigel A.P. Branch: C// OLS, OLIP, 1993-Aug-26
1253	CULLEN, Donald J. Branch: C// OLS, OLIP, 1970-May-12	1739	DE HAAN, Peter Branch: C// OLS, OLIP, 1993-Jan-16
1928	CUMMINGS, Dwayne Branch: C// OLS, OLIP, 2010-Jan-18	1838	DE LUCA, Fernando G. Branch: C// OLS, OLIP, 2000-Jan-26
1892	CURRIE, Lise Roxanne Branch: C// OLS, OLIP, 2006-Aug-14	1458	DE RIJCKE, Izaak Branch: C// OLS, OLIP, LL.B. 1978-Jul-19
CR132	CZAJKA, Stephen D. Branch: I// OLS, OLIP, 2001-Sep-12	1789	DE ROSA, Pier L. Branch: C// OLS, OLIP, 1996-Feb-22
1537	CZERWINSKI, Tom Branch: C// OLS, OLIP, 1982-Dec-06	1655	DEL BOSCO, Terry W. Branch: C// OLS, OLIP, 1989-Jun-19

1876	DELLA MORA, Rick Branch: C// OLS, OLIP, 2003-Aug-13	1400	DORLAND, David S. Branch: C// OLS, OLIP, 1975-May-09
1630	DELORME, Line G. Branch: C// OLS, OLIP, 1988-Jun-07	1854	DOSEN, Vladimir Branch: C// OLS, OLIP, 2001-Jan-31
1306	DELPH, Frank B. Branch: C// OLS, OLIP, C.L.S. 1972-Jun-30	1491	DUTRISAC, Denis Branch: C// OLS, OLIP, 1979-Aug-15
1878	DENBROEDER, Ross B. Branch: C// OLS, OLIP, 2003-Sep-10	1716	DZALDOV, Ophir N. Branch: C// OLS, OLIP, 1992-Jan-29
1692	DENIS, Ronald A. Branch: C// OLS, OLIP, C.L.S. 1991-Jan-29	1852	DZALDOV, Dan Branch: C// OLS, OLIP, 2001-Jan-16
1863	DI COSMO, Matthew Branch: C// OLS, OLIP, 2002-Feb-21	1538	EDWARD, Paul C. Branch: C// OLS, OLIP, 1982-Dec-06
1568	DIETZ, Terry P. Branch: C// OLS, OLIP, 1984-Dec-20	CR113	EMODE, Richard E.O. Branch: G// OLS, OLIP, P.Eng., FEC 1993-Feb-11
1521	DOLLIVER, Dan Branch: C// OLS, OLIP, 1981-Dec-02	1554	ENGLAND, Brent J. Branch: C// OLS, OLIP, C.L.S. 1983-Dec-21
1921	DOMAGALSKI, Adam Branch: C// OLS, OLIP, 2009-Jul-22	1764	EPLETT, Dale F. Branch: C// OLS, OLIP, P.Eng. 1994-Aug-17
1661	DORE, Ronald Branch: C// OLS, OLIP, 1989-Nov-06	1782	ERTL, Lawrence O. Branch: C// OLS, OLIP, 1995-Jul-31

1812	EVEN, James Branch: C// OLS, OLIP, 1997-Aug-13	1934	FISHER, Michael John Branch: C// OLS, P.Eng. 2010-Sep-08
1975	FATHI, Seyed Abdolmajid Branch: C// OLS, OLIP, 2014-Jul-24	1828	FLEGUEL, Robin L. Branch: C// OLS, OLIP, 1999-Feb-03
1937	FEE, Jeff John Branch: C// OLS, OLIP, 2011-Jan-12	1555	FLIGG, Robert A. Branch: C// OLS, OLIP, C.L.S. 1983-Dec-21
1424	FENCOTT, Robert J. Branch: C// OLS, OLIP, P.Eng. 1976-Jul-15	1790	FLIM, Allard V. Branch: C// OLS A.L.S. 1996-Feb-22
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	1311	FORTH, Paul F. Branch: C// OLS, OLIP, 1972-Jul-24
CR64	FERGUSON, James E. Branch: G// OLS, OLIP, 1990-Nov-06	1882	FOURNIER, Marc G. Branch: C// OLS, OLIP, 2004-Jan-09
1616	FERIZOVIC, Ken Branch: C// OLS, OLIP, 1987-Jun-17	CR21	FRANCIS, Paul M. Branch: P//I OLS, OLIP, 1990-Jan-23
1957	FIDDES, Zachary Branch: C// OLS, OLIP, 2013-Jan-14	1676	FULTON, Robert J. Branch: C// OLS, OLIP, 1990-Jul-10
1575	FINNIE, Roderick Branch: C// OLS, OLIP, 1985-Jun-10	1138	GACSER, Ernest Branch: C// OLS, OLIP, 1963-May-28

1644	GALATI, Pasquale Branch: C// OLS, OLIP, 1988-Jun-07	CR96	GOADSBY, J. Morgan Branch: G// OLS, OLIP, 1991-Nov-19
1636	GALEJS, John Branch: C// OLS, OLIP, 1988-Jun-07	1643	GODWIN, Peter J. Branch: C// OLS, OLIP, 1988-Jun-07
1727	GARDEN, Edward R. Branch: C// OLS, OLIP, 1992-Aug-04	1813	GOEBELLE, Hugh B. Branch: C// OLS, OLIP, C.L.S. 1997-Aug-13
CR95	GARIEPY, David H. Branch: P// OLS, OLIP, P.Eng. 1991-Nov-19	CR162	GOFF, Dennis H. Branch: I// OLS, OLIP, 2002-Jun-27
1808	GELBLOOM, Jaime Branch: C// OLS, OLIP, C.L.S. 1997-Jun-17	1814	GOLDMAN, Barry D. Branch: C// OLS, OLIP, 1997-Aug-13
1718	GEYER, Rodney H. Branch: C// OLS, OLIP, 1992-Jan-29	1185	GOLTZ, John F. Branch: C// OLS, OLIP, 1965-Dec-13
1952	GHOLAMI, Ali Branch: C// OLS, OLIP, 2012-Jul-19	1942	GONDO, Thomas Branch: C// OLS, OLIP, 2011-Feb-24
1819	GIBSON, Laura E. Branch: C// OLS, OLIP, 1998-Jan-27	1663	GOODRIDGE, Paul G. Branch: C// OLS, OLIP, 1990-Jan-23
1625	GIFFORD, Steven J. Branch: C// OLS, OLIP, 1987-Dec-14	1839	GORMAN, Michael J. Branch: C// OLS, OLIP, 2000-Jan-26
1791	GILMORE, Mark V. Branch: C// OLS, OLIP, 1996-Feb-22	1430	GOSSLING, Steven J. Branch: C// OLS, OLIP, 1977-Feb-02

1288	GRAHAM, Derek G. Branch: C// OLS, OLIP, 1971-Nov-22	1447	HACKETT, Richard Branch: C// OLS, OLIP, 1978-Feb-22
1183	GRANDER, Helmut F. Branch: C// OLS, OLIP, 1965-Dec-13	1556	HALLIDAY, Robert D. Branch: C// OLS, OLIP, C.L.S. 1984-Jul-04
1759	GRANDER, Ralph F. Branch: C// OLS, OLIP, 1994-Jan-13	CR134	HAM, Jeffrey J. Branch: I// OLS, OLIP, C.E.T. 2001-Sep-12
1945	GREEN, David Branch: C// OLS, OLIP, 2011-Apr-07	1713	HARAMIS, Patrick J. Branch: C// OLS, OLIP, 1991-Aug-22
CR120	GREENFIELD, Kirsten M. Branch: I// OLS, OLIP, CLS 2000-Jul-19	1693	HARPER, William A. Branch: C// OLS, OLIP, C.L.S. 1991-Jan-29
1595	GREGOIRE, Paul J. Branch: C// OLS, OLIP, C.L.S. 1986-Jun-18	1532	HARRIS, Robert K. Branch: C// OLS, OLIP, C.L.S. (St Lucia) 1982-Jun-04
1379	GRENKIE, Edward J. Branch: C// OLS, OLIP, S.L.S.(RET), P.SURV. (RET) 1974-Jun-21	1786	HARRIS-HERR, Nancy L. Branch: C// OLS, OLIP, 1995-Oct-14
1868	GRIFFITHS, Michael A. Branch: C// OLS, OLIP, 2002-Jul-18	1528	HARTLEY, Timothy D. Branch: C// OLS, OLIP, 1982-Jan-25
1824	GROZELLE, Nancy J. Branch: C// OLS, OLIP, 1998-Aug-12	1705	HARTWICK, Gregory J. Branch: C// OLS, OLIP, C.L.S. 1991-Aug-14
1465	GUTRI, John H. Branch: C// OLS, OLIP, 1978-Oct-30	1847	HARTWICK, Travis G. Branch: C// OLS, OLIP, 2000-Jul-19

1406	HAWKINS, Robert C. Branch: C// OLS, OLIP, 1975-Jun-17	1494	HILEY, John W. Branch: C// OLS, OLIP, 1979-Dec-07
1761	HAWLEY, David J. Branch: C// OLS, OLIP, 1994-Apr-13	1634	HILLIS, Kerry F. Branch: C// OLS, OLIP, 1988-Jun-07
1880	HAZEN, Jason P.E. 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	1617	HOGAN, J. Russell Branch: C// OLS, OLIP, 1987-Jun-17
1899	HEWLETT, James A. Branch: C// OLS, OLIP, 2007-Jan-15	1750	HOMER, Peter J. Branch: C// OLS, OLIP, 1993-Sep-24
1621	HEYWOOD, Allan J. Branch: C// OLS, OLIP, 1987-Dec-14	1815	HOOK, Stephen D. Branch: C// OLS, OLIP, 1997-Aug-13
1720	HICKSON, Gerald G. Branch: C// OLS, OLIP, 1992-Jan-29	1773	HOPPE, Thomas Branch: C// OLS, OLIP, 1995-Jan-25
1596	HIGGINSON, Leslie M. Branch: C// OLS, OLIP, 1986-Jun-18	1128	HORWOOD, David O. Branch: C// OLS, OLIP, C.L.S. 1963-Feb-25

CR144	HORWOOD, David M. Branch: I// OLS, OLIP, 2002-Feb-21	1728	IRWIN, Bruce C. Branch: C// OLS, OLIP, 1992-Aug-04
741	HOUGHTON, Donald I. Branch: C// OLS, OLIP, 1950-Aug-29	1897	ISIP, Reynaldo Lagman Branch: C// OLS, OLIP, 2007-Jan-11
1706	HOUGHTON, Ward I. Branch: C// OLS, OLIP, 1991-Aug-14	1086	JACKSON, John E. Branch: C// OLS, OLIP, 1961-Sep-20
1958	HU, Yahui Branch: C// OLS, OLIP, 2013-Jan-14	1629	JACOBS, Bryan Branch: C// OLS, OLIP, 1988-Jun-07
1534	HUNT, Douglas E. Branch: C// OLS, OLIP, 1982-Jun-04	CR187	JAROS, Ronald Branch: I// OLS, OLIP, 2002-Aug-29
1582	HUSTED, Kimberly S. Branch: C// OLS, OLIP, 1985-Dec-18	1425	JASON, Ronald M. Branch: C// OLS, OLIP, C.L.S., P.Eng. 1976-Jul-15
1827	HYDE, Harold D. Branch: C// OLS, OLIP, 1999-Feb-03	1927	JEFFRAY, Angela Branch: C// OLS, OLIP, 2010-Feb-18
1832	IAVICOLI, Bruno Branch: C// OLS, OLIP, 1999-Jul-21	1550	JEMMETT, Douglas W. Branch: C// OLS, OLIP, 1983-Jul-12
1797	IMS, Theodor H. Branch: C// OLS, OLIP, 1996-Aug-13	1648	JEMMETT, Shawn A. Branch: C// OLS, OLIP, 1988-Dec-19
1573	IRWIN, Gary A. Branch: C// OLS, OLIP, 1985-Feb-19	1574	JENKINS, Kevin G. Branch: C// OLS, OLIP, 1985-Feb-19

1864	JERAJ, Alnashir Branch: C// OLS, OLIP, 2002-Feb-21	1955	KACZMAREK, Rafal P. Branch: C// OLS, OLIP, 2013-Jan-10
1262	JOHNSON, Ross M. Branch: C// OLS, OLIP, 1970-Nov-24	1922	KALANTZAKOS, Harry Branch: C// OLS, OLIP, 2009-Jul-22
1571	JOHNSON, E. Bruce Branch: C// OLS, OLIP, 1984-Dec-20	1449	KARPIEL, Ronald S. Branch: C// OLS, OLIP, A.L.S. 1978-Jun-05
1889	JOHNSON, James W. Branch: C// OLS, OLIP, 2005-Jan-26	1557	KASPRZAK, Adam Branch: C// OLS, OLIP, 1984-Jul-04
1688	JOHNSTON, Kerry S. Branch: C// OLS, OLIP, 1991-Jan-15	1678	KEAT, John C.G. Branch: C// OLS, OLIP, 1990-Jul-10
1282	JONES, Russell W.R. Branch: C// OLS, OLIP, 1971-Sep-13	1883	KEATLEY, Gordon R. Branch: C// OLS, OLIP, 2004-Jan-13
CR128	JONES, Darrell W. Branch: I// OLS, OLIP, 2000-Nov-17	1442	KENNEDY, John H. Branch: C// OLS, OLIP, C.L.S. 1977-Sep-27
1950	JONES, Tom Dixon Branch: C// OLS, OLIP, 2012-Mar-26	1352	KERR, Brian W. Branch: C// OLS, OLIP, 1973-Nov-22
1626	JORDAN, Robert J. Branch: C// OLS, OLIP, 1987-Dec-14	1577	KETCHUM, Kenneth J. Branch: C// OLS, OLIP, 1985-Jun-10
1619	JORDENS, Douglas F. Branch: C// OLS, OLIP, S.L.S. 1987-Jul-11	1609	KIDD, Paul Branch: C// OLS, OLIP, 1986-Dec-15

CR115	KINGSTON, Laura A. Branch: G// OLS, OLIP, Ph.D. 1998-Aug-12	1622	KREZE, Daniel Branch: C// OLS, OLIP, 1987-Dec-14
1429	KIRKLAND, James E. Branch: C// OLS, OLIP, P.Eng. 1977-Feb-02	1722	KRISTJANSON, Tom Branch: C// OLS, OLIP, 1992-Jan-29
1639	KIRKUP, Roy S. Branch: C// OLS, OLIP, 1988-Jun-07	1865	KUBICKI, Borys D. Branch: C// OLS, OLIP, 2002-Feb-21
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	1956	LADINES, Jayson F. Branch: C// OLS, OLIP, 2013-Jan-10
1370	KRCMAR, Vladimir Branch: C// OLS, OLIP, 1974-Jan-22	1898	LAFRAMBOISE, Gabriel Branch: C// OLS, OLIP, 2007-Jan-11
1774	KRCMAR, Maja Branch: C// OLS, OLIP, 1995-Jan-25	1951	LALE, Goran Branch: C// OLS, OLIP, 2012-Jun-06
1775	KRCMAR, Saša Branch: C// OLS, OLIP, 1995-Jan-25	1729	LAMB, Peter B. Branch: C// OLS, OLIP, 1992-Aug-04
1900	KRCMAR, Tomislav Branch: C// OLS, OLIP, 2007-Jan-23	1829	LAMONT, David A. Branch: C// OLS, OLIP, 1999-Feb-03

1547	LANCASTER, Edward M. Branch: C// OLS, OLIP, C.L.S. 1983-Feb-06	1940	LESLIE, James William Branch: C// OLS, OLIP, 2011-Jan-26
1918	LAPOINTE, Stéphane Branch: C// OLS, OLIP, 2009-Jan-15	CR167	LI, Songnian Branch: I// OLS, OLIP, Ph.D., P.Eng. 2002-Jun-27
1798	LAROCQUE, Brent R. Branch: C// OLS, OLIP, 1996-Aug-13	CR205	LI, Amy Kwok Ying Branch: I// OLS, OLIP, 2012-Feb-23
1914	LAU, Francis Branch: C// OLS, OLIP, 2008-Aug-28	1830	LIN, Joseph Branch: C// OLS, OLIP, 1999-Feb-03
1953	LAU, Jansky Tak Choi Branch: C// OLS, OLIP, 2012-Jul-19	1825	LINHARES, Eduardo J. Branch: C// OLS, OLIP, 1998-Aug-12
1906	LAWRENCE, Gavin Eldred Branch: C// OLS, OLIP, 2008-Jan-23	1963	LISE, Arthur J. Branch: C// OLS, OLIP, 2013-Jul-22
1792	LAWS, James M. Branch: C// OLS, OLIP, 1996-Feb-22	1664	LO, George C.M. Branch: C// OLS, OLIP, 1990-Jan-23
1809	LEGAT, Jaro A. Branch: C// OLS, OLIP, 1997-Jun-17	1679	LORD, Rodney D. Branch: C// OLS, OLIP, 1990-Jul-10
1367	LEGRIS, Murray J. Branch: C// OLS, OLIP, 1974-Jan-04	1399	LORENTZ, Richard D. Branch: C// OLS, OLIP, 1975-Jan-14
1755	LEGROW, Neil A. Branch: C// OLS, OLIP, 1994-Jan-11	1597	LYMER, Daniel J. Branch: C// OLS, OLIP, P.Eng. 1986-Jun-18

1642	LYNCH, Brian J. Branch: C// OLS, OLIP, 1988-Jun-07	1785	MAK, Ronald M. Branch: C// OLS, OLIP, 1995-Aug-15
1822	MACDONALD, Thomas G. Branch: C// OLS, OLIP, 1998-Jul-22	1549	MALONEY, Brian J. Branch: C// OLS, OLIP, 1983-Jul-12
1849	MACDONALD, Christopher A. Branch: C// OLS, OLIP, 2000-Jul-19	1668	MANN, Robert J. Branch: C// OLS, OLIP, 1990-Jan-23
1605	MACEK, Michael Branch: C// OLS, OLIP, 1986-Jun-18	1535	MANSFIELD, Peter J. Branch: C// OLS, OLIP, C.L.S. 1982-Jun-04
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	CR30	MARION, David H. Branch: P// OLS, OLIP, 1990-Feb-05
CR99	MAILHOT-ARON, Ann-Marie Branch: G// OLS, OLIP, 1991-Nov-19	1540	MARLATT, Michael E. Branch: C// OLS, OLIP, C.L.S. 1982-Dec-06
1546	MAK, Rudy Branch: C// OLS, OLIP, 1982-Dec-06	1337	MARR, Douglas G. Branch: C// OLS, OLIP, 1973-Aug-14
		1745	MARTIN, Robert C. Branch: C// OLS, OLIP, 1993-Jan-13

CR149	MARTIN, Blain W. Branch: I// OLS, OLIP, C.L.S., PMP 2002-Feb-21	1730	MCDERMOTT, Robert M. Branch: C// OLS, OLIP, 1991-Aug-04
1907	MARTON, Alexandru Branch: C// OLS, OLIP, 2008-Jan-23	CR101	MCELRAVY, Gordon D. Branch: P// OLS C.C. 1991-Nov-19
1339	MASCOE, William A. Branch: C// OLS, OLIP, 1973-Sep-20	1751	MCGUIRE, Gordon D. Branch: C// OLS, OLIP, 1993-Sep-23
1740	MATTHEWS, Michael F. Branch: C// OLS, OLIP, C.L.S. 1993-Jan-12	1981	MCGUIRE, Conor Branch: C// OLS, OLIP, 2015-Jan-30
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
1884	MAUGHAN, David U. Branch: C// OLS, OLIP, 2004-Jan-20	1508	MCKECHNIE, Stewart D. Branch: C// OLS, OLIP, 1980-Oct-09
1548	MAURO, Frank Branch: C// OLS, OLIP, 1983-Jul-12	1949	MCKECHNIE, Michael Branch: C// OLS, OLIP, 2012-Feb-23
1756	MAYO, Roy C. Branch: C// OLS, OLIP, 1994-Jan-11	1137	MCKIBBON, Ronald G. Branch: C// OLS, OLIP, 1963-May-07
1966	MC RAE, Reuben Branch: C// OLS, OLIP 2014-Jan-22	1708	MCKIBBON, Robert W. Branch: C// OLS, OLIP, 1991-Aug-14
1724	MCCONNELL, Robert Branch: C// OLS, OLIP, 1992-Jan-29	1709	MCLAREN, Daniel S. Branch: C// OLS, OLIP, P.Eng. 1991-Aug-14

1741	MCLEOD, Daniel J. Branch: C// OLS, OLIP, 1993-Jan-21	1585	MILLER, Richard D. Branch: C// OLS, OLIP, 1985-Dec-18
1874	MCMORRAN, Douglas Scott Branch: C// OLS, OLIP, 2003-Feb-20	1855	MILNE, Neil C. Branch: C// OLS, OLIP, 2001-Jan-31
1558	MCNABB, Marvin D. Branch: C// OLS, OLIP, 1984-Jul-04	1806	MIRET, Dario A. Branch: C// OLS, OLIP, 1997-May-13
1840	MCNEIL, Trevor D.A. Branch: C// OLS, OLIP, 2000-Jan-26	1923	MIRZAKHANLOU, Manouchehr Branch: C// OLS, OLIP, 2009-Jul-22
1584	MCPHERSON, Bruce G. Branch: C// OLS, OLIP, P.Eng. 1985-Dec-18	1946	MITREV, Simeon E Branch: C// OLS, OLIP, 2011-Jul-29
1780	MELDRUM SMITH, Julia M. Branch: C// OLS, OLIP, C.L.S. 1995-Jul-19	1980	MO, Jason Chun-Ho Branch: C// OLS, OLIP, 2015-Jan-29
1903	MERRLLES, John Branch: C// OLS, OLIP, 2007-Sep-07	1681	MOLLOY, Perry A. Branch: C// OLS, OLIP, 1990-Jul-10
1559	MERRY, William I. Branch: C// OLS, OLIP, 1984-Jul-04	1053	MONTEITH, John D. Branch: C// OLS, OLIP, 1960-May-13
CR110	MICHAEL, John H. Branch: P// OLS, OLIP, 1992-Feb-01	1623	MOORE, William J. Branch: C// OLS, OLIP, 1987-Dec-14
1512	MILLER, Paul A. Branch: C// OLS, OLIP, C.L.S. 1980-Dec-05	1793	MOORE, Raymond A. Branch: C// OLS, OLIP, P.Eng. 1996-Feb-22

1317	MORETON, Peter G. Branch: C// OLS, OLIP, C.L.S. 1972-Dec-19	1871	NG, Foo Yip Branch: C// OLS, OLIP, 2003-Jan-08
1467	MOUNTJOY, Maureen V. Branch: C// OLS, OLIP, 1978-Dec-14	1959	NICOL, James Andrew Branch: C// OLS, OLIP, 2013-Jan-14
1746	MOUNTJOY, Robert G. Branch: C// OLS, OLIP, P.Eng. 1993-Jan-12	1833	NICULAE, Roxana Branch: C// OLS, OLIP, 1999-Jul-21
1779	MUIR, John W. Branch: C// OLS, OLIP, C.L.S. 1995-Jul-24	CR199	NIELSEN, Peter M. Branch: G// OLS, OLIP, 2004-Jan-08
CR136	MURDOCH, Robert M. Branch: I// OLS, OLIP, 2001-Sep-12	1682	NISBET, T. Martin Branch: C// OLS, OLIP, C.L.S. 1990-Jul-10
1341	MURRAY, Richard W. Branch: C// OLS, OLIP, 1973-Nov-08	1908	NISIOIU, Tudor Branch: C// OLS, OLIP, 2008-Jan-23
1912	MUSCLOW, Chris Branch: C// OLS, OLIP, 2008-Jul-25	1373	NORGROVE, David J. Branch: C// OLS, OLIP, 1974-Apr-16
1658	MWINYI, Omari B.S. Branch: C// OLS, OLIP, 1989-Jun-19	1873	NOUWENS, Marcus J.T. Branch: C// OLS, OLIP, P.Eng. 2003-Jan-14
CR170	NADJIWON, Cathryn A. Branch: I// OLS, OLIP, 2002-Jun-27	1867	O'CONNOR, Shawn M. Branch: C// OLS, OLIP, 2002-Jul-16
1870	NANFARA, Joseph Branch: C// OLS, OLIP, 2002-Oct-03	1893	OSINSKI, Marek Branch: C// OLS, OLIP, 2006-Aug-14

CR200	OSUCHOWSKI, Zofia Branch: P// OLS, OLIP, 2004-Sep-08	1410	PATTEN, Lynn H. Branch: C// OLS, OLIP, 1975-Jul-11
1936	OYLER, Christopher John Branch: C// OLS, OLIP, 2010-Sep-08	1778	PAYETTE, Marc P. Branch: C// OLS, OLIP, 1995-Apr-21
1572	PACKOWSKI, Thomas J. Branch: C// OLS, OLIP, 1984-Dec-20	1669	PEARCE, Wayne T. Branch: C// OLS, OLIP, P.Eng. 1990-Jan-23
1834	PAGE, Dasha Branch: C// OLS, OLIP, 1999-Jul-21	1670	PEARSON, Robert G. Branch: C// OLS, OLIP, 1990-Jan-23
CR201	PALLADINO, Julius Branch: I// OLS, OLIP, 2002-Sep-11	1680	PEARSON, Michéle M. Branch: C// OLS, OLIP, 1990-Jul-10
1345	PAPA, Guido Branch: C// OLS, OLIP, 1973-Nov-19	1695	PERKINS, Kevin D. Branch: C// OLS, OLIP, 1991-Jan-29
1909	PAPA, Valerio G. Branch: C// OLS, OLIP, 2008-Jan-23	CR112	PERKINS, Stephen M. Branch: P// OLS, OLIP, 1992-Aug-04
1721	PARKER, Bruce A. Branch: C// OLS, OLIP, 1992-Jan-29	1776	PESCE, David Branch: C// OLS, OLIP, 1995-Jan-25
CR195	PARKIN, Margaret J. Branch: I// OLS, OLIP, 2003-Feb-06	1536	PETRICH, Fred Branch: C// OLS, OLIP, 1982-Jun-04
1569	PARSONS, William E. Branch: C// OLS, OLIP, C.L.S. 1984-Dec-20	1970	PETROVIC, Djordje Branch: C// 2014-Jan-22

1586	PHILLIPS, Gary W. Branch: C// OLS, OLIP, 1985-Dec-18	1579	QUINLAN, Danny P. Branch: C// OLS, OLIP, 1985-Jun-10
1217	PILLER, Helmut Branch: C// OLS, OLIP, 1968-May-22	1841	RAIKES, Peter T. Branch: C// OLS, OLIP, CLS 2000-Jan-26
CR171	PIRAINO, John P. Branch: I// OLS, OLIP, P.Eng. 2002-Jun-27	1684	RAITHBY, David J. Branch: C// OLS, OLIP, 1990-Jul-10
CR130	POOT, Robin W.L. Branch: G// OLS, OLIP, 2001-Aug-10	1968	RAMACHANDRAN, Piratheepan Branch: C// 2014-Jan-22
1891	POPA, Dorin Branch: C// OLS, OLIP, 2006-Jan-13	1561	RAMSAMOOJ, Sase N. Branch: C// OLS, OLIP, 1984-Jul-04
1973	POPA, Dacian Nicolae Branch: C// 2014-Jun-12	1321	RASCH, Desmond R. Branch: C// OLS, OLIP, 1973-Jan-26
CR173	POWER, K. Michael Branch: I// OLS, OLIP, 2002-Jun-27	1943	RATHNAYAKE, Vineetha S. Branch: C// OLS, OLIP, 2011-Feb-24
1683	PURCELL, T. Murray Branch: C// OLS, OLIP, 1990-Jul-10	1731	RAY, Gordon A. Branch: C// OLS, OLIP, 1992-Aug-04
1965	QUERUBIN, Ron Branch: C// OLS, OLIP, 2014-Jan-22	1872	REED, Thomas R. Branch: C// OLS, OLIP, 2003-Jan-09
1637	QUESNEL, Paul M. Branch: C// OLS, OLIP, 1988-Jun-07	CR123	REIACH, Lindsay Branch: I// OLS, OLIP, C.E.T. 2000-Jul-19

1766	REID, Rodger J. Branch: C/G/ OLS, OLIP, C.L.S., P.Eng. 1994-Dec-01	1587	ROCCAFORTE, Alfonso Branch: C// OLS, OLIP, 1985-Dec-18
1495	REITSMA, P. Douglas Branch: C// OLS, OLIP, 1979-Dec-07	1096	RODY, Talson E. Branch: C// OLS, OLIP, 1961-Nov-22
1386	REYNOLDS, Rodney G. Branch: C// OLS, OLIP, 1974-Jul-25	1804	RODY, Eric Branch: C// OLS, OLIP, 1997-Feb-19
CR154	RISHCHYNSKI, Robert L. Branch: I// OLS, OLIP, 2002-Jun-18	1856	ROUSE, Tracy R. Branch: C// OLS, OLIP, 2001-Jan-31
1915	RIZK, Ashraf Branch: C// OLS, OLIP, 2008-Sep-03	1910	ROY, André Roger Branch: C// OLS, OLIP, 2008-Jan-23
1176	ROBERTS, Donald E. Branch: C// OLS, OLIP, 1965-May-17	1733	RUDNICKI, Les S. Branch: C// OLS, OLIP, 1992-Aug-04
1472	ROBINSON, Ian D. Branch: C// OLS, OLIP, 1979-Feb-07	1541	RUEB, Erich Branch: C// OLS, OLIP, 1982-Dec-06
1725	ROBINSON, Gregory G. Branch: C// OLS, OLIP, 1992-Jan-29	1671	RUTTAN, Steven C. Branch: C// OLS, OLIP, 1990-Jan-23
1931	ROBINSON, Daniel Bernard Branch: C// OLS , OLIP, 2010-Aug-18	1416	RUUSKA, Seppo M. Branch: C// OLS, OLIP, C.L.S. 1975-Oct-23
		1875	SALB, Thomas J. Branch: C// OLS, OLIP, 2003-Jul-15

1523	SALNA, Robert Branch: C// OLS, OLIP, 1981-Dec-02	1857	SHANMUGARAJAH, Tharmarajah Branch: C// OLS, OLIP, 2001-Jan-31
1894	SALZER, Eric G. Branch: C// OLS, OLIP, 2006-Aug-14	1686	SHANTZ, Murray R. Branch: C/I/ OLS, OLIP, 1990-Jul-10
1544	SAM-GUINDON, Kathryn Branch: C// OLS, OLIP, C.L.S. 1982-Dec-06	1633	SHEEHY, Paul J. Branch: C// OLS, OLIP, C.L.S. 1988-Jun-07
CR12	SANI, Anthony P. Branch: P/I/ OLS, OLIP, M.R.I.C.S. 1989-Nov-06	1719	SHELP, Andrew V. Branch: C// OLS, OLIP, 1992-Jan-29
1842	SANKEY, Alister D. Branch: C// OLS, OLIP, 2000-Jan-26	1697	SHIPMAN, Jeffrey P. Branch: C// OLS, OLIP, 1991-Jan-29
1895	SCOTT, John S. Branch: C// OLS, OLIP, 2006-Aug-14	1904	SIBTHORP, Raymond James Branch: C// OLS, OLIP, 2007-Sep-14
1978	SEGARAN, Nath Prashannath Branch: C// OLS, OLIP, 2015-Jan-16	CR124	SILBURN, James L. Branch: I// OLS, OLIP, 2000-Jul-19
1920	SEGUIN, Ryan William Branch: C// OLS, OLIP, 2009-Feb-19	1698	SIMONE, Roy A. Branch: C// OLS, OLIP, MIS 1991-Jan-29
1611	SENKUS, Tom A. Branch: C// OLS, OLIP, 1986-Dec-15	1518	SIMPSON, Walter J. Branch: C// OLS, OLIP, C.L.S. 1981-May-08
CR189	SEVIGNY, Robert F. Branch: I// OLS, OLIP, 2002-Sep-10	1794	SIMPSON, Michael J. Branch: C// OLS, OLIP, 1996-Feb-22

1687	SINGH, Tirbhowan Branch: C// OLS, OLIP, P.Eng. 1990-Jul-10	CR176	SPRINGATE, Mark C. Branch: I// OLS, OLIP, 2002-Jun-27
1673	SINNIS, Spiro Branch: C// OLS, OLIP, C.L.S. 1990-Jan-23	CR182	SROKA, Anthony V. Branch: I// OLS, OLIP, 2002-Jul-17
1699	SKURO, Peter M. Branch: C// OLS, OLIP, 1991-Jan-29	1570	STANTON, Chester J. Branch: C// OLS, OLIP, C.L.S. 1984-Dec-20
1296	SMITH, Ronald H. Branch: C// OLS, OLIP, C.L.S. 1971-Dec-17	1850	STARCEVIC, Dario Branch: C// OLS, OLIP, 2000-Jul-19
1448	SMITH, Andrew J. Branch: C// OLS, OLIP, 1978-Jun-05	1672	STAUSKAS, Tony Branch: C// OLS, OLIP, 1990-Jan-23
1600	SMITH, Anthony G. Branch: C// OLS, OLIP, 1986-Jun-18	1948	STEPHEN, Adam Michael F. Branch: C// OLS, OLIP, 2012-Jan-13
CR125	SMITH, Ian D. Branch: I// OLS, OLIP, 2000-Jul-19	1457	STEWART, Ronald J. Branch: C// OLS, OLIP,, CLS 1978-Jul-05
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
1601	SNELL, William D. Branch: C// OLS, OLIP, C.L.S. 1986-Jun-18	1769	STIDWILL, Grant T. Branch: C// OLS, OLIP, P.Eng. 1995-Jan-20
1799	SPERLING, Ernest G. Branch: C// OLS, OLIP, 1996-Aug-13	1843	STOJANOVIC, Svetomir Branch: C// OLS, OLIP, 2000-Jan-26

1444	STRINGER, Peter J. Branch: C// OLS, OLIP, C.L.S., B.C.L.S. 1978-Jan-18	1879	SWIFT, Phillip S. Branch: C// OLS, OLIP, B.C.L.S. 2003-Oct-01
1783	STRINGER, David B. Branch: C/G/I OLS, OLIP, P.Eng. 1990-Jul-10	1862	TALBOT, Jeffrey P. Branch: C// OLS, OLIP, 2001-Sep-12
1428	STRONGMAN, Charles T. Branch: C// OLS, OLIP, 1976-Nov-11	1426	TAMBLYN, Bryan W. Branch: C// OLS, OLIP, 1976-Jul-15
1589	SUDA, Philip Branch: C// OLS, OLIP, 1985-Dec-18	1734	TAURINS, Normans V. Branch: C// OLS, OLIP, 1992-Aug-04
CR127	SUN, Patrick X. Branch: I// OLS, OLIP, 2000-Nov-06	CR138	THACHUK, Bruce E. Branch: I// OLS, OLIP, 2001-Sep-12
1969	SUNDAR, Ganesh Branch: C// 2014-Jan-22	1563	THALER, Robert C. Branch: C// OLS, OLIP, 1984-Jul-04
1659	SUPPA, Pasquale Branch: C// OLS, OLIP, 1989-Jun-19	1795	THOM, Kevin S. Branch: C// OLS, OLIP, 1996-Feb-22
CR186	SUSSMAN, Raphael Branch: I// OLS, OLIP, 2002-Aug-26	1844	THOMSEN, Paul R. Branch: C// OLS, OLIP, 2000-Jan-26
1435	SUTHERLAND, Norman Elliot Branch: C// OLS, OLIP, C.L.S., P.Eng. 1977-Jun-24	1635	TIEMAN, Andrea E. Branch: C// OLS, OLIP, 1988-Jun-07
1858	SUTHERLAND, Bloss J. Branch: C// OLS, OLIP, 2001-Jan-31	CR148	TIERNEY, Kevin M. Branch: I// OLS, OLIP, 2002-Feb-21

1823	TING, Eric Branch: C// OLS, OLIP, 1998-Aug-12	1476	URSO, David S. Branch: C// OLS, OLIP, C.L.S. 1979-Feb-20
1911	TOMASZEWSKI, Henry Branch: C// OLS, OLIP, 2008-Jan-23	1935	VAN DER VEEN, Blake Campbell Branch: C// OLS, OLIP, 2010-Sep-08
CR129	TORBICKI, Lydia M. Branch: I// OLS, OLIP, 2001-Jan-31	1155	VAN HARTEN, Menno P. Branch: C// OLS, OLIP, 1964-May-08
1340	TORRANCE, Paul H. Branch: C// OLS, OLIP, C.L.S. 1973-Nov-01	1515	VAN LANKVELD, Ted Branch: C// OLS, OLIP, 1980-Dec-05
1279	TRIVERS, Colin G. Branch: C// OLS, OLIP, P.Eng	1777	VANDERVEEN, Gary B. Branch: C// OLS, OLIP, 1995-Jan-25
P.Eng.	1971-Jul-30		
1938	TRUCHON, Mel Branch: C// OLS, OLIP, 2011-Jan-17	1355	VAUGHAN, Brian G. Branch: C// OLS, OLIP, 1973-Nov-26
1604	TULLOCH, Michael F. Branch: C// OLS, OLIP, C.L.S., P.Eng. 1986-Jun-18	1757	VERDUN, Michael D. Branch: C// OLS, OLIP, 1994-Jan-11
1905	TULLOCH, Mark Kenneth Branch: C// OLS, OLIP, P. Eng. 2008-Jan-15	1817	VERHOEF, Henriette J. Branch: C// OLS, OLIP, C.L.S. 1997-Aug-13
1954	TULLOCH, David Branch: C// OLS, OLIP, P. Eng. 2012-Aug-13	1396	VISSER, Raymond J. Branch: C// OLS, OLIP, C.L.S. 1975-Jan-10
1348	TURPEL, Wayne D. Branch: C// OLS, OLIP, 1973-Nov-20	1417	VOLLEBEKK, Dan R. Branch: C// OLS, OLIP, 1975-Oct-27

1845	WAHBA, Youssef Branch: C// OLS, OLIP, 2000-Jan-26	CR207	WATSON, Mark T. Branch: I/I/ OLS, OLIP, 1980-Jul-09
1929	WAHBA, Christopher Branch: C// OLS, OLIP, 2010-Jan-18	1735	WATSON, Keith Branch: C// OLS, OLIP, 1992-Aug-04
1902	WALCZAK, Jacek Branch: C// OLS, OLIP, 2007-Aug-23	CR152	WATT, David R. Branch: I// OLS, OLIP, 2002-Jun-14
1334	WALKER, James E. Branch: C// OLS, OLIP, C.L.S. 1973-Jul-30	1319	WEBSTER, William J. Branch: C// OLS, OLIP, F.S.P.L.S. 1972-Dec-22
1846	WALKER, Darren R. Branch: C// OLS, OLIP, 2000-Jan-26	1770	WEBSTER, Brian J. Branch: C// OLS, OLIP, C.L.S. 1995-Jan-20
1369	WALL, Francis Edward Branch: C// OLS, OLIP, C.L.S. 1974-Jan-18	1887	WERRELL, Adam J. Branch: C// OLS, OLIP, 2004-Sep-08
1056	WALLACE, Ivan B. Branch: C// OLS, OLIP, 1960-May-20	1696	WIEGENBRÖKER, Robert Branch: C// OLS, OLIP, 1991-Jan-29
CR139	WALLACE, Michael J. Branch: I// OLS, OLIP, 2001-Sep-12	1877	WILBAND, Jason P. Branch: C// OLS, OLIP, P.Eng. 2003-Sep-10
1944	WANNACK, Robert John Branch: C// OLS, OLIP, 2011-Feb-24	1758	WILKINSON, Kenneth D. Branch: C// OLS, OLIP, 1994-Jan-11
1660	WARREN, Brad K. Branch: C// OLS, OLIP, 1989-Jun-19	1211	WILLIAMS, Peter J. Branch: C// OLS , OLIP, 1967-Dec-18

1675	WILLIAMS, Edward J. Branch: C// OLS, OLIP, 1990-Jan-23	1344	WYMAN, Paul C. Branch: C// OLS, OLIP, 1973-Nov-16
1331	WILSON, Alexander R. Branch: C// OLS, OLIP, 1973-Jul-23	1866	YADOLLAHI, Seyed M. Branch: C// OLS, OLIP, 2002-Jul-16
1427	WILSON, Paul Branch: C// OLS, OLIP, P.Eng. 1976-Nov-11	1916	YALDA, Bahram Branch: C// OLS, OLIP, 2008-Sep-03
1612	WILTON, David Branch: C// OLS, OLIP, 1986-Dec-15	1807	YEO, Michael W. Branch: C// OLS, OLIP, 1997-May-13
1624	WIMMELBACHER, Herman J. Branch: C// OLS, OLIP, C.L.S. 1987-Dec-14	1493	YOUNG, John F.G. Branch: C// OLS, OLIP, 1979-Oct-16
1453	WOODCOCK, Robert Branch: C// OLS, OLIP, 1978-Jul-05	1505	YOUNG, Timothy A. Branch: C// OLS, OLIP, 1980-Jul-09
1475	WOODLAND, David Branch: C// OLS, OLIP, 1979-Feb-20	1821	YOUNG, Joseph R. Branch: C// OLS, OLIP, 1998-Jan-27
1645	WOOLLEY, Patrick J. Branch: C// OLS, OLIP, 1988-Jun-07	1964	YUEN, John Ho-Ting Branch: C// 2013-Jul-22
1613	WOROBEC, Alan J. Branch: C// OLS, OLIP, 1986-Dec-15	1933	ZAHARIEVA, Yordanka Nikolova Branch: C// OLS, OLIP, 2010-Sep-08
1820	WYLIE, David J. Branch: C// OLS, OLIP, 1998-Jan-27	1979	ZAPATA, Juan Diego Branch: C// OLS, OLIP, 2015-Jan-19

1925 ZENG, Zhiqiang
Branch: C//
OLS, OLIP,
2009-Aug-11

CR177 ZUREK, Wojciech J.
Branch: I//
OLS, OLIP,
2002-Jun-27

1835 ZERVOS, George J.F.
Branch: C//
OLS, OLIP,
1999-Jul-21

2015 ANNUAL REPORT
– Retired Membership –
(as of February 27, 2015)

Branches: Cadastral, Geodetic, Geographic Information,
Hydrographic, Photogrammetric

1772	AGNIHOTRI, Anil Branch: C// 1995-Jan-25	1051	BOLAN, William E. Branch: C// 1960-May-09
1498	ARON, Douglas R. Branch: C// 1979-Dec-07	1440	BOWDEN, Graham W. Branch: C// P.Eng. 1977-Sep-27
CR197	BACON, John P. Branch: I// 2003-Mar-14	CR116	BOYNTON, Lois R. Branch: I// 2000-Jul-19
CR2	BAILLIE, Colin S. Branch: P/I/ 1989-Nov-06	1274	BROOKE, Michael E. Branch: C// 1971-Jun-07
CR83	BECK, Norman Branch: G// 1991-Nov-19	1268	BROOKS, Thomas H. Branch: C// 1971-Apr-08
873	BENINGER, William A. Branch: C// 1954-Oct-15	1237	BROUWERS, Harry A. Branch: C// 1969-Jun-19
1502	BEZAIRE, Bernard J. Branch: C// 1980-Jul-09	1230	BRUCE, Douglas R. Branch: C// 1969-Feb-10
934	BISHOP, Curry H. Branch: C// C.L.S., P.Eng. 1957-Apr-30	1552	BULL, Peter M. Branch: C// 1983-Dec-21
1594	BLAIS, Denis D. Branch: C// 1986-Jun-18		

1034	BURTON, Ross I. Branch: C// 1959-Nov-25	1703	COYNE, Paul A. Branch: C// 1991-Aug-14
1017	CALLON, Terrance O. Branch: C// 1959-Jul-06	791	CREWE, Richard H. Branch: C// 1952-May-05
1652	CAMPBELL, Elizabeth A. Branch: C// 1988-Dec-19	1704	CRONIER, Eric M. Branch: C// L.L.S. (Cayman Islands) 1991-Aug-14
1566	CARD, Steven J. Branch: C// C.L.S., A.L.S., B.C.L.S. 1984-Dec-20	1520	CULHAM, Douglas Branch: C// C.L.S. 1981-Dec-02
1531	CHAU, Marvin M. Branch: C// MHKIS, Accredited Mediator 1982-Jun-04	1628	CZERWINSKI, Stefan E. Branch: C// C.L.S. 1988-Jun-07
1347	CHOW, Sing Hon Branch: C// 1973-Nov-20	1304	DANIELS, William J. Branch: C// 1972-Jun-20
1265	CHURCHMUCH, David N. Branch: C// C.L.S. 1971-Feb-02	823	DINSMORE, Ivan C. Branch: C// 1953-Jun-08
902	COE, William R. Branch: C// 1955-Nov-28	1478	DIXON, Richard C. Branch: C// 1979-Jun-27
1691	CORNETT, Sarah J. Branch: C// OLS, OLIP (Ret.) 1991-Jan-29	1125	DONALDSON, Bruce A. Branch: C// 1962-Nov-17
1413	COTTERILL, J. Stanley Branch: C// 1975-Oct-08	1222	DOTTERILL, Christopher E. Branch: C// 1968-Jul-11
1608	COULAS, Timothy A. Branch: C// 1986-Dec-15	1309	DOUGLAS, Robert G. Branch: C// 1972-Jul-11
1024	COUPLAND, Harry G. Branch: C//C.L.S. 1959-Aug-24	1726	DUNLOP, R. Dean Branch: C// 1992-Aug-04
		1439	EBERHARDT, Dieter Branch: C// 1977-Sep-27

1364	ELMS, Malcolm R. Branch: C// 1974-Jan-03	1111	GOOD, Gordon S. Branch: C// 1962-Jun-19
1115	EMO, Ronald J. Branch: C// 1962-Jul-04	1132	GRAHAM, Howard M. Branch: C// 1963-May-07
1408	ENDLEMAN, Thomas H. Branch: C// C.L.S. 1975-Jul-11	1385	GREEN, Rodney S. Branch: C// 1974-Jul-17
CR35	ERICKSON, Caroline A. Branch: G// P.Eng. 1990-Feb-19	1516	GUNN, Robert C. Branch: C// P.Eng. 1981-Feb-06
1059	FENTON, William M. Branch: C// 1960-Aug-26	1118	GURNETT, Edward G. Branch: C// 1962-Sep-17
1436	FORCE, Robert T. Branch: C// 1977-Jun-24	941	HADFIELD, Colin D. Branch: C// 1957-Jun-19
CR77	FRANEY, Michael T. Branch: P// 1991-Aug-14	1503	HALSALL, John R. Branch: C// 1980-Jul-09
1359	FULFORD, Bruce F. Branch: C// 1973-Dec-27	1058	HERMANSON, Glenn D. Branch: C// C.L.S. 1960-Jun-21
917	GARDEN, Robert A. Branch: C// 1956-Aug-15	CR164	HIGGIN, Valerie I. Branch: I// 2002-Jun-27
1545	GASPIRC, Robert J. C. Branch: C// C.L.S. 1982-Dec-06	818	HILEY, John R. Branch: C// P.Eng. 1953-May-01
1762	GAUTHIER, Richard R. Branch: C// 1994-Jun-15	1078	HILL, James L. Branch: C// C.L.S. 1961-May-10
1450	GERRITS, Henry J. Branch: C// 1978-Jun-05	1360	HUME, Darrell L. Branch: C// C.L.S. 1973-Dec-31
1332	GLASSFORD, Thomas L. Branch: C// 1973-Jul-24		

1646	JIWANI, Zul Branch: C// C.L.S. 1988-Aug-10	1198	LEGROS, Leo A. Branch: C// 1966-Aug-03
1280	KIKAS, Anton Branch: C// P.Eng. 1971-Aug-09	1896	LEMMETTY, Anita I. Branch: C// 2006-Nov-10
1972	KING, Adam Branch: C// BCLS 2014-Feb-27	1598	LYON, David A. Branch: C// 1986-Jun-18
1299	KIRSTINE, B. Gary Branch: C// P.Eng. 1972-Feb-14	1459	MACINTOSH, James A. Branch: C// 1978-Jul-19
1488	KOWALENKO, Walter Branch: C// 1979-Aug-15	1100	MACLEAN, Douglas C. Branch: C// 1962-Apr-11
1401	KRUPICZ, Joseph A. Branch: C// P.Eng. 1975-May-09	1489	MACLEOD, Alistair M. Branch: C// C.L.S. 1979-Aug-15
CR166	KUMAR, Mahadeva B.C. Branch: I// 2002-Jun-27	1101	MACNABB, Bruce B. Branch: C// C.L.S., P.Eng., M.C.I.P., R.P.P. 1962-Apr-25
1368	KUPFERSCHMIDT, Martin Branch: C// 1974-Jan-10	CR70	MARLOW, Robert M. Branch: P// 1991-Jan-29
821	LAMBDEN, David W. Branch: C// C.L.S., FRICS, FIS Aust. 1953-May-20	920	MAUGHAN, Michael J.M. Branch: C// P.Eng. 1956-Aug-15
1257	LAROCQUE, Richard Branch: C// 1970-Aug-25	CR181	MCCAUSLAND, Alvin D. Branch: I// 2002-Jul-17
1610	LAWLOR, Michael J. Branch: C// A.M.C.T. 1986-Dec-15	1653	MCELLIGOTT, John A. Branch: C// 1988-Dec-19
		CR204	McFARLANE, George P. Branch: I// CLS 1979-Jun-27

886	MCGEORGE, David G. Branch: C// P.Eng. 1955-Jun-28	CR75	MURAKAMI, John M. Branch: G// C.L.S., P.Eng. 1991-Aug-14
		CR71	NARAIN, Robert Branch: G// B.Sc. (HONS) MA 1991-Jan-29
985	MCGEORGE, Donald D. Branch: C// 1958-Nov-10		
1707	MCGEORGE, Margo L. Branch: C// 1991-Aug-14	1497	NOUWENS, John P. Branch: C// 1979-Dec-07
1109	MCMURCHY, Bruce I. Branch: C// C.L.S. 1962-Jun-19	1420	O'DONNELL, J. Hugh Branch: C// Q.L.S. 1975-Dec-10
1089	MEDLEY, Stewart D. Branch: C// 1961-Nov-08	1010	OGILVIE, Donald W. Branch: C// C.L.S. 1959-May-06
1328	MELLISH, Herbert L. Branch: C// C.L.S. 1973-Jun-15	1526	OSBORNE, Alex C. Branch: C// 1982-Jan-25
1085	MIDDLETON, John A. Branch: C// 1961-Aug-23	1169	O'SULLIVAN, Michael J. Branch: C// C.L.S. 1964-Dec-14
1710	MINNIE, Steven J. Branch: C// C.L.S., B.C.L.S. 1991-Aug-14	1182	PARR, Robert B. Branch: C// 1965-Nov-12
1578	MITSCHE, Helmut Branch: C// 1985-Jun-10	1767	PARSONS, Alison Branch: C// 1994-Dec-05
889	MOFFATT, W. Harland Branch: C// 1955-Jul-05	1290	PATTERSON, Douglas W. Branch: C// 1971-Nov-29
CR45	MRSTIK, Paul F. Branch: G// P.Eng. 1990-Feb-19	1480	PAUL, Ralph W. Branch: C// 1979-Jun-27
1358	MULLALLY, Peter J. Branch: C// 1973-Dec-24	1638	PERSAUD, George M. Branch: C// 1988-Jun-07

1787	PETTIT, Bruce D. Branch: C// 1995-Oct-19	1001	ROBERTS, Anthony F. Branch: C// 1959-Apr-22
1234	PETZOLD, Lorraine N. Branch: C// 1969-May-06	1140	ROESER, Heinrich L.S. Branch: C// 1963-Dec-04
1363	PICKARD, Roger B. Branch: C// 1974-Jan-02	1362	ROWE, Timothy Branch: C// 1973-Dec-31
1301	POTTAGE, John E. Branch: C// 1972-May-02	1260	SAUVÉ, Peter I.R. Branch: C// C.L.S. 1970-Nov-17
1539	PREISS, Richard A. Branch: C// 1982-Dec-06	CR122	SAUVÉ, Sheryn I. Branch: I// 2000-Jul-19
1351	PRESTON, Ronald K. Branch: C// 1973-Nov-22	922	SCHAEFFER, Fred Branch: C// P.Eng. 1956-Aug-15
1752	PRESTON, Gary L. Branch: C// 1993-Aug-18	1225	SEARLES, David B. Branch: C// 1968-Oct-10
1421	PUN, Yip K. Branch: C// 1975-Dec-30	1418	SECORD, James M. Branch: C// P.Eng. (N.B.), Ph.D., ANBLS (Associate) 1975-Nov-20
1318	RADY-PENTEK, Joseph Branch: C// P.Eng. 1972-Dec-19	1890	SELEEM, Nahed N. Branch: C// 2006-Jan-13
1342	REDMOND, Donald A. Branch: C// 1973-Nov-16	1188	SEXTON, Christopher A. Branch: C// 1965-Dec-13
1474	RENAUD, Marcel E. Branch: C// 1979-Feb-20	1473	SIMMONDS, Douglas A. Branch: C// 1979-Feb-07
CR131	RESHKE, Regan G. Branch: I// 2001-Sep-06	683	SIMPSON, M. Neil Branch: C// 1949-May-03
1236	RIDDELL, Paul A. Branch: C// C.L.S. 1969-Jun-16	1248	SMITH, Edwin S. Branch: C// 1969-Apr-12

CR174	SMITH, Hubert C. Branch: I// 2002-Jun-27	1431	STUBBERFIELD, William C. Branch: C// P.Eng. 1977-Jun-08
898	SMITH, Ralph A. Branch: I/C/P C.L.S. 2003-Sep-11	1326	TAGGART, Ross W. Branch: C// P.Eng. 1973-Feb-04
1712	SNUCINS, Erik P. Branch: C// 1991-Aug-14	CR185	TARANTINO, Giovanni Branch: I// 2002-Aug-19
CR52	SROM, Jaromir Branch: G// P.Eng. 1990-Jul-10	1603	THORPE, Peter Branch: C// 1986-Jun-18
1715	STANCIU, Christian Branch: C// 1992-Jan-29	1259	VINKLERS, John Branch: C// C.L.S., P.Eng. 1970-Nov-16
1143	STANTON, John A. Branch: C// P.Eng. 1963-Dec-04	1035	WELSMAN, Roger R. Branch: C// 1959-Nov-25
1365	STASSEN, Bastian J. Branch: C// 1974-Jan-03	1180	WHITE, James K. Branch: C// 1965-May-17
1312	STEL, Joseph Branch: C// 1972-Aug-11	1477	WHITE, John E. Branch: C// 1979-May-10
1113	STEPHENSON, Robert Branch: C// 1962-Jul-04	CR151	WOITOWICH, William A. Branch: I// 2002-Apr-16
1164	STEWART, Robert Craig Branch: C// 1964-Nov-17	856	WOOD, Gordon H. Branch: C// P.Eng. 1954-May-20
CR53	STEWART, John L. Branch: P// 1990-Jul-10	1307	WOODS, Russell A. Branch: C// 1972-Jun-30
1513	STIRLING, Robert D. Branch: C// C.L.S. 1980-Dec-05	1384	WRIGHT, Peter E. Branch: C// 1974-Jul-17
		964	YATES, Donald F. Branch: C// 1958-Jan-08

1446	YOUNG, Jack K. Branch: C// P.Eng. 1978-Feb-22	1736	ZIZEK, William Branch: C// 1992-Aug-04
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