

No. 136

ANNUAL REPORT
of the
ASSOCIATION OF ONTARIO LAND SURVEYORS

Organized 1886

Incorporated 1892



PROCEEDINGS OF THE ONE-HUNDRED AND TWENTY-NINTH
MEETING SINCE INCORPORATION
ONLINE

FEBRUARY 24, 2021 – FEBRUARY 27, 2021

Preface

To the members of the Association of Ontario Land Surveyors:

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

Brian Maloney
Executive Director
February 2021

Association of Ontario Land Surveyors
1043 McNicoll Avenue, Toronto, Ontario M1W 3W6
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Published by the Association of Ontario Land Surveyors.

This edition, 100 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
IZAACK DE RIJCKE	2016

FELLOWSHIP AWARD

HARRY DOUGLAS GIBSON CURRIE	1979
MAURICE HEWITT	1979
JOHN DUNCAN BARNES	1982
RALPH ANGUS SMITH	1992
ANDREW GIBSON	1993
DARSHAN CHANDER KAPOOR	1993
ROBERT ALFRED FOWLER	1999
BOB HALLIDAY	2014
CRYSTAL CRANCH	2014
MICHAEL MARLATT	2017
BRUCE BAKER	2019
MICHAEL POWER	2019
BLAIN MARTIN	2020
MICHAEL CHAPMAN	2020

CENTENARY AWARD

DANIEL ALPHONSE CYBULSKI	1992
BRYAN THOMAS DAVIES	1992
RONALD JAMES EMO	1992
SYDNEY GRENVILLE HANCOCK	1992
DAVID WHITFIELD LAMBDEN	1992
KENNETH HARVEY McCONNELL	1992
THOMAS EDWARD MERRIMAN	1992
WILLIAM CHARLES YATES	1992
JAMES NEIL GARDINER	1993
JAMES L. HILL	2009
JOHN GOLTZ	2010
ROBERT GUNN	2010
RON BERG	2011
JAMES FERGUSON	2013
DESMOND R. RASCH	2018
ANTHONY F. ROBERTS	2018
HENRIETTE J. VERHOEFF (posthumous)	2018

PRESIDENT'S AWARD

BOB AARON	2014
CHARLES WILKINS	2017
WILLIAM D. BUCK	2019

LIFE MEMBER AWARD

ERIC ANSELL	2019
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HONORARY MEMBER AWARD

DR. BRIAN BALLANTYNE	2021
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ASSOCIATION OF ONTARIO LAND SURVEYORS

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PAST PRESIDENTS

1886	G.B. Kirkpatrick	1931	J. van Nostrand	1976	J.D. Barber
1887	G.B. Kirkpatrick	1932	J.W. Pierce	1977	M.J.M. Maughan
1888	A. Niven	1933	J.M. Empey	1978	D.W. Endleman
1889	A. Niven	1934	R.M. Anderson	1979	T.E. Lyons
1890	V. Sankey	1935	E.G. MacKay	1980	G.J. Zubek
1891	V. Sankey	1936	H.M. Anderson	1981	D.F. Yates
1892	E. Stewart	1937	E. Cavell	1982	H.M. Graham
1893	E. Stewart	1938	R.S. Kirkup	1983	B.T. Davies
1894	M.J. Butler	1939	F.W. Beatty	1984	W.D. Brubacher
1895	M. Gaviller	1940	G.L. Berkeley	1985	R.J. Meisner
1896	W. Chipman	1941	N.A. Burwash	1986	H.R. Whale
1897	T.H. Jones	1942	E.L. Moore	1987	L.U. Maughan
1898	P.S. Gibson	1943	N.D. Wilson	1988	J.K. Young
1899	H.J. Bowman	1944	W.J. Fulton	1989	M.J. O'Sullivan
1900	G. Ross	1945	C.H. Fullerton	1990	T.E. Rody
1901	J. Dickson	1946	E.W. Neelands	1991	J.W. Nicholson
1902	W.R. Aylsworth	1947	J.K. Benner	1992	S.J. Statham
1903	W.R. Aylsworth	1948	H.G. Rose	1993	P.C. Wyman
1904	C.A. Jones	1949	W.F. Weaver	1994	D.A. Simmonds
1905	J.W. Tyrrell	1950	S.W. Archibald	1995	J.D. Annable
1906	O.J. Klotz	1951	C.G.R. Armstrong	1996	B. Maloney
1907	T. Fawcett	1952	A.L.S. Nash	1997	P.J. Stringer
1908	A.J. van Nostrand	1953	A. Gillies	1998	J.H. O'Donnell
1909	L. Bolton	1954	W.G. Ure	1999	D.S. Urso
1910	H.W. Selby	1955	J.E. Jackson	2000	C.M. Fraser
1911	J.F. Whitson	1956	W.J. Baird	2001	M.P. Allen
1912	T.B. Speight	1957	W.H. Williams	2002	R.C. Dixon
1913	J.S. Dobie	1958	R.B. Erwin	2003	D.D. Blais
1914	J.W. Fitzgerald	1959	R.F. Muckleston	2004	T.A. Bunker
1915	E.T. Wilkie	1960	H.D.G. Currie	2005	P.L. Church
1916	C.J. Murphy	1961	M. Hewett	2006	D.E. Culham
1917	J.J. MacKay	1962	J.G. Pierce	2007	J.G. Boyd
1918	H.J. Beatty	1963	E.C. Brisco	2008	K.H. Campbell
1919	C.F. Aylsworth	1964	M.J. McAlpine	2009	A.J. Worobec
1920	T.D. leMay	1965	R.W. Brotherhood	2010	W. Kowalenko
1921	G.A. McCubbin	1966	W.J.G. Wadsworth	2011	D.M. Brubacher
1922	G. Hogarth	1967	R.R. Smith	2012	P.J. Benedict
1923	H.T. Routly	1968	F.J.S. Pearce	2013	E.L. Ansell
1924	W.G. McGeorge	1969	M.N. Simpson	2014	D. Page
1925	L.V. Rorke	1970	D.T. Humphries	2015	T. Hartwick
1926	N.B. MacRostie	1971	J.C. Kirkup	2016	T. M. Purcell
1927	H.W. Sutcliffe	1972	S.G. Hancock	2017	J. R. Hogan
1928	J.J. Newman	1973	E.W. Petzold	2018	D. Dzaldov
1929	A.T. Ward	1974	J.D. Dearden	2019	A. Jeraj
1930	R.M. Lee	1975	G.T. Rogers	2020	A. Mantha

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PAST SECRETARY-TREASURERS

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

PAST SECRETARIES

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

PAST EXECUTIVE DIRECTOR - TREASURER

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

PAST SECRETARY - REGISTRAR

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

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

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

Officers of the Association: 2020-2021

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

Andrew MANTHA	Windsor
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VICE-PRESIDENT

Gavin LAWRENCE	Newmarket
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EXECUTIVE DIRECTOR / TREASURER

Brian J. MALONEY	North Kawartha
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REGISTRAR

Kevin WAHBA	Woodbridge
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DEPUTY REGISTRAR

Maureen V. MOUNTJOY	Brampton
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MEMBERS OF COUNCIL

Al Jeraj	Mississauga
Past President	

Term Ending

C. BOGUE	2020
T. MCNEIL	2020
A. AKSAN	2021
D. KOVACS	2023
S. KASPRZAK	2024
A. LOAI	2024

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

Officers of the Association: 2021-2022

HONORARY MEMBERS

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

PRESIDENT AND CHAIRMAN OF COUNCIL

Gavin LAWRENCE	Newmarket
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VICE-PRESIDENT

Andrew SHELP	Nepean
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EXECUTIVE DIRECTOR / TREASURER

Brian J. MALONEY	North Kawartha
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REGISTRAR

Kevin WAHBA	Woodbridge
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DEPUTY REGISTRAR

Maureen V. MOUNTJOY	Brampton
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MEMBERS OF COUNCIL

Andrew MANTHA	Windsor
Past President	

Term Ending

T. MCNEIL	2022
D. KOVACS	2022
S. KASPRZAK	2023
A. LOAI	2023
S. KRCMAR	2024
R. BERG	2024

S. F. MACGREGOR, Surveyor General	Peterborough
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A. DOWIE, Lay Councilor	Tecumseh
J. GENERAL, Lay Councilor	London
M. GEORGE, Lay Councilor	Cambridge
J. HUNT, Lay Councilor	Port Hope
P. MEERVELD, Lay Councilor	Guelph

ACADEMIC AND EXPERIENCE REQUIREMENTS COMMITTEE

2021 - 2022

Al Buckle, Presiding Officer

	<u>Term Ending</u>
P. RAIKES	2021
R. G. BENNETT	2022
B. CAMPBELL	2022
S. HODGSON	2022
M. TRUCHON	2022
A. BUCKLE	2023
J. WILBAND	2023
K. R. D. SMITH	2023
M. GEORGE	<i>Lay Councilor</i>
M. A. CHAPMAN	<i>Ryerson Liaison</i>
S. BISNATH	<i>York Liaison</i>
M. V. MOUNTJOY	<i>Deputy Registrar</i>
K. WAHBA	<i>Registrar</i>

ASSISTANTS TO THE AERC

R. E. BERG, St. Catharines	R. M. MCDERMOTT, Port Sydney
A. T. BOUNSALL, Milton	P. A. MILLER, Belleville
P. W. CHITTY, Gananoque	R. NICULAE, Thornhill
J. A. COLE, Sudbury	G. W. PHILLIPS, Toronto
S. DALZIEL, Toronto	R. J. REID, Stirling
T. W. DEL BOSCO, Sudbury	A. P. SANI, Scarborough
L. G. DELORME, Rockland	A. D. SANKEY, Mississauga
R. L. FLEGUEL, Lakefield	S. SEDAGHAT, Stittsville
P. J. GREGOIRE, Richmond Hill	R. A. SIMONE, Windsor
N. J. GROZELLE, Havelock	I. D. SMITH, Fonthill
E. H. HERWEYER, Gloucester	P. J. STRINGER, St. Catharines
P. J. HOMER, Brampton	P.S. SWIFT, Toronto
P. B. LAMB, St. Catharines	M. TAVALLAEE, Toronto
D. A. LAMONT, Dundas	G. B. VANDERVEEN, Whitby
N. A. LEGROW, Newmarket	M. D. VERDUN, Keswick
A. S. MANTHA, Windsor	Y. ZHANG, Mississauga

REGIONAL GROUP CHAIRS
2020-2021

SOUTH WESTERN

Roy Simone

EASTERN

Hugh S. Coutts

GEORGIAN BAY

Rodney Geyer

HAMILTON & DISTRICT

Brent R. Larocque

KAWARTHA-HALIBURTON

Morgan Goadsby

NORTH EASTERN

Chris Bunker

NORTHWESTERN

Marvin McNabb

SOUTH CENTRAL

Vicky Kumar

AGM 2021 Sponsors

EVENT SPONSOR

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Protect Your Boundaries / Krcmar Surveyors Ltd.

Brandt Tractor Ltd.

Horizon Measurement Solutions

Leica Geosystems Ltd.

CANSEL

AGM 2021 Exhibitors

iLOOKABOUT
Brandt Tractor Ltd.
Be Spatial / URISA Ontario Association
Carlson Software
The Connectors Group
Horizon Measurements Solutions Inc.
iLOOKABOUT
Leica Geosystems Ltd.
Logan Wealth Management Inc.
TERANET INC.
Tulloch Engineering

Educational Institutions:

Fanshawe College
University of New Brunswick
Nova Scotia Community College



PROGRAMME: 2021 ANNUAL MEETING

TUESDAY, FEBRUARY 23rd, 2021

Exhibitor Presentations throughout the AGM

13 Questions You Should Ask Yourself About Money
presented by Julie Brough and Kimberly Garston, Logan Wealth Management

Approaches to Geocoding Records in the PSRI
presented by Mike Power, iLookAbout

Automated Deformation Monitoring
presented by Alan Jones, on behalf of Brandt Positioning Technology

New SX12 Scanning Total Station by Trimble - Workflow Optimization
Presented by Akram Afifi, Moathe El-Rabbany and Pat Hills, CANSEL

How GNSS with Visual Positioning Changes the Game for Surveyors
by Bob Kilburn, Ted Miller and Tim Kerr on behalf of Leica Geosystems

Working with Point Clouds presented by Gary Rosen, Carlson Software

WEDNESDAY, FEBRUARY 24th, 2021

Session 1: Opening Ceremony, Message from Event Sponsor, Call to Order and Introductions by President Andrew Mantha

Session 2: Alexa is Taking Your Job
keynote Address by Rhonda Scharf, On-the-Right-Track

Session 3: Design with Resilience – Operating in Changing Times
presented by Amelia Valenti, Innovative Life Designs Inc.

Session 4: Open Forum – Part 1 (Livestream)

THURSDAY, FEBRUARY 25th, 2021

Session 5: Educational Foundation Meeting

Session 6: Virtual Convocation Ceremony

Session 7: Introduction to the Land Registration Research Cybrary
presented by Izaak de Rijcke and Anne Cole

Session 8: Best Practices – Field Procedures for GNSS
presented by Dr. Robert Radovanovic

Session 9: Project Estimating and Scheduling Practices
Presented by Kumaresh Krishnamoorthy

FRIDAY, FEBRUARY 26th, 2021

Session 11: AOLS Report Part 2, and Swearing-in of new President

Session 12: Awards and Citations, AGM Report, Open Forum Part 2
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President Andrew and Carol Mantha

The following proceedings, transcribed by Minute Solutions, have been edited for publication.

Wednesday, February 24th, 2021 – Virtual Meeting

SESSION 1: OPENING REMARKS

Toronto, ONTARIO

--- Upon commencing on Wednesday, February 24, 2021, at 9:00 a.m.

--- The Proceedings Opened as follows

Call to order--

ANDREW MANTHA: Welcome everyone. Although we have tried to preserve much of the tradition and aspects of our past Annual General Meetings, we were forced to make alterations to fit the virtual environment and its limitations.

We have pre-recorded aspects of this meeting to ensure the quality and ensure that we run on schedule. I will provide additional detail about this later in the meeting.

We will commence our opening ceremonies with the singing of O Canada. This year our National Anthem is being sung by Mitchell Daniels a friend of one of the AOLS staff members. Mitchell has wowed audiences with his stunning performances of Broadway, jazz and operatic hits. Mitchell's operatic jazz voice suits these genres perfectly, captivating audiences from all across Canada.

Born with hydrocephalus and later diagnosed on the autism spectrum, Mitchell continues to inspire his audiences through his performances. Mitchell has performed at numerous events in and around the Greater Toronto Area, Ontario, and Canada, as well as abroad in Bermuda. Mitchell hopes that his singing continues to inspire those on the Autism Spectrum and any other disability to always strive to do their best in everything they do.

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

ANDREW MANTHA: Welcome fellow surveyors and guests. I am Andrew Mantha, President of our Association and I will be chairing this year's Annual General Meeting. Will the 129th Annual General Meeting of the Association of Ontario Land Surveyors please come to order?

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

This is our first virtual meeting and is being held in accordance with AOLS By-Law 2020-03 that was recently passed.

We are using a variety of technologies this week to conduct our meeting. We are using an event system called Pheedloop. I am optimistic that you have taken the opportunity to review its operation in the video provided prior to the meeting.

If you are watching this, you have obviously been able to log in. We do have a group supporting us today. We ask however that you keep your microphone muted throughout the meeting. We may call on speakers during the meeting and will then ask them to unmute their microphones.

As with past meetings we have instituted a fine system, but this year it is for microphones that are not muted. We will be tracking those microphones on non-speakers and will issue a \$100 fine to those interrupting the meeting. As always, all proceeds collected will go to the Educational Foundation. We will read a list of the rule breakers at the end of the meeting on Friday and their corresponding fine amounts.

You will note that we have a “chat” area on the right side of the screen. We will be monitoring that and responding as appropriate. I ask that conversations remain civil. You will note that you also have the ability to have private chats. This is likely more appropriate at breaks, and we ask that you pay attention during our sessions.

In order to provide the best possible quality, we have pre-recorded many of the sessions. The speakers will be available to respond to questions via chat during their sessions. There were a variety of recording methods used, but in every instance, we put stringent COVID-19 safety protocols in place to ensure that we were not contributing to the spread of this nasty virus.

I extend a special welcome to our out of province guests. Unfortunately, you will not get to enjoy London where we intended to hold the meeting this year, but I hope you enjoy our meeting. I will provide introductions later in the meeting.

I am wearing the Presidential Chain of Office which is the official symbol of authority of the President. This new chain was donated by the AOLS Senate and was first worn four years ago by Past President Murray Purcell at our 125th AGM in Ottawa. It replaces the older chains that are kept in the archives of our Association.

The first Chain of Office was presented on February 14, 1967, by Bill Pocklington to the Association of Ontario Land Surveyors to be worn by the presidents. In memory of his father, Bill assembled every piece of this chain. It includes his father’s compass, magnifying glass and plumb bob.

Our second more elaborate Chain of Office, also on display, was first worn by Past President Harry Whale in 1986 and was used until 2015 and last worn by Past President Travis Hartwick.

Symbolic of our Annual General Meetings 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 artefact of our Association and traditionally signals the commencement of our General Meetings. The Standard Measure will be set out at the call to order of each session of our meeting. Unfortunately, with our virtual camera set ups it will not likely be visible.

Our Sergeant-at-Arms for this meeting is Alec Mantha. Alec is taking on the persona of the Mandalorian, a space-aged independent bounty hunter. Normally, the responsibility of the Sergeant-at-Arms is to maintain the schedule and decorum of the meeting. He will use his space-aged authority to discover and address those using the chat function inappropriately or not muting their microphones. It is also his duty to present and guard the Standard Measure. Sergeant-at-Arms please present the Standard Measure to this meeting.

--- (The Standard Measure was presented)

INTRODUCTION OF THE SERGEANT-AT-ARMS:

ALEC MANTHA: Hello, my name is Alec Mantha. For the 2021 AGM, I was selected to be the Sergeant-at-Arms. I am dressed up as the Mandalorian. The Mandalorian is a character from the Star Wars universe who upholds the law in a time of chaos, much like surveyors. He also represents all the Netflix and Disney+ we've been bingeing on during the pandemic.

The theme of this year's AGM is "Dealing with Changing Times". One of the changes I am going through is the same as the Mandalorian, as I am becoming a father this April. Thank you and enjoy the conference.

INTRODUCTION OF THE EVENT SPONSOR

MARK SAMPSON: Hello everyone. My name is Mark Sampson from Gallagher Insurance Brokers. Most of you affectionately know me as the insurance guy. I am recording this video from what I like to call Gallagher's Newmarket satellite office, which is really my home.

I was speaking to Brian about what the theme of the conference was this year. He told me that it was about change and that is really topical. Who would have thought one year ago that our homes were going to be used for more than just a place to live? They are being used for a place to work, our home office. They are being used for a movie theatre, barbershop, restaurant, and even sometimes a bar where we like to have a few drinks after a long day's work, and of course, as a school. My wife is a teacher and is teaching her grade eight class from our home office right now. I am sitting in our dining room and my kids should be in their rooms doing online learning.

As the event's sponsor, I was trying to think of what type of message I could give to everyone. As most of you know, I like to do my presentations to music. So, when I Googled "change and songs," the first song that came up was this song by Wilson Phillips. It's called "Hold On." Jasmine, I am trying to do a professional presentation. Sorry about that. In my household, whenever we have music playing, we tend to break out in song. She didn't know that I was doing my professional presentation.

Anyway, where were we? The way I look at change is that it is not something to be worried or scared about. Change is something that we should embrace. It is really to be considered another word for opportunity. So, even though change can be hard at the time, my recommendation to everyone here is to embrace change whether it is in your survey practice or in your personal life.

I will quote the song by Wilson Phillips by saying, "Don't you know things could change, things could go your way if you hold on for one more day, things will go your way." Hopefully, that song is in your head all day and you have a great conference. I can't wait to see everyone in person again whether that is on the golf course or at the next AGM."

ANDREW MANTHA: 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 Russ Hogan 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. This meeting is being recorded and in order that the meeting progresses. In an orderly fashion, we will be using some additional technology.

We will be using Slido which is a polling software. It allows for the entry of information and voting by members present. We will use this tool to sort through discussion topics and determine which to address.

The Open Forum has been split into two sessions. However, in the case of a virtual meeting, this becomes even more important than in the past. We expect to use the

first session to determine discussion topics and to start conversations. We expect that any motions coming forward will be introduced and voted on Friday. We are hoping that motions can be emailed to the Executive Director prior to Friday morning with movers and seconders included in the email.

Slido and chat functions will be used for conversations, but where it makes sense for members to speak, they will be called upon by the Chair to unmute their microphone and given the opportunity to speak. We hope that we can make this work and adequately engage the membership.

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. We will use Slido for any voting and remind everyone that only members and retired members may vote. Voting results will be displayed on your monitors.

Our theme for the meeting this year is “**Dealing with Changing Times**”. With the last year where we have all been challenged with the COVID-19 pandemic, there could not be a more fitting time to address change. Not many of us foresaw the year to come at our meeting last year. Between lockdowns, new protective health measures required to keep our staff and clients safe and working from home—it has been a year of unprecedented change.

This morning we are fortunate to hear from the Deputy Minister of the Ministry of Natural Resources and Forestry. We are also fortunate to have the Minister of Natural Resources and Forestry address us.

Our keynote speaker this year is Rhonda Scharf. She is the author of “Alexa is stealing your job: The Impact of Artificial Intelligence on Your Future”, which is pretty appropriate when we are considering change.

Following Rhonda, we will have a presentation from Amelia Valenti, a life coach that we hope can give us some help on navigating change.

This will be followed by some live remarks from me and Part 1 of our Open Forum. Although we considered organizing a social function, we opted not to do so given the lacklustre response to our Survey Monkey on the topic before Christmas. Hopefully, next year we will be able to meet in person and enjoy our typical camaraderie.

On Thursday, we will have a lunch session for our convocation of new surveyors. Bring your own lunch and join us to welcome the new surveyors joining our ranks.

Thursday is our Educational Day. We have three sessions arranged. The first is an extension to last year’s title searching session again conducted by Izaak de Rijcke and Anne Cole. The next is a practical guide to using GPS appropriately by Dr. Robert Radovanovic. The last is by Kumaresh Krishnamoorthy, who is a seasoned

project management instructor and will provide some considerations for estimating and scheduling. I look forward to these presentations. And so now it is my pleasure to introduce your current AOLS Council.

INTRODUCTION OF THE AOLS COUNCIL:

President – Myself, Andrew Mantha

Vice-President – Gavin Lawrence

Past-President – Al Jeraj

Senior Councilors – Anna Aksan and Andy Shelp

Intermediate Councilors – David Kovacs and Trevor McNeil

Junior Councilors – Amar Loai and Simon Kasprzak

Surveyor General – Susan MacGregor

Lay Councilors – Patricia Meehan, Peter Meerveld, John General, Martha George and Andrew Dowie

Brian Maloney – Executive Director

Kevin Wahba – Registrar

Ladies and gentlemen, this is your 2020 Council.

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

INTRODUCTION OF THE 2021 AGM SPONSORS:

Our sponsors this year are:

Event Sponsor:

- Arthur J. Gallagher Canada Limited

Sustaining Sponsors:

- Brandt Tractor Ltd.
- Cansel
- Horizon Measurement Solutions Inc.
- Leica Geosystems
- KRCMAR/Protect Your Boundaries

In total this sponsorship contributed \$15,000 to the success of our AGM. The AOLS thanks all sponsors for their continued generosity.

At the time of preparing this talk we had the following exhibitors for our meeting:

- iLookabout
- Brandt Tractor Ltd.
- Connectors Group
- BeSpatial/URISA Ontario
- Leica Geosystems Ltd.
- CANSEL

- Carlson Software
- Horizon Measurement Solutions Inc.
- Teranet

Although our exhibitors cannot show the products and services in the same fashion as they can in our face-to-face sessions, we hope that you take advantage of our virtual exhibit area which is located on the left panel of your screen.

Please note that when you enter that you will lose your connection to the session that is occurring. I would encourage you to visit the exhibit area before, after or between sessions.

This year we have invited students, articling students and retired members to participate in our virtual meeting.

This year we had no elections for Council. Saša Krcmar was acclaimed as Junior Councilor. Unfortunately, the other nominated candidate withdrew, and Council will be running with one less Councilor for at least the start of this year.

Our Vice-President and President were acclaimed, and I am pleased to announce that your 2021 Vice-President is Andrew Shelp, and your President will be Gavin Lawrence. Please join with me in congratulating these new members to our team of leaders.

We will hear from our President-Elect Gavin Lawrence on Friday morning. I would like to take the time to thank the Nominating Committee chaired by Dan Dzaldov for their work. I am disappointed that we are short a councilor. I can attest that serving on Council is a rewarding experience, and I know others on Council share my view. Please consider this in the future if you asked to volunteer.

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

Although our membership numbers are continuing to decline, I believe the efforts to recruit are paying off. We now have a strong articling program and more new surveyors sworn in this year than in many years. I will speak to that later.

One of the factors for our success has been the support we have provided to students through our Educational Foundation awards. We have traditionally had the proceeds from draws at our Welcoming Party go to the Educational Foundation. Since we have no social program this year, we have chosen to contribute \$3,000 from your registration fees directly to the Foundation.

I want to encourage everyone to participate fully throughout this meeting. Council is very interested in receiving input from the membership and the agenda is

designed to generate discussion about the Association's strategic priorities and other issues facing our profession, and to solicit ideas for the coming year. I know this might be a challenge using the virtual technology, but it may also be an opportunity for those that were reluctant to get up to a microphone to contribute to the conversation.

With the pandemic this year, and shortened annual meetings, the opportunities for President's Forums were significantly less.

Last year at our AGM, most presidents from our sister associations signed a Memorandum of Understanding to collaborate between the professional land surveying associations, and their respective members, to examine current land surveying governance practices and regulations, and review the concept of future governance of professional regulation in Canada.

The partnership was also to promote best practices in surveying and geomatics that are in the best interest of the public. I have to admit that we have not been able to make much progress, but we hope to change that. Our Executive Directors and Chief Administrative Officers have continued to meet virtually and have shared ideas.

Supporting a local charity at our Annual General Meeting by making donations in each speaker's name has become a regular part of our meeting.

This year we are supporting the Windsor Youth Centre. The Windsor Youth Centre (WYC) provides meals, laundry, food bank, warm clothing, counselling, access to mail, phone and internet services and a safe place to warm up for youth up to 21 years old in Windsor and Essex County. WYC is located near the downtown core and funds bus services, so their youth are able to easily access the Centre.

The concept behind the Centre is to keep at-risk youth away from traditional shelters so that temporary homelessness and possible drug abuse issues do not become permanent problems. Their services are offered to both homeless youth to unmonitored kids whose parents may be working late shifts, and to employed youth who just need a helping hand to cover their monthly expenses. The kitchen serves meals to about 70 people every day though that number climbs dramatically in winter. The Centre works as part of the Windsor Downtown Mission.

**INTRODUCTION OF DEPUTY MINISTER
MONIQUE ROLF VON DEN BAUMEN-CLARK
OF THE MINISTRY OF NATURAL RESOURCES AND FORESTRY**

We will now be hearing from the Deputy Minister of the Ministry of Natural Resources and Forestry. We have been fortunate to maintain a good relationship with the ministry responsible for our legislation and have worked very closely with them this last year to seek both legislative and regulatory changes. Without dedicated staff in the Ministry, we would not be able to achieve our objectives.

MONIQUE ROLF VON DEN BAUMEN-CLARK: Good morning. I want to begin by thanking Brian Maloney for the invitation to join you today. It is a pleasure to be here and offer you some welcoming remarks in addition to the Minister of Natural Resources and Forestry.

Our Ministry and the Association of Land Surveyors have enjoyed a strong collaborative relationship that dates back more than a century. In that time, there have been incredible changes in the surveying profession with the advent of new technologies, practices, and development trends.

Your Association has adapted to these changes with skill and professionalism, and will no doubt continue to do so as we are faced with unprecedented change in our society.

The work Ontario surveyors do is challenging and complex and it continues to evolve. I recognize that your profession is facing challenges in its efforts to recruit new surveyors and build a diverse workforce. Our Ministry supports the Association's efforts to attract new graduates to surveying, to welcome foreign-trained surveyors, and to focus on attracting more diverse surveyors. I am encouraged by your progress on these initiatives.

I am particularly impressed by your work with York and Ryerson Universities and your exploration of a virtual university program as a cooperative venture with schools across Canada. Efforts like these will ensure that you have a reliable talent pipeline, and you can attract young people to this rewarding profession.

I understand that you are seeing an increase in the number of female articling students, which is a very positive development. Efforts at recruitment are, no doubt, aided by your robust scholarship program and the launch of a national public relations campaign that raises awareness of the surveying profession. I applaud you for these initiatives.

Our Ministry also has a direct interest in the success of these programs to ensure that we have sufficient surveying personnel and expertise to meet the economic needs of Ontario. Many of you may be aware that our Ministry places a high priority on diversity and inclusion in our recruitment efforts. These are core values of the Ontario Public Service aimed at ensuring that our workforce reflects the people we serve and that we benefit from the perspectives that people of diverse backgrounds and life experiences bring to the table. I am proud to work alongside your Association on realizing the ideals of diversity and inclusion.

The Minister has mentioned the changes our Ministry has made to the *Surveys Act* in alignment with the needs of your Association. We are very proud of that work. It is an opportunity to modernize how you deliver your business.

The past year has been a time of dramatic change across the world as we collectively face the unprecedented challenges of the COVID-19 pandemic. Right

across the Ontario Public Service, government operations have had to adapt very quickly to the reality of COVID-19.

The pandemic has taught us many lessons, but surely one of the most important is the need for open, honest dialogue about the well-being of our employees, our colleagues, and ourselves. It is imperative that mental health and wellness supports be accessible to all of us whether we work in the private or public sectors, in a large organization or a small business. Improving mental health and wellness results in lower stress, reduced burnout, increased productivity, and lower staff turnover. It's vital for the long-term success of any organization.

Another thing the pandemic has taught us is that we need to embrace technology to ensure we continue to deliver services and collaborate with our colleagues and clients. Our Ministry's rapid transition to remote work during the pandemic has been nothing short of remarkable with continuity across all of our lines of business thanks to digital collaboration tools.

Ontario's Digital First Initiative, which was in the works long before the pandemic, is enabling our Ministry to modernize and digitize our services whenever we can. One example is Ontario GeoHub. GeoHub is a new online tool that will allow you to search and download over 300 open geospatial data sets. We have received really positive feedback so far. I encourage you to take a few minutes to check it out.

The Office of the Surveyor General has made a significant investment over the last 12 years to digitize survey records. Some of the records date back to the 1700s. We recognize that these records are vital to real property and land ownership in Ontario, and we have acted to ensure that the records remain discoverable and accessible to survey professionals in the province. While there is still more to be done, I am very encouraged by this work and what it will mean for preserving these important records for future generations.

Thanks to the work you're doing, Ontario will be able to count on surveyors who can read the past, interpret the present, and provide valuable insights to help Ontarians move forward on their future plans, goals, and dreams. I want to thank you for all that you are doing to strengthen and further improve what is considered to be one of the world's best systems of surveying.

Before I go, I want to say a few words about the Surveyor General for Ontario, Sue MacGregor. As many of you know, Sue will be retiring from MNRF in April. Sue has had a remarkable career with the Ontario Public Service at both the Ministry of Transportation and with MNRF. She was appointed Surveyor General for Ontario in 2010, making her the first female Surveyor General in Ontario and likely in all of Canada.

In her time as Surveyor General, Sue has been a fierce champion of the surveying profession, advocating for its future by raising awareness of its social

responsibilities and its critical contributions to the province. She has also pushed continually to find new ways to attract graduates to the profession. She has led our Ministry through some challenging and ongoing files, including in parks, mines, fisheries, boundaries development, private property issues, and First Nations land claims. She is well respected by her colleagues within the OPS and her professional peers alike.

Thank you, Sue, for all you have done for Ontarians and this province. Your leadership, expertise, professionalism, and enthusiasm will be sincerely missed. Please join me in wishing Sue a very happy and healthy retirement.

Thank you again for inviting me to bring words of welcome today on behalf of all of our staff at the Ministry of Natural Resources and Forestry. I wish you all a productive annual general meeting and all the best in the coming year.”

ANDREW MANTHA: Thank you, Deputy Minister. We appreciate your remarks and the work that you and your staff have done to further the land surveying profession.

INTRODUCTION OF MINISTER JOHN YAKABUSKI OF THE MINISTRY OF NATURAL RESOURCES AND FORESTRY

ANDREW MANTHA: We have been also fortunate to have the Minister of Natural Resources, the Honourable John Yakabuski agree to speak with us today. His support was instrumental in having the changes made to the *Surveyors Act* and the *Surveys Act* this last year.

JOHN YAKABUSKI: Good morning and thank you very much for inviting me to deliver greetings today. The Deputy Minister and I both welcome the opportunity to address your organization.

The Ministry of Natural Resources and Forestry and the Association of Ontario Land Surveyors have worked closely together for more than 100 years. That is an era of history that has witnessed tremendous change in every respect. From huge strides in technology to an increasingly connected world and dramatic population growth. These changes have impacted the way governments do business and they have also revolutionized the surveying profession.

Beginning with the rise of digital technology and culminating now in the data revolution, surveying benefits from the use of tools and trends that could not have been imagined a century ago. But what hasn't changed at all is the importance of surveying.

Surveying is, in a literal sense, the foundation of all development whether it is natural resource conservation or extraction or expanding and redeveloping communities. These activities are vital to Ontario's economy and in our efforts to attract investment and promote growth. Amid all the changes we have

experienced, your organization has worked closely with the Office of the Surveyor General to keep standards and procedures for the surveying profession up to date.

The Ministry of Natural Resources and Forestry administers the *Surveyors Act*, and the Association of Ontario Land Surveyors upholds the practice of professional land surveying in accordance with the terms of the Act. This is a relationship that supported Ontario's surveying profession well over the many years.

Our government has made a commitment to make Ontario open for business and to cut red tape wherever possible. That includes reviewing and updating legislation when needed. As part of this commitment, we introduced Bill 213, *The Better for People, Smarter for Business Act*, which passed in the Legislature last December. The Act strengthens Ontario's economic recovery, supports businesses on the ground, and helps our government deliver clear and effective rules that promote public health and safeguard the environment while also promoting innovation, growth, and opportunity.

Bill 213 introduced changes to both the *Surveys and Surveyors Acts* based on concerns and interests we heard from your Association. I am pleased to say that the passage of Bill 213 means positive changes for the surveying profession in Ontario.

Changes to the *Surveys Act* will establish controls on how field notes are transferred between companies upon closure, sale of a business, and retirement or bankruptcy of a firm. This will ensure that notes remain in circulation for other surveyors to use when conducting research to establish boundaries, thus avoiding unnecessary duplication of labour. Surveyors will be able to benefit from continued access to crucial information.

The change also has the potential to reduce disputes and litigation between neighbours and will provide clarification as to what constitutes surveyors' field notes. This will ensure that the necessary information is exchanged while also filtering out private or proprietary information.

Changes to the *Surveyors Act* will allow surveyors to vote on bylaws, regulations, and the election of new Councilors electronically rather than in person or through mail-in ballots. This will achieve financial savings for your membership, and it will ensure the safety of your Association's membership in situations like the one we are currently facing with the COVID-19 pandemic.

As Minister, I am very pleased with the changes we have made to these two pieces of legislation under Bill 213, which will help to make Ontario more competitive and allow us to attract more investment and create more jobs.

As I wrap things up today, I'd like to take a moment to acknowledge the great work of the Surveyor General for Ontario, Sue MacGregor. Sue will be retiring

from the Ministry this spring and she will be leaving behind a distinguished legacy of exceptional public service. On behalf of the Ministry, I thank Sue for her service and wish her a very happy retirement. Thank you again for inviting me to bring greetings today. My best wishes for a productive annual general meeting and all the best to your members in the year ahead.

ANDREW MANTHA: Thank you Minister for taking time out of your busy schedule to address us. We are well aware of the tremendous challenges the government has faced this last year and continues to face. We certainly appreciated your support for our legislative changes.

SESSION 2: KEYNOTE ADDRESS SPEAKER RHONDA SCHARF, “ALEXA IS TAKING YOUR JOB”

ANDREW MANTHA: I would now like to introduce our keynote speaker, Rhonda Scharf. Rhonda specializes in motivating and training organizations and associations with a unique expertise in efficiency and effectiveness. She is a highly experienced speaker who has spoken in dozens of countries. She was inducted into the Canadian Speakers Hall of Fame in 2017.

Rhonda is the author of 8 books dealing with workplace efficiency. Her most recent book: “Alexa is Stealing Your Job – The Impact of Artificial Intelligence on Your Future” certainly aligns well with our theme of “Dealing with Changing Times.” I encourage you to think about your future possibilities.

RHONDA SCHARF: Hi, my name is Rhonda Scharf, and I am going to be your guide over the next 55 minutes as we talk about artificial intelligence and how it impacts your life. Hopefully, it’s not quite as scary as other people have led you to believe.

I also agree that the future looks bright. For those of you that say, “you know, that sounds kind of familiar,” in 1986 Timbuk 3 had a one-hit wonder called the “Future’s So Bright, I Gotta Wear Shades”. I am hoping that some of you are old enough to remember that like I am.

The reality is that the future only looks bright if you are strategic to what is coming. For those of you who are going to look the other way, going to forget what’s going on, not going to adapt, your walls are going to come crashing down. I am hoping that you are going to be excited so that we can all survive the AI revolution. I am not here to scare you. I am here to give you information on what it looks like, how it’s going to impact you in the things that you need to do so that you can come out the other side wearing some pretty good shades because your future is really bright.

Now, when we talk about what is AI there is a lot of different language out there. Artificial intelligence and AI are the same thing and are intelligence demonstrated

by machines. Of course, we have all been on the scary end of the “robots are coming to get our job” story.

We are actually in the fourth industrial revolution. The first industrial revolution was steam from 1765, so it mechanized industry. We created things like steam trains and replaced a lot of manual agriculture. About a hundred years later, in 1870, we got electricity, gas, and oil. About a hundred years later, in 1969, we got computers, the internet and telecommunications. So, that puts us in Industry 4.0 now. We are now a hundred years later, and we are going beyond the internet, artificial intelligence, machine learning, and automation.

The reality is that the first chatbot was invented in 1966 and her name was Eliza. So, a chatbot is when you go in a computer, and you think that you are chatting with a human and you’re not. You are chatting with an automated artificial intelligence bot. She was created in 1966. So, that makes artificial intelligence over 60 years old as a field but much younger as an industry.

It is interesting, for those of you who don’t remember Timbuk 3, if you are young enough to have kids going into school this year, 65% of the kids entering school today will end up with jobs that don’t exist today.

What AI does is take big data and unlock it. It processes it all to create meaning. I would like you to use the chat feature and pop in if you are using any artificial intelligence at all in your personal life. Do you have a Ring doorbell? Do you have a Nest thermostat? Is your speaker able to turn the lights on and off, your television, your music?

I am using Alexa as the brand. She will start talking every time I say her name. I am going to start using her as the name, but I am also talking about all our artificial intelligence. She is just an example. You might have “Hey Google” at home or you might have other examples of smart speakers that on the market today. For the sake of argument, I am just going to keep referring to them all as Alexa. I am willing to bet that even if you don’t have one of these at home, you are still using lots of AI in your life. My car has an app on my phone. It knows where I park. As soon as I get in, it says this is how long it is to get home. There are all kinds of it out there. We just don’t necessarily recognize that we are using quite a lot of it in our lives.

I believe these two things to be true. Technology is changing quickly, and it seems to be getting much faster. I would say that COVID-19 has certainly accelerated a lot of the things that we are doing, especially in your industry. You now go on a one-person crew and have your robots to help you and your drones and your GPS that you had before but the acceleration of using them has certainly moved forward a lot in the last year.

That being said, I also believe that changing an organization and its people, the way they think, the way they behave, is still very hard and still very slow. That is

because the tool that needs the most upgrading is not our software. It's actually the soft, squishy thing that is between our ears. The mind or the mindset is what needs the most upgrading. That on-off switch seems to automatically turn on or off in response to a task or situation. More taxes, shut off. Nice sunny day, turn on. Change is natural and evolution is natural, so we want to figure out how we can evolve and continue to change and still protect the careers as we know them.

All of this started with a book that I wrote in 2018 called "Alexa is Stealing Your Job." If you have ever written a book, it takes forever to get to press. It came to press just before COVID-19. This book came out just at the end of 2019. I am a professional speaker and trainer. This is what I do. I go into different organizations and a lot of the time they want me to say what is coming in the future, what do I need to prepare for, what do I need to learn? All of the stuff that we want to know. I jokingly said one day, "Don't worry about it, Alexa is going to steal your job." That just stuck with me, in that so much of what we do has already been automated. Much more is right around the corner if you are not too resistant.

I want you to imagine that you are Sleeping Beauty. I'm sure you're beautiful. You fall asleep back in 1990. I know that some of you weren't alive yet but just pretend. Now, you're waking up in 2021. You've got 30 years behind you. What has changed with your job in the last 30 years? What's different? What can't you do in 1990 that you can do now? What can you do from 1990 that you are still doing now or can't do now? So, what's the same, what's new, what's gone? What we need to realize is that it is not either-or; it's and. We are going to add things.

I want to introduce you to Nadia. Nadia is a chatbot that works for the Australian government. She connects online people to disability sectors, and she works through a webcam. So, the very same way that I am coming to you through my webcam, she does the same thing and that is what she looks like. She mimics human emotions, and she reads expressions. She reads expressions with 85% accuracy. I know a lot of humans who are not that good. She will have a full conversation with you and there is nobody behind the suit, there is nobody there.

Another chatbot or an automaton that you might have heard of is Sophia. So, that is Sophia with Jimmy Fallon. Sophia is a human-like robot. There is no person in the suit; there is nobody on the other side of the computer telling her what to say. She runs all by herself. She can't walk, so she is on little rollers, and somebody has to drag her out to where she needs to go.

She went on Jimmy Fallon a couple of years ago. You can go to YouTube and see the whole show. She went to play Rock, Paper, Scissors. Now, she isn't real, so she isn't warm and fuzzy. She can have a conversation with Jimmy Fallon, but she is not going to be your best friend. As much as I can chat with Alexa, she is not going to be my best friend. We have to figure out how to bridge that gap.

Sophia was invented in Hong Kong. In 2016, she keynoted at the South-by-Southwest Festival. She is not given a speech to memorize, she is told what to talk

about. She has 60 different expressions. In 2017, she became a citizen of Saudi Arabia. In 2017, she was also the first-ever innovation champ on the UN Development Program. When she went to play Rock, Paper, Scissors with Jimmy Fallon, of course, she beat him. She has played millions of games of Rock, Paper, Scissors, and she has learned that there are predictable things because she is taking all that data and figuring out what it means. So, she can look at Jimmy and say, “A white American male, in his forties, odds are he is coming out with whatever it is.”

Every time that she plays, it changes the odds. So, if he comes out with paper and she comes out with paper at the same time, then she is able to quickly calculate what his next move is. So, she beats everybody in Rock, Paper, Scissors.

Every time that she plays, she learns. She learns conversations. When Jimmy says, ‘Hi Sophia. How are you?’ she is able to answer him. It is all about learning and it feels kind of like a real person but of course, she is not a real person. So, what we have to be able to do is recognize that this is not our future, this is our current. If we keep trying to hold on to the past, our industry, our profession, and our jobs are going to disappear.

The Fortune 500 started in 1955. In 2021, only 52 companies still exist. Ninety percent of them are gone. Yes, some of them have been gobbled up by other companies, but most of them just don’t need to exist anymore. They didn’t stay current. You can think of Sears, Kodak, and Blockbuster. While they may not have been on the Fortune 500 list back in 1955, those companies did not do the evolution. What we don’t want to do is be like those companies or we don’t want to be like Hazel.

I first started as a corporate trainer back in the late 1980s. I transitioned people from whatever manual systems that they used to what are computer systems. You can imagine going to the Land Registry Office where everything was in the Dewey Decimal system. You looked it up and you pulled out the big books. That was all manual. In the late 1980s, we started to get some of that put onto microfiche and on computers where you could call it all up.

Some of you have definitely seen that evolution. I was part of that evolution all those years ago. So, when people were sent to my workshop, they had no choice, it was mandatory. It was a five-day workshop because I think that back in the beginning, it took forever just to boot it up to the C-prompt and put in a disc. While everyone was in my workshop, their office was being retrofitted with some type of computer system and Hazel was one of the people who worked at my company.

Hazel was the front-building receptionist, like the concierge in the foyer. I worked for a national real estate company with a big head office in Toronto and when you walked in, there was nothing other than a bank of elevators and Hazel at a great big desk. Hazel was well past the age of retirement. She just loved what she did. She knew everybody and she knew everything. Hazel did not like change and so,

she was sent to my workshop, and she had no choice. The very first day, she was very clear that she was not interested in learning this. There was no way that a computer was going to help her do her job. They were always going to need somebody at the front. They were always going to need someone to answer the phone. All kinds of stuff that sounds ridiculous now and it sounded ridiculous all those years ago, as well.

At the end of the first day, Hazel comes up to me and she said, “Rhonda, I see no need for me to learn this whatsoever. It is a complete waste of my time and a complete waste of company money. There is no way that computers are going to make it. This is a ridiculous waste of money.” I said, “Hazel, you know what? I am not in charge. I do know that this is mandatory training, so I don’t have the ability to give you a free pass for the next four days. From my perspective, you have to be here.” So, she was all grumpy and she left.

The next morning, we are just about to start, and Hazel has that ugly face on. I can tell that she is really angry. I said, “Good morning, everybody” and just as we are about to start, Hazel puts her hand up and says that she would like to say something. I thought uh-oh, this is not going to be good.

Hazel stands up and says, “I called my manager last night and I was told that this is not optional. However, I have given it some serious thought and I am not going to learn this stupid computer. There is no way that this is going to be a good investment of time or money. So, I am going to go home, and I am going to start my retirement. When they realize they made a ridiculously stupid mistake, they will call me back.” That was the first day of the rest of Hazel’s retirement. They didn’t call her back. Computers were not stupid, but she resisted it.

How many people still say, “I’m never going on Facebook, I’m never getting a cellphone,” and on and on. I don’t care if you make those statements, but why are you doing that? Are you doing it to be stubborn? If you want to talk about privacy, we can do another whole session on that. I understand that, but if you just don’t think that you need it, then you are being just like Hazel.

The reality is the reason that we are in one of two camps. Either we are really scared or really excited. There are two mindsets. Using the chat feature, let me know which one you are. Scared makes a lot of people resist. Excited probably means that you have all the things that I talked about. No surprise, but I am in the excited camp.

So, why are people in that scared camp? Is it because they are afraid that they are going to be out of a job? Yes. Are some people going to lose their jobs because of artificial intelligence? Yes, but more jobs are to be created. According to the Future Jobs Report, 75,000,000 will be displaced. That’s a lot of jobs. Think about what jobs are going to disappear. If you think about what you do for example, you are down to one-person crews for the most part now because of COVID-19. There are a lot of jobs potentially disappearing.

How many things can you do on your own that don't necessarily need a whole crew? Do you even need to go to an exam where there is a room where everyone is taking an exam? No, you can do that at home. There will be a lot of jobs taken away. Those are task-based jobs and for the most part they are not all in the survey industry, not all 75,000,000 or them. However, most of those jobs are what we would call entry-level jobs.

If you think back to the 1960s when computers came in and in the 1980s when we put desktops on everyone's computer, lots of those jobs disappeared. We don't have a typing pool, we don't have data entry, we don't have switchboard. I go to the grocery store and bag my own groceries. We don't even have bag boys anymore. I don't even go to the store. They come to my car. So, we don't even need people to stock shelves the same way. You can order groceries through Instacart to be delivered or Amazon in the United States.

A lot of those entry-level jobs are disappearing. Will there be people for those entry-level jobs? There will always be people for some of them. Let's be honest, a lot of those people that are in those entry-level jobs are severely underemployed. They can do so much more. We need to create more jobs that are not quite as low.

Statistically, they say that we are going to create 133,000,000 new jobs because of artificial intelligence. Again, using computers as an example. Back in the 1980s, how many people worked in the computer industry? Now, how many millions of jobs have been created in the computer industry?

We are just at the beginning of artificial intelligence. We are just starting to get to where people understand even what AI is. When I was doing research for my book, I would send out surveys and ask people what their level of AI was, and they wouldn't even know what AI is? Now we are getting a little bit better.

There are a lot of things that AI can do and there are a lot of things that AI can't do as well. So, what is it that AI can do? AI can speak. Sophia and Nadia can both have conversations. They can see. They have visual ability. They can learn. They can translate but most importantly they can learn. For instance, if you have an Alexa in Canada, she speaks English and Canadian French. If you have an Alexa in the United States, she speaks Spanish. If you have an Alexa in India, she speaks Punjab. There are all kinds of different languages that she learns, and they can translate.

They can learn video games. They can learn to play games. Remember "Big Blue" in chess back in the 1980s? AI is always going to beat you in chess. You are never going to win. They have learned to drive vehicles. We now have self-powered vehicles.

You will remember a few years ago that Uber completed the world's first cargo shipment using a truck that was controlled by AI. We are certainly doing that. Can you see massive changes to our transportation industry and supply chain

management? Just the way we get these vaccines across the country or food across the country.

AI learns the very same way that children do. So, you show them a ball, a coffee cup and over and over again you say “Ball. Coffee.” They learn by seeing it over and over and over again. They will eventually learn to recognize what they are seeing. They don’t develop sight but recognize things.

They are very involved in police work, in payment portals, all of those things. They can recognize people’s faces. They can make very successful predictions on the stock market, so they are going to be using that instead of people manually figuring out which stock they should buy. Of course, there will always be people that mess it up like what just happened with the video games store. Things like that will get in the way. They are being used in mental health and they are able to track if it is predictable that someone is going to attempt suicide. That is pretty important, as well.

They can write articles. They are regular contributors to the Washington Post and the New York Times. These are articles that are generated from the information out there. So, they are not journalists writing those articles. Of course, they know how to write the language, so they don’t even need editing. They are able to write movie scripts. The Disney movie “Up”, with Carl who floats away in his house with the balloons; that entire script was written by artificial intelligence. It knows how to make us happy. They know how to make us cry and it is computer animated, as well.

They are able to predict if something is internet fraud or cyber attacks. AI has been successful in helping paralyzed patients handwrite with their mind with a 95% accuracy. They are able to write based on what we’re thinking, which makes you think that they can read minds.

Are you thinking about how this all can impact what you do? Think about your profession. What is that it means for you? Think about how artificial intelligence can already impact a land registry office. As we talked about, because of COVID-19, we are back to single person crews using robotic stations. Do you think that it is ever going to be multi-people crews? I doubt it, given what they do with drones and GPS scanners. Right now, they may have someone flying a drone over a parcel of land, but they may not need that. AI can learn that, and we already know that GPS works with AI.

Even the exams that you write. You won’t necessarily need to go to an exam site and have it proctored. People can do it online and because it is artificial intelligence, it’s going to know if you are cheating. It’s able to track your eye movements, so if you are cheating, if you are constantly looking over or there is something in the way, it is going to know that. It knows when you are reading.

We already know that it can possibly read your mind, right? So, it's also going to help with learning. While we may not have university courses the same way that we had before, people will be able to learn online. If we are being taught by an AI assisted program, it knows where someone is having a problem. Let's use a kid's example at school that we can all relate to.

There is a teacher with 30 kids in the class and they are learning fractions. He or she is trying to teach all 30 kids and they can only go at a certain speed. If you were learning with an AI-based teacher, that program would know that it takes you half a second longer to get the answer to the fraction than the average. That means that you need a little bit of help. Or you are consistently getting your nine times tables wrong, it will help you with that. Whereas a teacher doesn't necessarily have enough time to do all of that.

For those of you who have kids that are attending online learning, you know that their time is certainly well-used, and it is hard to keep up with absolutely everyone. Remote learning is a thing of the future and the present.

If you look at your industry right now, you are very regulated. How can AI impact that? I know that you need lots of approvals and there are always lots of changes. What if AI was able to predict what is going to change or what is going to need to happen, and you were able to be ahead of the curve? As you are very information driven, that information will be faster and easier.

Think about your topographic data cubes. They are already there to save you thinking power and time. Add in what we already have with scanners and GPS. We already have deep learning building elevation maps. Think about how much easier this can be. I think that stuff is kind of exciting. I am hoping that you're not afraid of it.

However, AI cannot do everything. There are lots of things that AI cannot do. While they are able to create art, books, articles, music, and films, they don't have imagination. They can't come up with new ideas. They can create a storyline based on what they have learned. So, if you use Disney's movie "Up" for example, they would have said, "Okay, this is the scene. Develop the storyline." They are able to develop it based on predictable spikes in storylines, like tragedy, hope, overcome the odds and they all live happily after sort of things.

They can't change the pattern and they can't come up with something new. They are only able to continue to learn; they are not able to create. So, as much as we have all watched Hal, the space robot where he went a little crazy, they technically can't do that, yet. They are not going to be creating the latest software for survey professionals. They are not necessarily going to be creating things, but once it is created, then they can learn how it works.

They do recognize emotions, but they don't know what they mean. For instance, if I am chatting with a chatbot and it sees water coming out of my eyes, it has

learned that means I'm sad, but they don't actually know what sad is. They learn what to say. They learn not to crack a joke or whatever it happens to be. They don't feel that emotion. They don't feel sad. They don't feel loved. They will never be your best friend. They cannot explain how they work. While AI can handle a lot of repetitive parts of our job, they are never going to be human. We will always need things such as critical thinking, creativity, and empathy.

How is this going to affect the future of work? What is it that is going to change for us? According to McKenzie, 81% of the workforce is expected to be retrained in the next three years. I am thinking 81% has been trained over the last year with COVID-19 to do their job a little differently.

Many people are working from home, whereas before, that would never have been predicted. That statistic has gone right out the window because very few people haven't been retrained over the last year. Think about the advances that we have had in the way that we work in the last year and think about how we are going to need to learn all of that.

Sixty percent of all occupations will see at least 30% or more automation. You are definitely part of that, and you will see more than 30%. We are going to be moving from task completion to problem solving to communication to listening to interpretation. We are going to spend a life-long retooling, learning how to do our job differently every single day. The more that AI can keep up, we can go off into more creative endeavours.

How work is going to be done is different as well. We are going to have less routing and more fusion, more blends of things. If you think about the 1980s, the grocery industry came up with those barcodes that you see on everything. If you were a cashier at a grocery store, you would pick it up, look at the little sticker that said \$3.49 and you would type in \$3.39 and keep on going. Well, in the 1980s when they created those barcodes where they have them all programed so all they need to do was scan the item, they didn't need to type it in or have everything memorized. That reduced labour costs by 4.5% and the overall price of groceries by 1.4%.

I don't think that we have any yet in Canada, but in the United States they have Amazon Go Stores. The stores don't even have the checkout. You walk in and automatically your Amazon app is going to come alert immediately. As you take things and put them in your bag, it is going to automatically check, check, check.

When you walk out the door, it automatically hits your credit card. It's like the mini bar at a hotel. You take out that little shot of whiskey and \$18.00 automatically goes on your bill. You turn on a movie that is going to cost, you are going to automatically pay for it even if you don't watch the whole thing. The fact that you started it, is what you are paying for. So, that is going to affect the grocery industry.

Look at how much Amazon has affected the way that we shop now. I live in Ottawa, and we are in the process of building a massive Amazon warehouse. I know many cities across the country are doing the same thing. There are 1,000 people being employed immediately. It is the biggest building that I have ever seen in my life. It makes the Skydome in Toronto look tiny. Think about how all of that is impacting the way that we buy. We are certainly not back to the pre-pandemic things and so, the way we shop, behave, go out, get things to our house has all changed.

The way work is done is going to be different. Look at ATMs. If you can remember when we used to have to go to bank when it was open between 10:00 a.m. and 3:00 p.m. to get or give money. That was the only way that you could do things. So, thinking about how your job is going to change, how the nature of just your profession is going to change, that is what we need to think about.

The third element is, who does it? Companies are reconsidering the employee lifestyle. Think about the numbers in your industry over the years as they have gone down or potentially up in some areas. You got all the regulations in the different provinces that potentially keep people away but think about all the impact that artificial intelligence is going to have. Is it going to make your job easier? In some elements, absolutely it is going to make your job easier. Are you going to be more computer savvy to be a surveyor in times of AI? Yes. So, your skill base is going to change as well.

So, back in my dad's day, you started with a company, and you retired from that company. My dad was an electrician. He worked for the same company for his entire career. While that isn't entirely true for my generation, it's not unusual for people to have the same career with three or four different companies. Kids are coming out of university now and they are not even getting full-time jobs. They are getting contract work. So, you work for this contract and then go onto the next. Things are changing. Statistically, if you can get two years out of an employee, they have covered the costs. Focusing on problem solving is certainly something that is going to help. Who is going to be able to do all these different tasks?

Number four in how the future of work is going to change is where the work is done, and we have already seen that. Pre-pandemic, it was predicted that 50% of the workforce will be working remotely by 2025. Here we are in 2021 and it is well over 50%. I think that it is safe to say that a lot of these companies are not going back to their expensive real estate downtown and to not having to commute everyday. Think about how much better this is going to be for our environment. Why can't you work from home and then go out and do what you need to do and then go back to your home office? Why do you need to go to another office? Think about the expenses that will require, that we just don't need to cover off.

Finally, what we have to consider is the technologies that are going to change. We need to re-adapt and we need to remain competitive. As machines learn from doing and then take all that data and compress it, we need to learn from them.

Obviously, everything is going to be virtual. It is going to be cloud-based, it is going to exist on satellites rather than on your laptop or cellphone the way that it does now.

Three things that you need to consider for us to remain relevant moving forward as we go into light warp speed in AI in the industry. The first thing is about up scaling. You need to stay relevant, and you need to stay competitive. What you want to do is not be like Hazel. You want to embrace bot-based empowerment. Training, supervising, and assisting robots. Taking your skills up to the next level. If you have never played with a drone, go get one. If you don't understand how the cube works, get online and do some work. So, upskill your skills immediately. You have probably done a lot of upskilling this year already. There is more coming.

The second thing that we need to do to stay relevant is intelligent interrogation. These are your fusion skills. This is developing the skills of asking the right questions. Developing the skills to ask what if? How about? Maybe this? Anticipate when machines can't make a decision due to ethical context. There are going to be some situations where a machine can't make a decision because there is an ethical dilemma. So, we need to be able to predict some of the ethical challenges that you are going to be dealing with that they will need you for.

The third part of remaining relevant is about creativity. Artificial intelligence is going to take over the predictable and well-understood processes. We need to create what is new. Basically, if you can write instructions on how to do a task in your job, that task is going to go away. AI will figure out how to do that. I can write instructions on how to turn on the light switch in my kitchen or I can say, "Alexa, turn on the kitchen lights" and boom it has been taken away. I can say, "Alexa, turn down the thermostat. Alexa, good night and the whole house shuts down." All of those things are predictable task-based stuff. Very simple stuff.

If you are not using any AI at all in your life, start with the simple stuff at home. Get a Google, get an Alexa. Start to think about what is it that is holding you back professionally. You want to get comfortable with it, so when it comes your way, you are all ready to go. Ask yourself what you are afraid of.

The reality is that nine out of ten adults already use at least one device that has AI features. I don't know if you discovered Waze yet. I am going to talk about Waze. It is a crowdsource, real time AI impacted GPS. I have talked about Alexa and about Siri on your phone. You've got Cortana. You've got Hey Google and of course, you have Netflix. I don't know how much you rely on the predicted next programs. If you watch this, you will like this. It is like 100% effective for me.

Think about people that are using Peloton as exercise. Shopping on Amazon. If you bought this, you might want this. Even Facebook feeds. For every 10 updates that you get from your friends, you are going to find three ads in there. The ads that you get are not the same as the ads that I get. So, it really is specific to what I

am talking about or searching. It is kind of creepy how it can do all of that.

Have these put together companies taken jobs away? No. Let's go back to Waze for a minute. What was the service that was like Waze before? It was your plug-in Garmin GPS. What that never did was say, "Oh, by the way, half a kilometre away the police are hiding, so slow down." or "There is a huge pothole on the corner ahead. Don't hit the pothole," or, "There is a traffic jam ahead, your trip just got 15 minutes longer." No, it would say, "Using the speed limit, it takes 14 minutes to get from there to there." Waze is 100% accurate. I try to battle the timer on Waze. If it says that it takes 14 minutes, I want to do it in 10. It will constantly adjust.

Google bought Waze in 2013. For the record, right now Waze employs 160 people, and it is crowd sourced, and AI-based. It not only tells you where the police are and where the potholes are, it tells you the right way to go. So, if it says, "Get off at this exit on the highway," it actually means get off at that exit. It knows what it is talking about. Waze currently employs 160 people but when Google bought Waze in 2013, there were 100 employees and they all received \$1.2 million. They were all made millionaires just like that. Without AI we would not have those 100 millionaires and we wouldn't have the 160 jobs that it currently employs.

Now, a lot of people go back to the examples that I talked about earlier, like Blockbuster. They say they lost jobs because of artificial intelligence. I'm going to say that companies like Netflix were primarily the cause for the loss of Blockbuster, but there is a big difference. Netflix looked to the future, and they were excited. Blockbuster was scared. Netflix employs about 10,000 employees right now. Blockbuster had quite a few as well. I don't know if you know the story about Blockbuster and Netflix. It is a really interesting story.

Netflix started in 1997 and it was one of those movie order businesses, like the book of the month or the CD of the month, or the eight-track of the month. They used to have the red box at the grocery store. You would go and get your VHS. You could have it for a couple of days and then put that one back in and get another one. Then they started to do the mail order when it was CDs or DVDs. You would mail back your DVD after you were done.

They started in 1997 and that was three years after Blockbuster was sold to what is now called Blockbuster Viacom. It sold for \$8.4 billion. By the year 2000, just a few years later, Blockbuster started losing money. Netflix was just three years old and wasn't doing so great either. So, the CEO of Netflix, Reed Hastings, went to Blockbuster's CEO and offered to sell Netflix to Blockbuster for \$50 million. Blockbuster said no, repeatedly.

In 2010, Blockbuster went bankrupt. The last stores disappeared by 2013. I think that it is safe to say that Netflix is doing well. In the pandemic, their revenues are through the roof. Blockbuster didn't want to look to the future. They just said,

“No, we do this. We are not looking for anything new. This works well.” What Netflix did was figured out what was coming next. Of course, they are doing a really good job continuing that by creating their own shows. Traditional cable as we know it, is out. Other companies, like Sears, Kodak, Compaq, Enron, and Radio Shack, they just all got stuck in the past.

So, that’s my question for you. Are you stuck in the future, in the past or the current? What does your brain, your practice, your future look like?

I can’t see you but right now I would like to know how many of you have a landline at home. I imagine that a lot of you are putting your hands up. A lot of people say, “Oh, I have to.” My husband and I did for a while because of his mother. His mother is suffering from dementia and Alzheimer’s, so we kept the phone in case she called us one day when she had a good day. Well, those good days are gone, and she doesn’t know how to use the phone anymore. We ended up moving this summer and we just didn’t put a landline back in because we don’t need it.

Now, if you are justifying your behaviour, then that’s a problem. If you say, “Well, I’ve always had one, or it’s handy because of this or that”, then that’s a problem. I had one because of my mother-in-law but once that justification was over, we got rid of the phone as well. I know that for some of you, depending on who your provider is, it is more expensive to get rid of the phone than it is to keep it. I get that, but are you justifying your need here?

People resist change for predictable reasons. If we want to stop resisting change and help other people stop resisting change, then there are certain things that we need to do. Number one, they resist because they don’t understand. They don’t understand why there is a benefit. What I wanted you to hear from today’s workshop is what is in it for you. Why are we making these changes?

We are getting rid of some jobs but we’re going to get some more jobs. We are going to make it easier and faster and far more accurate than ever before. Although I am sure you are all very accurate, it is just going to make the whole process faster. People are not going to have to wait for surveys; they will be able to be done very quickly. That does scare people. I understand that but understanding why things are changing is an important part of helping people change.

We are also all, to a certain degree, control freaks. Now, I know that some of you are thinking that you aren’t a control freak but is there a right way and wrong way to park the car in the garage? Do you have your side, and she has her side? Is there a right way and wrong way to load the dishwasher? Is there a right way and a wrong way to put your tools back? Is there a right way and a wrong way to cut the grass, to put the toilet paper on the roll, or to put the groceries in the cupboard? Are you like Sheldon on the Big Bang Theory and you have your spot on the couch? We may not be control freaks about all things, but loss of control is why people resist change.

If we don't understand why and we've got to trust a computer to do something and we don't know how a computer works, a lot of people are out. Ultimately, we are creatures of habit. We just do things a certain way without wanting them to change. We want things to get better, but we don't want to change to do it.

I still think that your future looks bright. I have three tips to make your future look even brighter for you. The first one is to really focus on the relationship side of what you do. Whether it is relationships with each other or with the people that you come into contact with. You can't have that relationship with an artificial intelligence bot. Sophia is never really going to be my best friend. Alexa is lovely to chat to, but she gets boring fast.

In thinking about relationships, my favourite quote comes from Mayo Angelou. She says, "People will never forget how you made them feel." You know that there are people that you have worked with, maybe you have relationships at the land registry office. You are hoping they are working that day because the relationship is so good, you look forward to going in and chatting and finding out what's new. It is just a positive relationship. If you saw them outside the work environment, you would say hello. Then there are other people that you have worked with where that is not the case at all. You end up dreading if they are going to be there.

I want to be the person that people want to work with. The person that they say is funny, very respectful, all of those things. You need to be those things too because computers will not be those things. That is what we remember. Think back to your school years. You probably could tell me very quickly who your favourite teacher was and just as quickly who your least favourite teacher was. That is the stuff that lasts.

In order to have a bright future, we need to be able to think differently. We need to learn to adapt and adjust. It is not about recreating your profession or your career, it is about thinking how we can take something that already exists and make a little change to it. Uber already existed; it was called a taxi. Spotify already existed; it was music, and you bought your CDs and you listened to them. Amazon was Sears' home delivery. It all existed, they just did tiny adjustments to make them fit better or fill a niche that wasn't filled before. By thinking differently, you can actually add a lot to not only yourself but your profession as well.

The third element to making your future look bright, is to embrace the future. Don't be Hazel. Don't be afraid of what is going to come your way and take away your job. Don't get into that mentality where you are afraid of everything. It really is about embracing it.

Like I said, start doing this in your personal life, start paying attention to where it is already there. When you are on Netflix and it says that you will like this and you do, that's AI. What Netflix does is watches how quickly you watch a show. Let's

assume that you started watching “The Queen’s Gambit,” which is that show about chess, and you usually watch one episode a night. You watch two or three a week. If that is your normal process, Netflix knows that is the speed at which you consume information.

If, for whatever reason, you fell completely in love with “The Queen’s Gambit,” and you watched two episodes a night, five days a week and you finished it in one or two weeks, Netflix knows that you liked that because of the speed at which you consumed that information. So, if you like this, then you are going to like this. Or if you start watching a show that you never complete, it knows that you didn’t love it.

It really is about embracing all that is there for us. When you’re shopping online and it says, “You might like this”, just take a look at it. Look at the reviews of things. Start paying attention to how to make your house run more efficiently. If you have a car that is only a couple of years old, I can guarantee you that there are some AI bits already in it.

Some of you are well ahead of the curve and know those bits. It is really about being aware and embracing it as opposed to resisting it. So, go buy yourself a speaker. Go buy yourself some automation for your house. Go buy yourself something cool for your car. Start looking at how it can help you do your job. Don’t resist the new stuff that comes your way. Every idea that we talk about is absolutely fascinating but completely useless unless you choose to use it.

There is so much more we could talk about when it comes to artificial intelligence. We could have another whole conversation about privacy. Yes, your privacy has been compromised, but your privacy has been compromised for a very long time. If you got a cellphone 15 years ago, you gave it up then. You kind of gave it up when you got cable TV because it knows what you are watching. How do you think they get those Nielsen ratings? Unfortunately, privacy is an issue and I get that. It is a whole separate conversation.

I also like ease of use and convenience. So, the fact that all the ads that show up on my Facebook feed are things that I am interested in is so much better than getting ads for male performance enhancement drugs because I don’t need them. It knows what I am looking for and what I want.

What you want to do is start thinking about what your future looks like. Regardless, if you have five minutes to retirement or 50 years to retirement, things are going to change.

There is my contact information. if you would like to continue this conversation, I am more than happy to chat with you. If you are on social media, please reach out. You will find me all over the place and we can continue the conversation. I can also show you some other information along the way that might be helpful. I wish you best of luck and keep in mind, she is only going steal your job if you let her.

ANDREW MANTHA: Thank you Rhonda. We appreciate your thoughts. These certainly are changing times and we need to consider our approaches to dealing with them. A donation has been made in your name to the Windsor Youth Centre.

SESSION 3: DESIGN FOR CHANGE WITH RESILIENCE – OPERATING IN CHANGING TIMES PRESENTED BY AMELIA VALENTI

ANDREW MANTHA: Our next speaker is Amelia Valenti. Amelia is an Executive and Educational Consultant with expertise in program assessment, training facilitation, instructional design, and strategic planning. With over 19 years of education leadership experience, Amelia provides a refreshing perspective on transformation models and measuring impact. Amelia lives by her values and demonstrates her expertise in a warm and compassionate way. Amelia is a certified life coach. I am looking forward to Amelia's remarks.

AMELIA VALENTI: I would like to begin this morning by sharing a story with you about a farmer and the farmer's donkey. Unfortunately, on this particular day, one of the farmer's donkeys had fallen into a well. The animal had been crying for hours as the farmer tried to figure out exactly what to do. Finally, he decided that the animal was just too old and the well needed to be covered up anyway. It just wasn't going to be worth it to try to retrieve the donkey.

He invited all of his neighbours to come over and help him. They were grabbing shovels and beginning to shovel dirt into the well. When the donkey realized what was happening, it cried horribly. Then to everyone's amazement, it quieted right down. A few shovels full later, the farmer finally looked down at the well and was astonished at what he saw. With each shovel of dirt that hit the donkey's back it was doing something amazing. It would shake off all of the dirt and take a step up.

As the farmer's neighbours continued to shovel dirt on top of the animal, it would continue to shake it off and take another step. Pretty soon everyone was amazed as the donkey stepped over the edge of the well and happily trotted off.

Life is going to shovel dirt on us. All kinds of dirt. The trick is getting out of that well and shaking it off and taking another step. Each of our troubles is a steppingstone, and we can get out of those deep wells not just by stopping but also by never giving up, shaking it off again, and taking another step.

Welcome to Design for Change with Resilience. My name is Amelia Valenti, and I am the proud owner of Innovative Life Designs where I work with executives on coaching organizational management and change. I am currently the Director of Education, Training, and Organizational Wellness. Thank you very much for the invitation and for having me join you today from my remote location at the Association of Ontario Land Surveyors conference on operating in changing times.

We are very much like the poor animal in this story, digging ourselves out of some pretty difficult situations on a daily basis as of late. I truly hope that the strategies

and the education that is embedded within today's presentation are ones that you find to be realistic, useful, and really supportive in terms of building your resilience and the collective resilience in your organization in these changing times.

So, in this session we are going to explore why resilience is the key to change, some strategies that are guaranteed to improve your personal resilience, and the connection between resilience and wellbeing. Throughout the presentation, I will be inviting you to pause and reflect on some questions.

The first one that I would like you to consider for the next minute is what does it mean to you to be resilient. I am going to give you one minute to answer the question. So, perhaps some of you wrote down that resilience depends on strength or that resilience is about finding that ability to move on within yourself. That is partially true.

One main area of resilience that is often not one we really consider is how we actually re-charge. So, not necessarily how we endure something but how we re-charge after. The key to that is trying hard, re-charging, and trying again. To summarize, resilience is our capacity to change. It is not just about coping, it is about being able to be resourceful, adaptive, and energizing as well.

Throughout this presentation, I will be inviting you to grab a pen and paper and take some time to write responses to the questions that are asked. There are two reasons for this invitation. One is that the actual act of writing decreases depressive symptoms. It can support the reduction of any perceived stress and it also reduces rumination or that excessive worrying. The other part is that when you reflect upon your own skillset and you reflect upon the tools that you already possess, you start from a lens of strength.

What is it that you do right now to foster resilience? I will give you a minute for this question.

So, given the nature of this presentation, it is obvious that we can't engage in a bit of debrief around this question at this point in time. What I have done is a little bit of research on what a land surveyor does in their role on a day-to-day basis. While I fully acknowledge that I am sure that there is far more to it than I would read on paper or I will share here, I did take a look and found some key skills and areas of strength that you may not have thought of before in terms of fostering resilience, but you are doing it on a day-to-day basis.

The first one is solving problems. You are getting curious about situations and circumstances. Quite a bit of the work is about creating boundaries literally, researching new ideas, measuring angles and distance, and establishing control points. All of those skills identified are also skills that foster resilience. Our ability to solve problems, to look at situations as if they are problems to be solved not threats. To create healthy boundaries for ourselves so we can still maintain our

own self-care. Researching new ways of doing things and new ideas and looking at things from different angles and distances. Doing those things helps establish our own internal control points, so that we can perceive and get through change in a positive way.

I thought that it was neat when I came across the process of triangulation as being something that you are using quite often in your day-to-day work as well. This process is also one that is very common when we take a look at many mental health and wellbeing frameworks.

I have adapted this from the Centre of Creative Leadership, and it is taking a look at the three main components or foundations that form resilience. Those three are about finding your sense of purpose. So, answering the question what good will come from it, how can I take this and learn from it. It is about managing your personal energy. When we were talking about establishing those control points or creating healthy boundaries, those are some of the ways in which we would manage our personal energy.

Shifting your lens, I guess it is probably something that is done on a day-to-day basis in your job. This is really the figurative. Being able to look at things from a different perspective. Those are the three main areas that help support resilience and we are going to take each of those pieces apart and find some real hands-on strategies and ways of being able to do those three things.

While the triangulation of those resilience skills may appear to be quite simple, to be able to manage shift and find that foundation, there is some work to that. How is that we can actually move through change and end up being resilient? In order to do so, there are five main components required to be able to effectively move through that change.

The first is education; understanding perhaps why we might be resisting change or why others may resist change and how that impacts resilience. The second piece is taking a look at our ability to regulate emotions and why we do what we do during stressful times.

What are the brain-based, scientific facts that are part of the emotional response? We are going to take a look at disclosure and being real about what is happening, being authentic about what it is, and the ability to talk in a very realistic yet optimistic way.

The fourth part is narrative development. So, kind of changing our own story or looking at change in that different lens than we spoke of previously. What it looks like to offer service. How is it that kindness and empathy when we express it can actually impact not only our own mental health and wellbeing but that of others as well?

The education piece around change and resilience, is really important when it

comes to having self-compassion and compassion for others, as well as empathy. When we understand why things are happening, that in and of itself can be a first step to well-being because we can decrease the amount of time we spend ruminating or thinking about why things are happening.

People generally resist change for two main reasons. They believe that they will lose something of value or there is a fear of adapting to new ways. Perhaps this is a relatable example for you. When the pandemic hit, many of us moved from being in an office, working alongside others indoors or outdoors to working remotely in our homes. That change to our daily routine actually has a very deep emotional impact.

Whether or not we found the benefits of not having to get too dressed up to go work or being able to just step from the bedroom into the office in the morning, there is still, on the brain-based or physiological level, a change that has taken place that shifts our safety and security a bit. When our brains can't predict or that certainty is taken away, we go into fight or flight mode.

We are actually better dealing with bad news than we are the unknown. That uncertainty or that lack of being able to plan, can inhibit the front part of our brain, that logical part from being able to operate as it "normally" would.

When we are taking a look at why we may be feeling different, or seeing emotions expressed or actions or behaviours in people that we maybe didn't see before, there are a lot of reasons why. There may be new concerns about competence or the reality of more work. The actual exhaustion from being online, that excess uncertainty or loss of control and then the actual fact that the threats on our health and well-being are real.

When we understand what is happening in our brain or with other people's brains in terms of change and having to build that resilience, that in and of itself can give us the empathy to be able to start moving forward in actionable ways to be able to do something about it.

Education is the first piece in that building of resilience. In order to move through change, in order to grow, we have to first be educated about what it is. Right now, the change that so many of us are feeling or experiencing is a disruption of our core belief systems. The building of resilience comes from figuring out what we now believe instead.

For example, before the pandemic, many of us may have thought that we were safe from the types of diseases that endanger people. Like this only happened in other parts of the world or that our economic systems were far more resilient than they have been to weather the storm.

During the first wave of this pandemic, that personal resilience really relied heavily on that emergency response in our bodies called arousal. We got into a

more of an adrenaline pushed response mode. However, in the second, possibly the third wave to come, what is required is far different from that arousal state. It is more that resilience that is based in stamina.

Part of that education piece is normalizing the questions that so many of us are asking ourselves. Why did this happen? Who is in control? What can I do now? When our assumptions are challenged, it can be really confusing and frightening. It produces that anxious, repetitive response. We have essentially been forced to rethink who we are, what kind of people surround us, the world we live in, what the future might hold and that can be painful. However, the research shows it can also usher in change that is of real, true value.

I once coached a man who was in his late 40s and he was pretty devastated about a recent divorce. Initially, he was struggling to cope. Soon, he understood that his change in circumstances actually required him to re-evaluate his identity. That was the more difficult part.

He had to figure out what was going to happen next in his life. He never thought that life would be one that he would be living. Of course, there was the part of him that didn't think that he wanted to do this but also knew that he had to. That is really that first step in becoming a person with more compassion for yourself. You begin to accept those limitations rather than being limited by them.

What does that mean then? We can start to decide what is really urgent right now in life and what is important. We can begin to balance compassion with containment. We look at ways that we can energize ourselves on a daily basis. Even those pieces of determining what is urgent and what is important, and the balance of compassion and containment and energizing are also great ways to lead others in this time.

In order to do any type of learning or leading, we have to be in the right frame of mind. That begins with managing emotions. I stress the word "managing" because denying that they exist does not help us. Managing emotions, like feelings of anxiety, guilt or anger. Shifting that thinking from focussing on losses, failures, and uncertainties to trying to recall successes, consider best case possibilities or reflect on the great things that the organization is prepared for. Those are things that we can reasonably do both personally and collectively to help regulate our emotions.

Identifying the actual sources of stress that you are experiencing. Again, I am going to invite you for the next minute to identify and simply acknowledge your current sources of stress. We will start that now.

Now we have identified what some of the sources of stress might be and acknowledged them. That in and of itself is a foundational piece to be able to do. Then do some work on supporting the regulation of those emotions. Two Harvard studies indicate that simply walking 20 minutes a day can reduce your stress

related heart disease by 30%. Making time for physical activity is a boundary that is extremely important for emotional regulation.

Doing something like we just did, simply acknowledging the sources of stress can help us to regulate our emotions. Simply stepping outside and taking a breath of fresh air when you begin to feel tense and then coming back in when you have had a chance to take a few deep breaths.

Some of the ways that we can regulate our emotions are not by any means complex. They are not time consuming in terms of the amount of output required to feel some positive effects, but they are extremely important in keeping our stress induced emotions in check.

Another great way to embrace the process of change is the process of disclosure. I also would coin this as being authentic, being real. I think I mentioned before that if we are falsely positive, we can erode trust. If we talk about what's happening, if we articulate the effects it has, it helps us make sense of them. It can turn what can be debilitating thoughts into more productive reflections.

If you're helping someone talk about what it's been like to experience the change recently, can you speak openly about your own struggle and how you're managing? Invite other people to share their story and listen intently because as they locate their difficulties and come to terms with how their challenges and losses compare to others, that lowers that level of fear.

Again, it goes back to that question. What are your sources of stress? Mine are lack of control right now. I fear that this will go on for too long. I fear that I'll lose my job. By being able to share those pieces of disclosure, it allows others to feel like they are not alone.

Another stage in the change process in order to build resilience is a narrative development. It is really about thinking about how all of this has caused you to recalibrate your priorities. What new paths or opportunities may have emerged from this? Think of some famous stories of people in leadership positions, like Oprah Winfrey or Nelson Mandela or companies like Chrysler, Johnson and Johnson. They have emerged from a crisis in a stronger position. They are great examples of resilience from what is post-traumatic growth. If we can even share studies and derive hope from them, it can remind us to stay connected.

Thinking about your own insights and maybe what changes were brought about that were needed. Shifting from more of an encouraging mindset of simply "we'll get through this" to it being actionable. What are we going to do now to pull together? How are we actually going to get through it? So, making it very concrete in terms of what that looks like.

I will share with you that the first time I was identifying my own definition of resilience one component that did not enter my mind at the time was around the

idea of being kind or acts of service. On a physiological level, being kind actually boosts serotonin and dopamine inside us. They are responsible for giving us feelings of satisfaction and well-being. Being kind and engaging in acts of service also light up that pleasure centre in our brains, which gives us endorphins. They are natural painkillers that are released in our body. On a biological level, the acts of service and being kind do a whole lot to help us with our regulation of emotion and our ability to build our resilience.

On a leadership level and a personal growth level, people do better in times of change and stress if they find that the work that they are doing or the acts that they are performing are helping people that are close to them.

Focusing on how you can help others during a time of crisis, whether that be something like sewing a mask or retraining a teammate who seems to be struggling or supporting a small business by ordering in a dinner. Those things not only make us feel better because we can acknowledge that we are helping but from a biological level, it also helps us build our capacity to be resilient. Simply expressing gratitude and showing compassion and empathy for others are ways in which we can build our personal resilience and our team resilience.

As I mentioned earlier, when the brain is under large amounts of stress, it uses the back part and that kicks us into fight or flight mode. One of the largest aspects to resilience is getting our brain to get out of that high-stress state into using the front part of our brain, which is the logical and reasoning part.

A gratitude practice will do just that. The other very important piece to this practice is that it is not intended in any way to minimize the hardships that you are experiencing or that you are still going through. It actually helps manage these tough times and reminds us that if we pause, there are still good things happening around us and they are happening each day. I like to say it is a very realistic optimism or a realistic positivity. It doesn't mean that we are ignoring or denying what is happening. It doesn't mean that we are pretending everything is okay when it's not. This practice helps manage the difficulties.

During the first wave while we were very much reliant on that arousal or adrenaline rush to get through. Again, in the second wave and most likely third wave, we want to keep activating that thinking part of the brain in order to really have that release of dopamine, which is like our mood stabilizer. There is a lot of evidence that resilience is actually marked by that activation of that part of our brain, the left cortex. So, the more that we can do to activate that, to keep it motivated, the more apt we are to be resilient in times of difficulty and change.

Here is one suggestion for a gratitude practice. The particular practice has been adapted from the Five-Minute Journal. It will take 10 minutes out of the day. In the morning, before you look at your phone or anything else that may invoke stressful or negative thoughts, simply write down three things that you are grateful for. There is a process that takes place in the actual writing that doesn't happen if we

just do the thinking. The writing process is important. Three things that you are grateful for and then what would make today great. So, you are starting the day with an intention and somewhat of a goal for how you are going to go about the day in order to make it a good one.

Again, in the evening, right before you are ready to close your eyes, write down again three things that you are grateful for in the day. That might be something as small as the cup of tea you had before bed.

It might be something profound like a meaningful conversation with somebody. That is all relative to your experiences, your day. That is what makes this so personal. There is no comparison. There is no sense of having to compete. It is simply about your feelings of the day. What is the most important thing that you learned that day? This question will actually help you to set the intention for the next day.

So, very simple in terms of what is required. The time it takes to reframe your brain and get those good chemicals running through it is about 10 minutes of the day. That is a pretty insignificant amount of time to have the positive impact that a practice like this would.

Another great way to build our collective resilience is to celebrate the wins. What I mean by that is simply finding some way within your organizational structure, whether that be your family structure at home, or your family structure at work, to set aside some time on a daily basis to actually talk about the wins. As small as they might be, finding things to celebrate during difficult times allows us to regain that sense of realistic optimism. Things are difficult, however, that doesn't mean that there aren't silver linings that exist. Recognizing those small wins helps to foster that sense of resilience.

Hopefully, one common thread that you have noticed throughout all of these strategies and pieces of education that have been shared, is that resilience is not something that is only happening deep down within ourselves. Many of the processes and actions that have been suggested are about becoming resilient as a team. It is about making connections with others during challenging times. That alone supports our own individual capacity to grow through change and support the ability of others to be able to grow through change as well.

While there is certainly nothing humorous about our current pandemic situation, I would be remiss if I didn't mention that some humour and light-heartedness around other aspects of life right now allows us to be gentle with one another. It also builds our resilience to be able to dig deep and find humour in spite of the current situation. It certainly builds a sense of trust and cohesiveness when we can share some laughs together.

I sincerely wish that the suggestions and education pieces throughout this presentation would solve all of the problems we are enduring right now. I am sure

that we all know that is not a reality. However, I am realistically optimistic, and it is supported with evidence. If some of these strategies are ones that you try, ones that are supported within a team to try, there will be positive impact and there will be changes to well-being that are observable.

If at any point in time you have questions that you would like to ask anonymously, whether that be about you or a family member or a perhaps a member of your team, by all means reach out. You can ask an anonymous question at any point in time on my “Ask Amelia” page at <https://life-by-design-coaching.com>.

I sincerely thank you for your time today. Please keep well. Take care.

ANDREW MANTHA: Thank you Amelia. We all certainly need to think about how to look after ourselves in these challenging change jobs. A donation to the Windsor Youth Centre has been made in your name.

SESSION 4: BUSINESS SESSION AND OPEN FORUM – Part 1 (Livestream)

--- Live portion on Andrew’s Camera

ANDREW MANTHA: Welcome back. I hope you enjoyed our speakers this morning. We are now moving into the live portion of today’s meeting and I hope the technology treats us well. You know we’re live when I am wearing my reading glasses.

Also joining us over the course of our meeting are a number of guests representing other provincial associations. I would like to now introduce our guests and invite them to participate in our meeting and provide input as they wish. I am certain that they will prove to be valuable assets during our meeting. From west to east our guests are:

INTRODUCTION OF ASSOCIATION GUESTS:

Association of British Columbia Land Surveyors - President Shawna Goertzen
Association of Alberta Land Surveyors - President Bruce Drake
Association of Saskatchewan Land Surveyors - President Regan Rayner
Association of Manitoba Land Surveyors - President Daniel Gautron
Association of New Brunswick Land Surveyors - President: Andre Boissonnault
Association of Nova Scotia Land Surveyors - President Peter A. Berrigan
Association of Newfoundland Land Surveyors – President Clive Rumboldt
Association of Canada Lands Surveyors - President Jim Christie
Professional Surveyors Canada - Chair, Michael Thompson

ANDREW MANTHA: Welcome everyone to our live meeting.

TRIBUTE TO DECEASED MEMBERS:

Unfortunately, there are Ontario Land Surveyors who could no longer attend our meetings. I will now read the names of those members who have passed away since our last annual meeting.

Today we remember:

Walter P. Tarasick, 923, February 5, 2021
John F. Goltz, 1185, December 15, 2020
John G. Boyd, 1402, December 14, 2020
Michael J. Clancy, 1387, November 11, 2020
Donald I. Houghton, 741, October 21, 2020
John Verhaegen, 1203, October 9, 2020
Eero Halinen, 1240, October 4, 2020
Edward Barich, 1243, October 4, 2020
Donald J. Smith, 1205, September 16, 2020
Terence O. Callon, 1017, July 14, 2020
Robert T. McCurdy, 1046, July 14, 2020
Benjamin P. Redekopp, 1037, May 14, 2020
Robert A. Garden, 917, March 20, 2020
Christopher Peat, 680, March 8, 2020
Norman W. Babbs, 1097, March 20, 2020

If anyone knows of any other member who has passed away since our last Annual General Meeting, please enter the name in the chat area on the left of your screen. Let us take a moment of silence for our deceased members. Thank you.

Before we move into the more formal portion of our meeting. I would like to introduce our sponsors and exhibitors.

This year we have the following sponsors:

Event Sponsor:

- Arthur J. Gallagher Canada Limited

Sustaining Sponsors:

- Brandt Tractor Ltd.
- Cansel
- Horizon Measurement Solutions Inc.
- Leica Geosystems
- KRCMAR/Protect Your Boundaries

Additionally, we have the following exhibitors:

- The Archival and Historical Committee of the AOLS
- BeSpatial/URISA Ontario
- Carlson Software

- iLookabout
- Logan Wealth Management
- Nova Scotia Community College
- Teranet
- Tulloch Engineering
- The University of New Brunswick

I encourage you to visit the Exhibit Hall and check out their offerings. Although it is certainly not the same experience this year, the sponsors and exhibitors make a big difference in our meeting. I hope you continue to support them.

At this time, I would like to address the minutes of the last meeting. As part of our business, we must address the minutes of the 128th Annual General Meeting. These were distributed with reports through the website prior to the meeting. As a reminder, voting on motions will be conducted using Slido, a polling tool. This is going to require action of both our parts. You will note that directly above the video portion of your portal, there is an engage button. If you are not already in the poll section, please click that button and see the opportunity to vote.

Penny is going to put up the resolution. Executive Director Brian Maloney please present the motion regarding the minutes of the 2020 Annual General Meeting. Please note that the minutes of the meeting were posted to the AOLS members portal, along with other reports prior to this meeting.

On a motion made by Brian Maloney, seconded by Kevin Wahba, it was resolved that the minutes of the 2020 Annual General Meeting be accepted as presented in the 2020 Annual Report be received. Motion carried.

We had 15 new land surveyors at Convocation Lunch in 2016, which is coincidentally about when I joined the Council. We had 14 in 2017, 17 in 2018, and 25 in 2019. There were 16 last year and we will have 34 new surveyors, our largest number in decades, honoured at our virtual Convocation Lunch this year.

We also have 90 articling students in our system. Thank you to all the surveyors and survey firms for our articling students. This is certainly key to ensuring that we have sufficient members to meet the public need in the future.

OPEN FORUM – PART 1 (led by AOLS Council)

ANDREW MANTHA: We will now join the Open Forum. It is going to be led by our Council. All Councilors are available. We will end this session at 12:30 p.m. or before. This is an opportunity to bring ideas forward for open discussion with the membership. Obviously, this has to run differently this year in our virtual environment, and we recognize that functionality is a bit limited.

The intention of this first session is to determine topics for discussion and to encourage members to consider drafting resolutions if appropriate. We will be

using the tools under the engage button again to determine discussion topics. The prioritization of topics for discussion will occur today with the majority of discussions expected on Friday morning.

This will be basically a two-part process. The first is to generate topics for discussion and the second is to prioritize them. If members feel that any of these ideas warrant a resolution, you are encouraged to use the private chat function available under the networking lab on the left panel of the portal. Over the course of the next day, find a seconder and get some support for your idea.

Please note that if you move to the networking panel during this session, you will be disconnected from the session and will have to re-join. Private chats can be done anytime during the event. If you have a private chat from another member, you will see the number of private chats in the bell icon in the upper right corner of your screen.

In order to determine topics of interest, I would ask that you click on the engage button. Once you are in the engage section, you will see an ideas button in the centre of the bar directly above the question polling area. Please click on that. You can now add an idea to your list. Please note that all other members will see the idea once you have entered it.

I would ask that you limit the number of entries and try to look at existing thoughts as they are entered to avoid duplication. You can sort those by recent or most popular, which will become more apparent shortly. If you see popular on the right side, please click that and select recent to make it easier for you to review results. You can scroll up and down through the results. We will allow two or three minutes to enter ideas. Please do so now.

Remember, even if you are not submitting an idea for discussion, review the list that is there now and prioritize it by hitting the thumbs up icons.

So, Penny is telling me that the polls are closed.

Okay, we don't have the world's longest list here, but we do have some. Now that we have several ideas, the next step is to prioritize them. You will note to the right of each idea there is a thumbs up icon. Please review the ideas and click on the icon of any you feel are worthy of further discussion.

If you click a second time, it will remove your vote from that item, in case you accidentally vote for the wrong one. Please click on all of those that you believe should be a priority for discussion. As previously noted, you have the ability to change the order in which these ideas are presented. If you choose popular over recent, you will see the ideas that are receiving the most votes at the top of the listing.

Please take a few moments to scroll through the list and select those items you believe should be a priority for our further discussion. I will give you five minutes for this. If you would like to add further ideas, feel free to do so.

The list is populating, so please remember to scroll up and down. I see that one of the options for discussion is whether we will consider virtual offerings for future annual general meetings. Let's finish this one first.

We recognize that in this short period it is not likely possible to deal with the duplication of similar ideas. The Executive Director and Executive Committee will review the results this afternoon and group similar ideas for discussion. Those items with the most votes will form the basis for our conversation at Friday's Open Forum.

As noted earlier, if you believe a resolution is in order, please find a seconder and forward your resolution along to brian@aols.org by Thursday at 6:00 p.m., so we can be up and running Friday morning. Resolutions will be addressed in the order in which they fit with the highest prioritized ideas. They will be added to the portal for voting. The mover will be offered a single opportunity to make a case for their case for their resolution. They should be prepared on their computer. They will be sent brief instructions and will be called upon when appropriate. All other commentary will take place using the chat function that will be available on Friday morning.

This will conclude our meetings for today. You are reminded that we have a Convocation Luncheon tomorrow at noon. You get to bring your own lunch and we're not even going to charge you for it. You have three continuing education sessions tomorrow afternoon, as well. Please be on time for those. We will be reconvening the business portion of our meeting Friday morning at 8:30 a.m.

Please review the posters that you can download under the Showcase tab on the feed loop. Lastly, please visit the Exhibit Hall. Our exhibitors and sponsors help make this meeting a success. They have loaded valuable information that we hope you will take a few minutes to review. It will be open for the entire meeting.

From Council, have a good afternoon. This meeting is adjourned.

--- Whereupon proceedings adjourned at 12:40 p.m.

Thursday, February 25th, 2021 – Virtual Meeting

--- Upon commencing on Thursday, February 25, 2021, at 10:00 a.m.

SESSION 5: EDUCATION FOUNDATION MEETING

The Educational Foundation is hosting an open meeting. This meeting will be outside this Event Platform. By clicking the image above, an external meeting link will take you to a Zoom Meeting Room to join the Educational Foundation Meeting. Please remember to mute your microphone if you are not speaking.

SESSION 6: VIRTUAL CONVOCATION CEREMONY

KEVIN WAHBA: Good afternoon, ladies and gentlemen. It's my pleasure to welcome you on behalf of our Association to our annual Convocation Luncheon. My name is Kevin Wahba, and I am the Registrar of the Association.

Before we start the proceedings, I would like to introduce to you the 34 newest members of our association who have joined us since our last AGM.

Some were educated in other counties and immigrated to Canada while others are home-grown, but all have worked very hard to achieve their professional designations. We are gathered here to recognize and welcome these dedicated and hard-working individuals as members of our Association. Please join me in congratulating these members on their achievement, and to wish each of them success in their future careers.

CHARGE TO THE NEW SURVEYORS:

KEVIN WAHBA: It is my pleasure to introduce our guest speaker today, Amar Loai, who will give the Charge to the New Surveyors. Please welcome Amar Loai.

AMAR LOAI: It is an honor to have this opportunity to deliver this address. I want to thank Andrew Mantha & Brian Maloney for entrusting me with this.

I feel privileged to be here at our 129th Annual General Meeting, and fortunate to address our new professionals, what an accomplishment! Despite an incredibly challenging past year, it's inspiring to see that we have 34 newly commissioned surveyors who will begin their professional careers in the province.

Your hard work, energy, and dedication has brought you here today, this is your moment. As newly commissioned surveyors, you will be joining one of the oldest and most respected professions of our time. You have also been trusted to take on a very sacred role in the work that we do.

I would like to share with you a quote from the English poet John Donne that I often reflect on when doing my work as a professional surveyor: “No man is an Island”. The work you will complete as professional surveyors is not always easy, nor is it meant to be. There are many moving parts involved in every survey project, each requiring specific attention and detail. You will work with a number of staff in order to produce a professional opinion about the location of a property line or corner.

As you begin your professional careers, you will not be expected to know everything. In fact, you have just begun a long journey of continuous learning and we are here to support you all the way. Do not hesitate to ask for help when the path is not clear or when the deed of your subject parcel makes absolutely no sense with what you find on site.

True professionals practice the fundamentals and develop their skills by learning from their experiences on a daily basis. Do not underestimate the value of the senior staff you work with. Even though the technology has changed, the principles which they have taught you remain at the core of your professional designation.

As professional surveyors, the duty of care in the work you carry on is not exclusive to the company you practice for or yourself; it is to the public. Your designation as an Ontario Land Surveyor represents the professional capability, skill set, and most importantly the trust that has been granted to you as an unbiased and impartial professional.

Well, without further delay here are some tips and practices I want to share with you which will hopefully make your lives a bit easier and avoid problems:

1) Communicate, communicate, and communicate! Whether you are running behind on a deadline or difficulty on a certain project, inform your clients, and get ahead of the problem before it finds you. Nobody likes surprises, especially in this line of work!

2) Research is key, a great mentor of mine who is the Chief Surveyor at the Toronto Transit Commission once said, “A survey is like a pair of underwear. You don’t want to be caught with your pants down without one”. I cannot stress how important it is to make sure that you have all your research in place before you sign off on that plan. Research will make or break your professional opinion. While there is nothing wrong with disagreeing with another professional surveyor, make sure you know what their answer was before you call it out.

3) Have patience, and then go for a walk, and get some more patience. There will be many times where you will be frustrated with certain projects, staff, and most importantly clients; should you have a particularly off day, avoid the phone line, and any difficult emails!

4) CPD! Do not undervalue the importance of Continuing Professional Development. The webinars, seminars, and workshops the AOLS hosts give you great insight to what is happening around you. By the time you know it, your CPD cycle will be do, do not leave it to the last minute like some of us!

5) Trust but verify. At first, it will be no different than drinking out of a hose. You will be exposed to a lot of information and data, take your time to check, and then double check. Always ask yourself the same question: “What was the original intent?” Once you know it, the answer will be clear.

In closing, I want to congratulate each and every single one of you. The past members who can no longer attend our meetings or see our work have left their mark on history. It is now time for you to create your legacy.

KEVIN WAHBA: Thank you Amar. Time will not allow me the opportunity to introduce the members of, and assistants to, our Academic and Experience Requirements Committee individually but I would like to note that the AERC is always one of the busiest committees in the Association.

In 2020, the committee approved 52 academic evaluations and 30 new articling agreements. We now have 90 articling students. Having almost 3 times as many articling students as we had only a few years ago means more work for our staff, the committee members and the volunteer assistants. I have quickly come to realize that the efforts and passion displayed by all our AERC members is not only readily apparent, but vital to the continuity and effectiveness of our profession.

I would like to read a short bio of each of our new members, so you have some idea of what their journey has been. More detailed biographies have already been published in our In Sight Newsletter, so I have shortened these introductions somewhat.

--- Powerpoint presentation

I will say that the new members expressed their gratitude to their families, articling surveyors and others who supported them through their journeys to become professional surveyors.

Maureen also pointed out that 4 of this year’s group of new surveyors received awards from the AOLS Educational Foundation along the way, and 14 of our current articling students are also award winners.

SESSION 7: Introduction to the Land Registration Research Cybrary presented by Izaak de Rijcke and Anne Cole

This presentation introduces a new, searchable catalogue of research material to inform Ontario Land Surveyors’ search for the best evidence of a boundary. The contents of the topic-based “cybrary” range from the basic to the arcane. The use

of these resources to conduct research in the current and historical records of the ELRS is demonstrated with the help of scenarios.

--- Powerpoint presentation

SESSION 8: Best Practices - Field Procedures for GNSS by Dr. Robert Radovanovic

Over the past two decades, GNSS has become part of the standard survey toolkit, in many areas nearly completely replacing "conventional" instrumentation.

However, as land surveyors get used to treating GPS as a "total-station replacement" - another way to derive relative bearings, distances and elevations between points - the requirement that surveyors remind themselves of the underlying geodetic principles that allow GPS to be used in land surveying becomes increasingly important. In particular, issues surrounding appropriate checks on measurements and applicable recording of field notes in highly digital work processes are significant.

This course includes an overview of practical issues surrounding the use of GNSS in land surveying. In addition, topics such as redundancy and reliability in RTK surveys are discussed, as are the concepts of datums and reference systems. Additional discussion around modernized position techniques, such as PPP and discussions of kinematic GPS positioning accuracies will be highlighted as well.

SESSION 9: Project Estimating and Scheduling Practices by Kumaresh Krishnamoorthy, PMP

Estimation, Scheduling and Tracking are the most important aspects for a company's success. For a team and/or company to be successful, there are 3 areas of focus, namely: people, process and tools. As part of this session, we plan to map the 3 aspects with the 3 focus areas to give a practical set of techniques to be implemented easily by anyone immediately.

We plan to cover the following:

- Value stream - End to end flow (from concept to cash)
- Definition of Done
- Tools / Techniques (7 styles of estimation and tools for scheduling)
- Process (Kanban)
- People - How to change the mindset

--- Powerpoint presentation

--- Whereupon proceedings adjourned at 5:00 p.m.

Friday, February 26th, 2021 – Virtual Meeting

--- Upon commencing on Friday, February 26, 2021, at 8:30 a.m.

SESSION 10: Call to Order and AOLS Reports Part 1

ANDREW MANTHA: We will now reconvene our meeting. I want to remind you to keep your microphones on mute unless called upon and please use the chat function appropriately. The Open Forum will commence following the reports, swearing-in of the President and presentation of awards.

We will now hear reports from our Finance Councilor, Commission Chairs, the Surveyor General, senior AOLS staff and the Expanded Profession Task Force. The reports have been pre-recorded, but the speakers are in attendance and will be able to address questions during the live session following.

2020 FINANCE PRESENTATION

DAVE KOVACS: Hello. I am Dave Kovacs, your AOLS Finance Councilor and I will be presenting the Finance Report for the 2020 fiscal year.

The COVID-19 pandemic struck without warning and had a major impact on AOLS operations and finances. The AOLS suffered no negative financial consequences and had significant decreases in expenditures due to limited office operation and lack of travel. The office at 1043 McNicoll Avenue was closed to the public and had only one staff member there on a regular basis. Others attended as required and as a result, utility and cleaning costs were decreased. Consideration was given to moving the office to a smaller location operating from home on a permanent basis. This was rejected due to cost and operational considerations. Cost reductions due to COVID-19 restrictions are expected to continue well into this fiscal year.

I would like to speak a little about the fiscal year changes. Fiscal year was changed from the calendar year to be from November 1 to October 31. This was done to increase the time available to have financial audits complete before our annual general meeting. Although the change was requested in the spring of 2019 and it took effect on November 1, 2019, the AOLS was not made aware of the change until December 2020. As a result, we have had to refile income tax statements and HST/GST returns, which added additional effort and costs.

Financial audit numbers do not align with the budget figures exactly due to the change in the fiscal year as they are for 10 months instead of a full year. Budget figures in the financial audit were adjusted accordingly. The budget figures provided for the period from November 1, 2020 to October 31, 2021. An unaudited account of revenue and expenditures to December 31, were provided to allow

easier comparison of changes. However, please note that revenue and expenditures for November and December will be in this year's accounting.

So, differences between year-end position of planned budgets, significant travel decreases for Council, Committees, and the President account for approximately \$179,000. Council did not use all of its discretionary fund to the amount of approximately \$75,000. Books were not distributed as planned, which saved around \$40,000. Website costs were reduced by delaying implementation and saved approximately \$23,000. Copier costs reduced expenses by approximately \$5,000. Staff expenses reduced by approximately \$8,000. Building expenses were reduced by around \$14,000. Building repairs that were not moved forward saved approximately \$8,000. While AGM costs were higher; the revenue was even higher at approximately \$36,000. No general legal expenses were incurred accounting for approximately \$15,000.

There was, however, a shortfall in the PSRI revenue due to provincial government non-participation in the amount of \$13,000 to the negative. We saw decreased discipline costs accounting for \$55,000. Increased discipline recoveries amounted to approximately \$5,000. Year-end SRD sticker revenue generated approximately \$102,000 and this will be included in the next fiscal year. SRD expenses were significantly under budget at approximately \$70,000 due mainly to efficiencies of the Manager, consultants, and reduced travel costs due to the COVID-19 restrictions.

So, the notes related to the 2021 budget. Your AOLS fees remain the same as 2020. We are actually planning a surplus of approximately \$179,000. Travel costs have been significantly reduced for Council, Committees, and the President. There is an assumption and a hope that travel will resume this year. Exams, lectures, and evaluations have increased by \$35,000 to pay for Psychometric Analysis (exam audit) and a potential follow-up. The Great Lengths book write-down has decreased by \$30,000, reflecting expectations of delays in getting the books out. Website budget increased by \$8,000 to allow further enhancement such as the member directory and the digital register. SRD revenue reflects the new sticker price, which is now \$19.00 per sticker.

Our long-term position. Claims reserve fund was reduced by insurance payouts. The liability insurance fund was reduced, absorbing the \$550,00 in the Self-Insured Retention Fund for 2020. Our general reserve increased as a result of surplus and that amount should likely be between \$1.3 million to \$1.6 million, which equates to six months to one-year operational costs.

Other significant issues to mention. We have continued to benefit from the decision to invest our reserve funds through Logan Wealth Management. Despite the significant downturn in March, we have still ended the year with positive growth. About 2% by the end of October and 7.7% by the end of December. In addition, Council passed a resolution on dealing with surpluses related to the Self-Insured Retention Fund. In 2020, fees were not collected for the Self-Insured

Retention Fund, thereby saving members \$550,000 in payments. As a result of positive investments, this is expected to be the case again this year.

If you have any questions, I remind you to use the chat functions during the live session later this morning. Thank you very much.

GOVERNANCE COMMISSION PRESENTATION

GAVIN LAWRENCE: Good day, surveyors. I will be presenting the Governance Commission Report. Today, I will be reporting on the Fees Mediation Committee and the Legislation and Regulation Task Force.

Thank you to the members who sit on the various committees that ultimately form the Commission. We appreciate your effort. Thank you.

--- Powerpoint Presentation

Fees Mediation Committee – Chair, Brent Larocque:

Major achievements for 2020:

- Addressed three files. In one particular file, they were instrumental in having both sides communicate with one another and resolve an issue without the need for arbitration.
- A major overhaul of the manual was conducted, which now better details how the Committee conducts work. So, the public will be more knowledgeable about the Committee and its operations.

Upcoming challenges to be addressed:

- Finalize the manual and improve mediation processes.
- Consider future legislative changes that could transfer functions to the Complaints Committee.

Legislation and Regulation Task Force – Chair, James Dorland:

Major achievements for 2020:

- Regulation changes submitted to Council and MNRF. MNRF lawyers returned to suggest wording to the Task Force for review. Wording finalized for vote by Council and the membership.
- COVID-19 provided opportunity for Act changes. Legislation to change the *Surveyors Act* to formally allow AOLS to utilize electronic voting methods and virtual meetings. Changes to the *Surveys Act* to control the disposition of survey records ensuring that they remain with a holder of a Certificate of Authorization.

Upcoming challenges to be addressed:

- Updating and modernizing the Acts.

I would like to say thank you to all those members who sit on committees that form the Governance Commission.

PRESENTATION FROM THE PROFESSIONAL STANDARDS AND PRACTICE COMMISSION

GAVIN LAWRENCE: I will be presenting the Professional Standards and Practice Commission Report. Let me take a moment to say thank you to the members of the various committees for offering their time and talents. On behalf of the Association, I thank you.

This Commission is made up of nine committees all with unique terms of reference. Many of the committees have activities that are related and sometimes overlap and interact with each other. The Commission ensures that they work in harmony with each other to eliminate duplication and maximize resources and skills and their budgets, which are approved by Council.

Most of these committees are very lively and have many activities on the go. This report touches on the highlights.

--- Powerpoint presentation

The Commission comprises various committees:

- The Complaints Committee screens, investigates, and considers complaints.
- The Discipline Committee hears and determines allegations of professional misconduct and/or incompetence.
- The Fair Fees for Field Notes Task Force makes recommendations regarding pricing of survey records.
- The Monument Protection Task Force addresses potential and real losses of monumentation.
- The Professional Standards Committee develops, maintains, and provides advice with respect to standards of practice.
- The Provincial Wide Survey Records Index Task Force maintains and enhances the PSRI and develops policies.
- The Survey Review Department Committee reviews and recommends practices for the Survey Review Department.

- The Underground Utilities Committee initiates and pursues strategic activities that would improve public safety and the efficiency and safety of cadastral survey activities related to underground utilities.

The Complaints Committee – Chair, Kevin Thom

The Committee currently has six members, two Council liaisons, and two lay Councilors.

Major achievements for 2020:

- In 2020, there were 29 formal complaints. Eleven of these were initiated by three complainants. Usually, we average about 17 complaints per year. A temporary Complaints Committee dealt with four of these files.
- The statutory committee currently has 10 files in progress. Four files are being handled or held in abeyance due to ongoing litigation or matters before the courts. One file is at a stage where the Committee has considered the materials and a written decision is being drafted. One file is waiting submission in response to an interim decision. Four files are in early stages and submissions are pending.
- The Committee continues to work on amendments to its manual. They are planning on making amendments regarding how complaints against former members are dealt with. However, the workload has interfered with this.

Upcoming challenges to be addressed:

- There is a need for additional members.
- There is a need to find a way of balancing workload, particularly in advance of meetings and away from the Chair.
- There is a need to find a better way of using the AOLS portal.
- Year over year, we have seen an increase from 2019 to 2020. There were 21 complaints in 2019 and 29 complaints in 2020. The increase is larger within the professional misconduct and incorrect survey categories. Some of the complaints do not readily fit within one category. Professional misconduct and incorrect survey tend to be the catchall categories. Two of the professional misconduct complaints were initiated by other members. Two of the incompetence complaints related to water boundaries and applicable common law principles. Five percent of completed files were referred to Council.

The Discipline Committee – Chair, Dave Kovacs:

The Committee is currently comprised of 20 members, which include two lay Councilors.

Major achievements in 2020:

- There were three hearings that were completed in 2020.
- On November 12 and 13, 2020, 10 members of the Discipline Committee completed both the basic and advanced modules of the Discipline Orientation Workshop offered by the Health Profession Regulators of

Ontario. It is expected that the remaining 10 members will complete the same training in spring of 2021.

Upcoming challenges to be addressed:

- The Committee is putting together some draft recommendations to bring to Council regarding some administrative issues that arose as a result of recent discipline hearings and court decisions.

The Fair Fees for Field Notes Task Force – Chair, Andrew Mantha:

The Committee is currently comprised of 20 members, which includes two lay Councilors.

Major achievements in 2020:

- Prepared a final report to Council advising of the average fees being paid for field notes
- Drafted a bulletin for Council establishing maximum price for survey record searches. This bulletin was passed as Bulletin 2020-1 (Pricing of Field Notes and Survey Records)

Upcoming challenges to be addressed:

- The Task Force will be performing another survey of the membership in 2021

The Monument Protection Committee – Chair, Mart Himma:

Major achievements in 2020:

- In 2020, they marketed the monumentation protection video
- The Committee did not meet for most of the year

Upcoming challenges to be addressed:

- Reconsideration of deferred monumentation

Professional Standards Committee – Chair, Joseph Young:

Major achievements in 2020:

- Title Searching Cybrary established in partnership with Anne Cole and Izaak de Rijcke (Four Point Learning)
- Field Notes and Party Chief seminar developed with CEC
- Checklists for various types of survey projects
- Updates to Practice Manual
- Office Calculations and Drafting seminar outline prepared
- Document posted for consideration for professional oversight in a virtual environment relating to technical and remote workers
- Appropriate firm survey records research for legal survey guidelines started
- Schedule 28 – *Surveys Act* update, definitions, wording, review, and update.
- Survey Business Practices Checklist started

Upcoming challenges to be addressed:

- Survey Business Practices Checklist and Survey Searching guidelines
- Other new activities to be determined by the Committee, Executive Director, SRD Manager, and/or AOLS Council.

Province-Wide Survey Records Index – Chairs, Alister and Joseph Lin:

Major achievements in 2020:

- Continue to guide the development of the Provincial-Wide Survey Records Index with some enhancements
- Undockable plan views to enhance to allow better views of plans when adding records
- Inclusion of the “&” in records
- Allowed linking of multiple file types to records
- Removal of “all” when searching for concessions or plans and removed searching limit as a result
- Ability to clone record attributes to save data entry.
- For the 2020 calendar year, there were approximately 490,000 new records that were added to the PSRI and more than 27,000 record searches were performed
- Sixty-four error observations were recorded
- Two hundred and three firms have credentials but many have not been actively using the system.
-

Upcoming challenges to be addressed:

- Addressing processes once the regulation requiring mandatory use is passed.

Survey Department Review Committee – Chair, Laura Gibson:

Major achievements in 2020:

- Policy changes to initiate reviews for construction projects and for registered members starting with a self-assessment form
- Reviewed all post-review surveys
- Updated the points system for reviews
- Summarized data for the last five years to understand the most serious issues
- Considered the risks in a special workshop
- Recommended an increase in sticker fees to maintain a balanced budget.
- Enabled the use of virtual stickers (controlled numbers instead of mylar stickers)

Upcoming challenges to be addressed:

- Consolidating and updating the SRD Practice Manual
- Moving forward with review of registered members and construction projects

The Underground Utilities Committee – Chair, Peter Lamb:

Major achievements in 2020:

- Reviewed new items in CSA S250:20 revised mapping/survey standards for OPS.
- Purchased a copy of CSA S250:20 for AOLS.
- Drafted an article on CSA S250:20 for OPS.
- Reviewed draft plan/profile of underground surveys.
- Reviewed SABUR proposal for three products.

Upcoming challenges to be addressed:

- Ensuring surveyors have access to provide services.

Outreach and Professional Education Commission – Chair, Amar Loai

AMAR LOAI: Good morning everyone and welcome to our 129th annual general meeting. My name is Amar Loai and I am the Vice-Chair of the Outreach and Professional Education Commission.

There is no doubt that 2020 was a difficult year for many of us. I would like to begin by expressing my deepest gratitude to all the members that have taken the time to serve on our committees and continue to advance and shape our profession. The hard work and countless hours that these committees and members have spent, despite COVID-19, is remarkable. Today, it my privilege to share with you the progress and ongoing work of these committees.

--- Powerpoint presentation

AMAR LOAI: Let's begin by reviewing the committees that form the Outreach and Professional Education Commission:

- The Academic and Experience Requirements Committee. This committee oversees and administers the procedures for entry into the profession.
- The Continuing Education Committee. This committee determines and delivers the education needs of our members in order to support our professional development program.
- The Continuing Professional Development Committee. This committee determines the requirements and performs an audit of our CPD program and the entries by our members.
- The Expanded Profession Task Force. This task force addresses issues related to the expanded profession.
- The Public Awareness Committee: This committee addresses public awareness and promotion of our work and profession to the general public.
- The Geomatics Recruitment and Liaison Committee. This committee looks after many outreach initiatives, including to secondary schools, school boards, and high school teachers and students.

- The University and College Liaison Committee. This committee looks after outreach at post-secondary level mainly to colleges and universities.
- The Website Maintenance Committee. Many of our professional members have hopefully seen and logged onto our new website. A large portion of this is attributed to the Website Maintenance Committee. This committee maintains our website and will be looking into continuing updates.
- The Municipal Surveyors Committee. This committee provides advice and advocates for best practices related to the surveying profession for municipalities.

AMAR LOAI: I would like to take this opportunity to showcase some of the highlights and work of these Committees this past year.

The Academic and Experience Requirements Committee – Chair, Al Buckle:
Major achievements in 2020:

- The Committee met nine times during 2020 despite the COVID-19 pandemic.
- The Committee completed 52 academic evaluations.
- With social distancing requirements due to COVID-19, the Committee successfully transitioned all professional exams online.
- The Online Lecture Course was provided.
- There were 43 professional written exams attempted.
- There were 39 plan checks attempted.
- There were 38 professional oral exams attempted.
- There were 29 statutes exams attempted.
- There were 33 applications for articles for approved. Amazing considering the challenges we faced last year.
- Committee members completed an Unconscious Bias training seminar.

Upcoming challenges to be addressed:

- Language and communication competency requirements.
- Looking into the exam question repository maintenance.

AMAR LOAI: I would like to thank Al and the Committee members for all their hard work.

Continuing Education Committee – Chair, Tom Packowski:
Major achievements in 2020:

- The Committee met on eight occasions.
- They held the Party Chiefs Seminar in December.
- Worked with Professional Standards Committee on checklists.
- Moved CPD from office staff to the GeoEd platform.
- Initiated a CPD Audit Committee. The first audit was completed in June.
- Worked with the membership on the use and content of the AOLS website.

Challenges to be addressed:

- Continuing to provide adequate content during COVID-19.
- Training on construction layout to lessen liability claims. It should be of no surprise that the majority of our claims come from construction layout. We are all looking forward to some information from the Committee on how to mitigate those issues.

AMAR LOAI: I would like to thank Tom and all the Committee members for their hard work, especially in such a short timeframe. You have achieved so much.

Continuing Professional Development Audit Committee – Chair, Ron Querubin:

Major accomplishments in 2020:

- Developed processes, procedures, and policies for audits of CPD entries.
- Reviewed CPD entries for 5% of the general membership population. The large majority of entries reviewed were appropriate.

Upcoming challenges to be addressed:

- Refine instructions to and expectations from the professional members.
- Adding details to the terms of reference.

AMAR LOAI: Thank you, Ron and all of the Committee members for your great work. Again, short timeframe but major results.

The Expanded Profession Task Force – Chair James Ferguson:

Major achievements in 2020:

- The Committee met four times and spun off two sub-committees with one meeting several times.
- Developed a plan for moving toward a one licence model, including relevant work currently required to meet the obligations under the *Surveyors Act*.
- Surveyed the membership for information relevant to moving to a one licence model.
- Presenting at this meeting to determine support for moving forward

Upcoming challenges to be addressed:

- Working with the Survey Review Department to have reviews completed for registered members.
- Supporting the move toward a one licence model, including defining scope of practice to be included in legislative changes.

AMAR LOAI: Thank you to James and all of the Committee members for your great work. This is a major undertaking and another step in the advancement of our profession and opening the opportunity to join the AOLS for new members.

The Public Awareness Committee – Chair, Natalie Vibert:

Major achievements in 2020:

- COVID-19 impacted much of the normal outreach activities. However, the Committee used the time to develop tools and products.
- Found and got access to a virtual sandbox that can be used in future for face-to-face events.
- With the support of Surveyors-On-Site, they prepared a stand-alone virtual point cloud tool integrated with imagery to be able to show students in a virtual environment.
- Assisted in getting letters out to all municipalities.
- Generated a new public awareness tool and links to the AOLS website. Hard copy and virtual copies intended for a variety of marketing uses.
- Put out a poster to support International Women's Day.
- Supported Rudy Mak in the creation of a pilot documentary on what a surveyor does.
- Generated a new graphic representation for the AOLS.
- Published a variety of articles, including for CAA, Municipal Monitor, and GoGeomatics.

Upcoming challenges to be addressed:

- Completion and rollout of the documentary.
- Getting back to typical outreach events with the new tools.

AMAR LOAI: Thank you to Natalie and all the Committee members for your work despite COVID-19. I had the opportunity to see a number of these new tools and posters at our Committee meetings and they were incredible. Your hard work is monumental and is putting a face to our profession.

The Geomatics Recruitment and Liaison Committee – Chair, Chris Oyler:

Major achievements in 2020:

- Developed tools and graphics for future presentations
- Sponsored a poster for "Get Kids into Survey". This is an international movement geared to introducing children to the exciting world of surveying. Generated a cartoon character to play the Ontario role
- Worked closely with PAC on developing the mobile device design, which will be used for future face-to-face events
- Also worked with PAC on a virtual reality/3D tool to support future events
- Continued to consider refinements for the Specialist High Skills Major surveying course
- Worked with the York University's Geomatics Club on a strategy to recruit high school students.

Upcoming challenges to address:

- Supporting the virtual events for any interested students during COVID-19 restrictions

AMAR LOAI: I want to thank Chris and all the Committee members for your great work. Very similar to PAC, I had the opportunity to see a number of these new tools and posters and I can't wait for all the members to see these, as well. Your work continues to grow our Association.

The Website Maintenance Committee – Chair, Ken Wilkinson:

Major accomplishments in 2020:

- Launch of the new website
- Corrections and improvements to the website content were made
- Launched new “Find a Surveyor” tool

Upcoming challenges to be addressed:

- Continued expansion of content.
- Launching a publicly available register
- Developing a more robust member directory for use by surveyors

AMAR LOAI: Thank you to Ken and all the Committee members for great work. The website looks great and we're waiting for more content.

The Municipal Surveyors Committee – Chair, Greg Hartwick:

Major accomplishments in 2020:

- Discussions were held and a letter prepared outlining the important role surveyors play for municipalities. With assistance from the AOLS, the letters were sent out to all municipalities.
- Discussions were held and a letter prepared outlining the issues and risks that municipalities take on by distributing plans of survey to the general public.
- Assisted the AOLS in discussions with a municipality about legal survey information shown on pre-engineering drawings without the supervision or assistance of AOLS.
- With changes to the Land Registry Office, where offices are being closed, discussions were taken regarding the procedure to continue to obtain copies of all registered and deposited plans delivered to municipalities.

Upcoming challenges to be addressed:

- Putting procedures in place to receive plans from Land Registry offices and arrange to get missed plans
- Continue to promote the important role of surveyors to municipalities

AMAR LOAI: Thank you to Greg and all the Committee members for your great work. Again, this is a major issue that we need to take a look into. This wraps up the activities for our committees for 2020. I would like to take this opportunity to once again thank all the committee members for such amazing work. On behalf of both Council and the Association of Ontario Land Surveyors, your hard work continues to drive our profession forward.

SURVEYOR GENERAL'S PRESENTATION

SUSAN MACGREGOR: Good morning. It has been an interesting year for all of us with many unique challenges. This meeting I am sure has presented even more challenges. I would like to take the opportunity to thank the organizers for their efforts to pull this meeting together. I am sure it has been a bit of a struggle.

The new normal, working from home in pajamas. I am becoming really good at videoconferencing using collaborative software and rallying staff around the various issues raised by the government. Even more so during the pandemic. While it has been a challenge, I am very thankful for the leadership demonstrated by our politicians and our members who are demonstrating daily their concern for our safety and the safety of their staff.

On to this year's report. With my pending retirement this spring, this will be my last report to you and likely my last meeting as Surveyor General. I would like to draw your attention to a couple of items in the report.

Of course, the big change was amending the *Surveys Act* and the *Surveyors Act* to clarify what is meant by field notes and to allow for electronic voting. The regulations under the *s* are proceeding.

The *Public Lands Act* was amended to provide certainty of ownership for buyers who did not receive letters patent for Crown Lands that have been or may be purchased. The purpose of the change is to field title. The proposed amendments correct past transfers of unpatented lands to third-parties where no patent was issued. They ensure that unpatented Crown land under the administration in control of Ministers can be sold efficiently to third parties when surplus to government needs. Formerly this land would have needed to revert to the MNRF prior to a patent being issued.

The *Provincial Parks and Conservation Reserves Act* was amended to provide authority to the Surveyor General to require surveys in Provincial parks and offer tools to annul old townships no longer in use. When MNRF moved its parks operation to the Ministry of the Environment, Conservation, and Parks last year, there was a gap in authority that has now been corrected.

There are a number of land claims underway. Many of them aren't listed in the report. There have been several improvements to the COSINE application and changes being considered on the Geodetic Datum front.

The Geographic Names has struggled this year due to restrictions imposed by the lockdowns. Consultation with the public has been challenging and has resulted in reducing the number of name recommendations to the Minister this year.

The Ministry recently launched a GeoHub. This is a tool that allows data sets to be discoverable and evaluated for download before deciding whether to access the data or not.

Improvements have been made to the topographic map cache, which will be available very soon.

Of course, our imaging program continues strong with southwestern Ontario to be made available for purchase this spring.

On the HR side, I am happy to report that we recently welcomed Wayne Tremblay to the ranks of OSG as Coordinator of Crown Land Surveys effective February 15, 2021. Wayne joins us from Prince Edward Island, Department of Transportation where he served as Chief Surveyor for the past eight years.

I wanted to highlight the good work and offer thanks to our MNRF and RF Staff Communications. Tracey Soro and Carrie Belton do the heavy lifting each year to ensure that this report is as good as it can be.

I also wanted to express thanks to the staff of OSG who make all of this possible. They are a dedicated and hard-working group of people who never let you down.

In closing, I just wanted to express how honoured I have been to serve as your Surveyor General for the past 11 years. I have been fortunate to have worked with three Executive Directors, 12 different Presidents, and two Registrars. Every Council over the last 11 years has been composed of very dedicated, intelligent people that make difficult, complex decisions look easy. In particular, I want to thank our public appointees who represent the voice of the public. The value and breadth of knowledge they bring to Council conversations is tremendous and very welcoming.

I would encourage anyone who has an interest in governance to spend some time on Council. It expands your thought processes, your skillsets, and your connections as you gain access to some influential and very talented people.

Bruce Clark will be succeeding me as Surveyor General. Bruce has returned to Ontario from Alberta and brings his wealth of experience from that province to combine with his knowledge and experience in both public and private sectors from Ontario. He has been shadowing my position for seven months, so I have no doubt that he will continue to serve this Association with decorum and reason. I am leaving you in good hands. Thank you and all the best.

EXECUTIVE DIRECTOR'S PRESENTATION

BRIAN MALONEY: Good morning. It's certainly my pleasure to be addressing you this morning. I wish it was in person. I wish it wasn't in the fashion that we are doing it here, but I am hoping that we are going to have a good virtual meeting. I hope that you are enjoying it and I hope that you will enjoy the remainder of it.

I did provide a written report, so I am not going to go through all the details. I thought that I would touch on a couple of highlights. The one thing that I want to touch on is the good staff that I work with at the Association. I thought that I would just walk through that really quickly so you know their functions and what they have been up to for the past year.

I will start with our Registrar, Kevin Wahba. He has been around now a couple of years and is certainly hitting his stride. He is the go-to person in terms of management of the Act and whether it is complaints, discipline, or AERC, he is the guy to go to. He certainly has been doing lots of good work and moving forward. A big challenge was doing electronic or virtual examinations this year. It was a big challenge for AERC and Kevin in terms of moving that forward. Congratulations on a job well done on that front.

Lena Kassabian is our Office Manager and has a big change this year with the office being closed and trying to move things forward. She puts an awful lot of effort in with our students and given the large number she does a lot of one-on-one with them in terms of helping move them through. She also certainly keeps the office moving and has been very involved in the AGM throughout. Obviously, it has been different this year in a virtual environment, but still very positive. She is a pleasure to work with.

Penny Anderson is our Member Services Coordinator, and she deals with all the membership issues. She is also our IT expert, and I can tell you she puts an awful lot of energy and effort into that. If it wasn't for her expertise and efforts this year, we wouldn't be having this virtual meeting the way that we are. She certainly put a lot of effort into it and I can tell you I appreciate that.

Julia Savitch and Collen Gambier are our Program Managers. Julia has gone off on maternity leave right now and Colleen is filling in for her. She acts as program manager. Their role is a jack of all trades in terms of a bit of project management, activity around managing committees and relationships, but also dealing with the Geo Ed side of the equation. Again, lots of good work. It has been a challenge for Colleen coming in to fill Julia's shoes, but she is doing a fine job and we are glad to have her onboard.

Cynthia Gibson is our Accountant/Bookkeeper, and she has had some exceptional challenges this year. We had some unexpected fiscal year changes. I know that Dave is going to talk a little about that. It has ended up to be a lot of additional

work this year, including an HST/GST audit, which we are going through as I am recording this. Not the most fun, but we will get through it and get it done. Tom Packowski is our Manager of the Survey Review Department, and he has just done a fabulous job this year. This may be the first year that they have actually completed all the files they started this year. I think that is a great goal and I applaud Tom for doing that. Additionally, they actually finished way ahead of budget and that is in no small part to the work that Tom takes on in terms of second reviews, etc.

We did appoint some new consultants this year in anticipation of some potentially retiring and I expect we will see some of that over the coming year or two. It is great to have our new consultants onboard and we certainly are enjoying working with them.

Maureen Mountjoy is our Deputy Registrar and one of the largest jobs that she does is put her quarterly out. She does a great job on that front. If it wasn't for her, I am not sure that we could actually get the quality of the magazine that we have out. She also does a lot more though. She fills in for Kevin when there is any conflict of interest. She certainly involved in the public awareness side of the equation in terms of getting students and teachers onboard and helping to expand the profession. She certainly has done a lot of good work that has helped get more of the articling students we have today.

Joyce Tenefrancia is our Receptionist and I have got to tell you this year she has gone above and beyond. As you know, we have had the office closed, but Joyce has been coming in every day dealing with the mail, dealing with all of the requirements of anyone else who is not in the office. She has really supported the entire office staff. I can't say enough about the work that Joyce has done this year. It has been exceptional. She has gone above and beyond expectations.

Herman Bernardo and Al Worobec are Field Staff for the SRD. Another interesting year with COVID-19. Al came up with the idea of jerry rigging a curtain to keep he and Herman apart as they did their reviews to keep safe in terms of COVID-19. They were able to complete all of the reviews. We had a really late start and they pushed hard and got the job done. I certainly appreciate the efforts they put in there.

Sheila Lavina is not only the Admin Officer for SRD, but also schedules a lot of our meetings and keeps us all on track in terms of moving forward. She does a great job organizing the variety of files within the SRD and keeping things moving.

I have already spoken a bit about the consultants, so I think that I will move on to the next slide.

I am just going to touch on a couple of accomplishments for 2020. Obviously, the biggest was the change with respect to COVID-19. It certainly changed the way we did business. It was an awful lot of effort, as I am sure most of you had to deal

with, in terms on putting COVID-19 protocols in place, making sure that people were safe, and keeping the operations of the Association going. I am proud to say that all of our Council meetings went off without a hitch. Most of our committees were still active and we supported them in terms of virtual technology. So, it certainly has been an interesting year.

We were fortunate to work with MNRF staff to update the *Surveyors Act* and the *Surveys Act* this year. That is the first time that we have been able to open our legislation in many years. We were certainly pleased to see those changes. It has given us a bit of confidence to look at opening the Act up into the future. I will talk a little bit more about that.

We did do a complete review of our technology in the office and we actually generated a fairly comprehensive strategy. It got delayed a little bit in terms of implementation as a result of the virtual AGM, which was a little more effort than we thought it might be to put together. We will get back to it; we have a good basis for improvement as we move forward. There is lots of work to be done on that front because we clearly rely on IT, particularly in these COVID-19 times. It has really demonstrated the ability that we can do in terms of working external to the office and keeping things moving.

We did develop a new mediation guideline related to disciplinary processes. We have done three updates since it was originally put together earlier this year. I think that it is helping us deal with that and we believe that mediation has a place to play in discipline in many cases. Not all, of course, but certainly in many. I think that it does two things. It saves the Association money, it does a better job in responding to the complainant's needs, and it is easy on the member in terms of coming to a resolution that works. We are pleased with that work.

We have done a fair bit of training this year. The most notable, I think, were mediation and disciplinary training. We had others like unconscious bias, etc. Three by-laws were created, which is great. We have continued our work on the risk management side of the equation. We reviewed the SRD, Complaints, and Discipline Committees. There are no giant changes coming out of those but refinements in terms of moving forward. I think that the reviews were well worth the effort to put forward.

We have developed a dashboard. I encourage you to look at that. It is sitting on our members' portal side. It is open to all members. We post it after the Council meetings. It has a whole variety of metrics. I will touch on that a little later.

We launched our new website. I can tell you there is still work to be done on that, but we believe that it is a significant step forward in terms of the public protection and all of its requirements.

We obviously worked with multiple committees and task forces as we moved forward this year.

So, some upcoming challenges. We are going to open up the *Surveyors Act*, and that is a really significant challenge for us. A lot of work. It is going to involve all of our committees. We may have to bring some consultants onboard. We know that we can do it now and the time is now to look at it given the pressures we are seeing on regulators in general.

We are going to continue in terms of implementing the risk-regulation approach. That is certainly a best practice, there is no doubt about that. In fact, the Fairness Commissioner has actually moved toward a risk-based approach as well. We know that is the future. Clearly, it is the way to deal with protecting the public while at the same time working with the limited resources that we in fact have.

We are obviously going to continue refining our statutory procedures and policies. In light of proactive public risk reduction, I am certainly a fan of continuing education, professional development, developing best practise guidelines, etc. We would rather help our members at the outset by doing a good job and meeting the needs of the public as opposed to doing it in the complaints and discipline process. I can tell you that nobody enjoys those things. Certainly not the members involved, but nor do we. I can assure you of that.

The last one is improvements to our website. As I said, we put the new one in place. It has a lot of good things, but we know that it has issues. We have actually budgeted for some improvements as we move forward this year.

The last thing that I thought that I would touch on is to show you a couple of slides around the dashboard. This particular one that has information provided by MGCS, which looks at historic registration and deposit plans. It gives us a sense of how we are moving forward. It will be interesting to see what 2021 looks like as a result of COVID-19. It is certainly something that we intend to track with the cooperation of MGCS. We will see where that goes.

The next slide shows sticker sales. You will notice that it looks like a decline, but in fact we had a real upsurge in the last two months. Perhaps as a result of the change in fees for the stickers. This really only deals with 10 months because it is dealing with our new fiscal year. We thought that we would bring it through to the end of October. So, although it looks like a decline, in fact it really is a bit of an increase. I am pleased to see that. Certainly, some fees reported.

This next slide is a breakdown of insurance claims. We track all of the claims that come through and look at the type of claim. The type of work that was done. The cause for the error.

We look at those in a generic fashion, so we can understand where our problems are. To help guide us in terms of training and standards development, etc. so we can actually avoid these in the future. I know that Alister and Mark are going to talk a little bit more about this in terms of some changes that we are anticipating to help in this endeavour this coming year when we do the renewal of insurance.

The last one I will touch on is the AOLS website. I suspect that many of you have yet to use this. I would suggest that although I have heard some complaints that it is not as well organized as folks would like, I think once you get using it, you will be able to find what you need.

We may go back and reorganize it a little bit. There is a member tool button that has just a pile of resources ranging from all of your normal regulations and statutes. There is also a range of other things from practice guidelines to the information on Council, or the dashboard I mentioned earlier. I would really encourage you to use it. We are using it for all of our committee work in terms of recording stuff and keeping it there as a legacy, so we don't lose it. It is something that is worth visiting if you haven't done it.

One thing I should mention. I have had some complaints around the directory. This is where the detailed directory is with all surveyors. We changed the public website to really be a directory of only those companies providing services to the public. When the public comes in, generally they are looking to hire a surveyor. This is where the details are.

Having said that, we hope to get a new actual detailed online registry as part of the public website this year. That is one of the improvements that we want to make. We are also looking at emulating the booklet that we used to send out, which will be on the members' side that people can download and take advantage of.

So, on those notes, I think that touches the highlights and I look forward to next year when we can actually shake hands and, perhaps, have a drink or get a chance to talk to each other in person.

Enjoy the rest of the meeting. Thank you for your attention.

REGISTRAR'S PRESENTATION:

KEVIN WAHBA: Thank you everyone for attending my presentation today. My oral report will go through two of the more substantial areas that the Registrar deals with on a consistent basis. The first is AERC matters and the second is Complaints.

As you can see, on the presented slide, the number of academic evaluations in 2020 was similar to the numbers processed in 2019. You will notice that there has been a steady increase of applications received until 2019 where a drop in applications can be seen.

In January of this year, the AERC assessed an additional 11 applications for academic evaluations. This is the same number of applications processed in January of last year and may be an indicator that the quantity of applications may be similar to the previous two years. With that said, you can see that the number of applications we received in 2019 well exceeds the number received in years proceeding 2014. Overall, the trend still seems to be promising.

Turning now to articling applications. We also saw a similar number of articles approved by AERC in 2020 when compared to 2019. Currently, we have 88 articling students. This number tends to vary depending on how many applications we receive at each meeting, students being sworn in after taking their final exams, and from those who drop out at certain times of throughout the year.

In November of 2020, the AERC implemented the first round of professional examinations, which was delivered in an entirely online, remote type format. The new format was delivered to 45 candidates who took all or a combination of the three components of the professional exam.

This was also the second delivery of the planned check component of the exam, which requires candidates to check a plan using supplementary information such as underlying plans, field notes, calculation sheets, PIN print outs, and deeds registered on the subject property.

As you can see on this slide, the total number of members has levelled off over the past few years. There were several members who retired, but they were mostly offset by the number of surveyors who were commissioned at the beginning of this year. You will also notice that the number of C of A's has dropped quite a bit, but this could possibly be rationalized, at least in part, by the number of firms we have seen be bought out and amalgamated with others. Overall, I think this is good news and the membership should be pleased with how the numbers from a high-level viewing seem to be levelling out.

We also have two articling students seeking to obtain their OLS designation outside the cadastral branch and several others who have applied for academic

evaluations for streams outside of cadastral surveying. Moreover, several individuals have inquired as to how they may obtain a certificate of registration. Turning now to complaints. The total number of formal complaints received last year was 30, which was eight more than 2019 and 13 above the average over the past 10 years. I would note, however, that there were several incidences where one complainant submitted multiple complaints against several surveyors on the same matter, which partly explains the increase of complaints last year. I would also comment on the fact that most complaints seem to derive from deficiencies in members' research, communication issues, and contractual issues between the surveyor and the client. Twenty-six of the complaints received in 2020 were from members of the public and four were from an Ontario Land Surveyor.

Since 2019, the Association has been keeping statistics of informal inquiries we receive from the general public. Some of these come to us strictly by e-mail but most tend to come by members of the public calling into the office. You can see that most of the inquiries are straight-forward questions regarding how they can find a surveyor in their area or if a member is currently in good standing. Many other inquiries relate to individuals requesting advice on how they can resolve a boundary dispute with their neighbour.

The Association always tries its best to direct members of the public to the correct channels. There have been several calls that I have received throughout the year that end with recommendation that they retain a surveyor to assist them with their particular issue.

Although there have been many over the past year, the most contentious calls tend to revolve around allegations that a client's surveyor has over-charged them or did not clearly indicate what costs would be involved from the outset of a project. As Registrar, I am obligated to act in the public interest as is our membership and in doing so, I do my best to discharge that duty while keeping in mind impracticalities such as unnecessary delays and inefficient approaches to resolving these issues. Many times, I have found myself acting as a mediator between surveyors and their clients and sometimes between two surveyors.

With that said, understanding several avenues of recourse available to the general public is certainly in the public's best interest. So, I explain to members of the public the different options available to them. For example, when dealing with fee disputes, I explain that a client would have the option of submitting a complaint to the Fees Mediation Committee, or even the Complaints Committee depending on the particular facts and desired outcome of any given situation.

Common sense often leads me to the opinion that in some instances, communication between the surveyor and the client may have broken down entirely. This is often why they call the Association. So, I often recommend that I act as a third-party and attempt to mediate the issue as a first step to potentially resolve the issue in a much shorter timeframe and save the stress of the client and

surveyor of going through a more formal channel. This approach has often yielded favourable outcomes to all of those involved.

I have been successful in this approach with many of these issues, but there are instances when the situation ultimately requires Committee intervention. Also, there are instances where such an approach would be inappropriate.

Thank you everyone for attending my report. I hope that you enjoy the rest of the meeting.

SESSION 11: AOLS Reports Part 2 and Swearing-in of the new President

SURVEY REVIEW DEPARTMENT MANAGER'S REPORT

TOM PACKOWSKI: Good afternoon. The following is the annual Survey Review Department Manager's Report for 2020.

For those of you who I have not met yet, and I believe there are 34 new members this year, my name is Tom Packowski. I am the Manager of the Survey Review Department and I am also the Chair of the Continuing Education Committee. Together these roles recognize the importance of peer review when viewed through the lens of protecting the public and our ongoing requirement for continuing education.

The Survey Review Department operates under the Inspection Program of the *Surveyors Act* O Reg 1026, Section 40. The Department is totally funded by the sale of plan submission form stickers. In December 2020, the membership voted to increase the sticker price to \$19.00 per sticker and to allow for the option to purchase a digital sticker or a physical sticker. The membership is reminded that if you choose to purchase a virtual sticker, you will not receive a corresponding physical copy. However, you will still be obliged to track the use of the individual sticker number set out by By-Law 2008-1.

Revenue from sticker sales had been declining from 2017 to 2019. The Department showed a small loss for the year ending December 2019. For the sake of efficiency, the Association requested authorization to change its year-end from December to October 2020. As of the new year, the Department was in a slight positive cash position, but it was heading into the red if we had kept the same year-end as we had in 2019. However, with the new sticker price in place, the Department anticipates that it will be able to sustain its obligations.

From revenues, we pay the salaries of our SRD staff, including our Administrative Officer, Sheila Lavina, Assistant Examiner Herman Bernardo and our Field Examiner Al Worobec, as well as the consultants who assist the SRD for our comprehensive reviews. These consultants include Drew Annable, Chester Stanton, Dan Quinlan, and Phillip Hofmann. We also have Tim Hartley who does our systematic reviews. We have one other consultant in the preliminary training

phases. The Department also pays for all of our office expenses, allocation costs for the use of facilities, and administrative costs associated with running the office at 143 McNicoll Avenue. We have a talented group of consultants. Three have been on Council, two are Past Presidents, and one has a CLS and an MBA designation for good measure.

The Department began in 2020 with 30 active files. We opened 52 comprehensive reviews during the year, which is about average, and we added seven referral reviews. We expect the workload for 2021 to be higher but with the additional consultants on staff we should be able to complete the reviews in a timely manner.

We completed 205 systematic reviews during 2020 compared with 254 in 2019. This change in the number of systematic reviews is reflected in the increased number of comprehensive reviews. As we do more comprehensive reviews, we do less systematic reviews and vice-versa. In 2020, we had about 26 plans that were noted for not using integration notes properly. Eight plans had evidence deficiencies and 45 plans had minor comments.

As with everyone last year, the Department had to make adjustments for the reality of COVID-19. For the most part, the adjustments worked out well. We have adopted virtual meetings and virtual office visits. I would like to take the time to thank the membership for their cooperation during these interesting times. The adjustments that we have made have enabled the SRD to carry out its duties to protect the public interest in an efficient and safe manner without affecting the integrity of the reviews themselves.

I would also like to thank the work of the Survey Review Department Committee for their guidance and oversight during this year. Laura Gibson stepped down as the Chair of the SRD Committee and our new Chair is Gabriel Laframboise. I would like to thank Laura for her work on your behalf and look forward to working with Gabe in the year ahead.

Gavin Lawrence was our Council member, and we appreciate his assistance to the SRD Committee. The other members of Committee are Robert McKibbin, Julia Meldrum Smith, Paul Francis, and Andrea Tieman. The Committee itself is also ably assisted by the Executive Director.

Part of the comprehensive review process includes an invitation to the firms to take part in an opinions survey regarding their experiences with the comprehensive review process itself. These opinion surveys are confidential, or not, depending on whether or not you wish to identify yourself. The results of the individual opinion surveys are sent to the members of the SRD Committee where they are reviewed and tabulated. Matters of particular importance are raised by the Committee at the regular meetings held between the SRD Committee and the SRD Manager.

On behalf of the Committee, I would like to encourage you to take part in these opinion surveys. It has been updated so that it is in Survey Monkey format and only takes a few minutes to complete.

Finally, I want to reiterate my concern that you, as a professional community, provide many services to the public, such as cadastral survey, opinions on boundaries, and construction layout. I have seen improvements in the quality of the cadastral work, and I would suggest this is, in part, because the cadastral work is subject to professional development and peer review.

Construction layout is a frequent topic for continuing education by way of webinars and articles in the OPS magazine and indeed at a function such as the AGM. So far, it is not subject to peer review. Errors arise from continuing construction layout and are by far the largest source of monetary claims against our liability insurance policy.

I would also like to point out that there are many checklists available on the AOLS website, including a construction checklist. These various checklists are a starting point for the members in providing professional services to the public. The checklists are available on the website in the section under survey practice best practise. That concludes my report for 2020.

THE EXPANDED PROFESSION TASK FORCE, LICENSURE FOR ALL

AL JERAJ: Good morning, everyone. Thank you for attending our first virtual AGM. What more evidence do you need that this year's theme "change" is appropriate?

Change is something that we experience on a daily basis. In some instances, it is minor and does not seem that significant. In others, it is profound. I believe that we are in a point with the expanded profession where profound change is inevitable. We are at a point where the membership has to decide how this profession changes and how it will look for the next generation of surveyors.

At the Toronto AGM, James Ferguson presented to the membership the road map to one licence model for all surveyors. The membership when polled was almost unanimous in their support of this initiative. The results of the Survey Monkey that was sent out in October 2020 suggests that support may have wavered when the Task Force wasn't clear on what a one licence model means to the membership. Hopefully, this presentation will present in a clear, concise manner what moving toward a one licence model will mean to the membership.

As everyone is aware, professional surveying under the Act includes five disciplines:

- Cadastral
- Geodetic
- Photogrammetry

- Hydrography
- Geographic Information Management

Of these, only the cadastral members are licensed while the other four disciplines are registered.

The one licence model will mean that all of the other four disciplines will be licensed. Moving to a one licence model will mean that our profession will move to an ethics-based profession similar to what the medical and engineering professions have in place. Under an ethics-based profession, members would only practise in the discipline of professional surveying that they are qualified to practise in.

Members can be qualified to practise in more than one discipline of surveying, but they must demonstrate that they have capability or expertise to do so. Protecting the public is our prime mandate and the AOLS has to ensure that our members are providing professional services only in those areas they are qualified in. You wouldn't expect a hydrographer to make an opinion on a boundary if he or she hadn't gone through formal training process. It would move the disciplines currently covered by certificates of registration, which are optional, into licenced disciplines whereby it would be necessary to be a member of the AOLS to provide services.

Clearly, this will mean defining those disciplines very carefully to ensure that only those practices that significantly put the public at risk are covered. Future Councils will have to define the boundaries of each discipline so that it is clear to the members what constitutes limits of practice. For instance, when does a control survey need to be conducted by a Geodesist? When can it be conducted by someone not formally trained in Geodesy? This does not mean that members licensed in other disciplines can perform cadastral surveys.

So, why should we do this? You all know that protecting the public is our prime mandate. By licensing all members, the public will now have recourse and confidence that a professional is doing the work. The profession is monitored by a regulatory body that sets standards and forces mandatory CPD and reviews the activity of the membership to ensure that the professional is worthy of practicing.

We are currently fulfilling our obligations under the Act for cadastral members, but we are not fulfilling our obligation for members in the other disciplines. It is noteworthy to mention that the SRD are in the process of changing this and will treat all members with the same level of scrutiny and review in advance of the one licence model coming into effect.

Another reason to move to a one licence model is to provide a professional designation and home to those who are practicing in the other four disciplines. They are not members of our Association. It will be huge challenge to convince government to mandate those practicing in the fields of hydrography, photogrammetry, and geodesy that they need to be licensed.

However, I think it is a challenge that we can meet by demonstrating the advantages of being part of a self-governing body. I do think that the GIMs will be excluded and maybe even written out of the Act due to the fact that the field is too broad to define. That is just my opinion and maybe better minds can think their way around that one.

JAMES FERGUSON: We have touched on how it will affect the current membership. Existing members who want to practice in a field other than what they are licensed or registered in will have to demonstrate a level of competence in the field they want to practice in. Future Councils will decide what that threshold will be. Nonetheless, it is something that members should expect.

If you are a cadastral member and you currently do geodetic control work, you may be required to demonstrate that you have sufficient knowledge to do this work competently so that the public interest is protected.

Another way that this will affect you is that all work done by a surveyor will be reviewed. Again, if you are a cadastral member doing control work not only will your cadastral projects be reviewed but your geodetic projects will be reviewed as well.

The next steps can happen only with a majority vote from the members. As I mentioned, at the 2019 AGM in Toronto a straw poll at the Open Forum indicated almost unanimous support to move forward with the one licence model. We can have another straw vote, but the real deal is when it is put to the members in a formal ballot at which time the majority vote will rule.

I sincerely hope we get your support. Not only for the public's sake but for the sake of the Association as well. In parallel, the SRD review process is being expanded to include all work done by licensed and C of R members falling under the definition of professional surveying in the *Surveyors Act*. I look forward to my first review.

Assuming that we will get the go ahead from members, next steps include:

- Identifying explicit changes to the Act and Statute.
- Defining what exclusivity looks like for the non-cadastral disciplines.
- Outlining the EAKs or the essential areas of knowledge required by members to practice in a specific discipline.
- Engaging other professions that touch on activities that we do now. These would include, among others professional engineers and other geoscientists.

A formal set of recommendations would be made to the Council of the day for approval. Once approved, the mechanics of moving this through the legislative process would begin.

On that last topic. It appears that there is a window of opportunity within the provincial government over the next one to two years to get this done. Let's not waste anymore time and do what was contemplated would happen several years ago. Thank you very much.

INSURANCE ADVISORY COMMITTEE'S REPORT

ALISTER SANKEY: Good morning, everyone. My name is Alister Sankey. I am the Chair of the Insurance Advisory Committee. With me this morning is Mark Sampson, who is Senior VP for Gallagher and he runs our insurance program. He has some good news for us all. Go ahead Mark.

MARK SAMPSON: Thanks, Alistar. I can't believe that it has been a year since the last AGM at Deerhurst. A lot has certainly changed in the world in the last year. The one thing that hasn't changed is that I'm sure that you haven't really thought about insurance in a year, so lucky for you that you have me to do that for you.

I just wanted to give you a quick overview of the AOLS insurance program again. We charge an insurance fee each year on July 1. That insurance fee consists of two main elements. The first element is the premium, which the insurer charges to insure the entire program and all the members. The other component of the fee is a self-insured retention fund of \$550,000. That amount is the amount that we basically collect on behalf of all the firms in the program and it acts like a deductible. We put that amount in the bank, so each year every insurance claim that we have, the first \$550,000 of cumulative claims actually gets self-insured and funded by this bank account that the AOLS basically manages. So, I talked about that fund before, but it is a really important mechanism of the insurance program.

So, if you recall once again, last year at Deerhurst we actually returned \$130,000 of cheques to all the firms that participated in the program in 2009. The reason why we did that in 2009 is actually the total number of claim payments that we had was under the \$550,000 that we collected from the members. The net result is that the insurance company had a really good year but so did the firms that participated in 2009. We refunded proportionally \$130,000 in cheques from the leftover amount that we didn't use in the self-matured insurance fund.

Once again, I know that it has been a year since you thought about insurance so it's good that we are talking today. Last July in 2020, we also had a big surplus in investment income in the self-insured retention fund. So, we've been collecting basically \$550,000 each year for the last 10 years and what happens is that the AOLS puts that in a bank and has been earning investment income on that amount.

We decided that fund of just investment income was well over \$1 million, so in 2020, the Insurance Advisory Committee basically approved that we will take \$550,000 from the investment income and put it toward the payment of the self-matured retention fee for 2020.

What that did was effectively reduce the insurance pool that we had to collect on behalf of the members by \$550,000. Most insurance premiums were actually down probably about 20% to 30% depending on the firm and we distributed that proportionately amongst the members. Depending on what you paid in the last five years as an average is how much was applied for the \$550,000. So, it was a really good year in 2020. A really good result from this program that we have established for many years.

So, the good news is that this year based on where we are today and looking at the investment income, the Insurance Advisory Committee, as well as Brian, has looked at the fund and has decided that there is still enough surplus in investment income to actually fund the \$550,000 self-insurance component of the fee this year again.

So, for 2021 I don't have the specific cheque to give you, but it is almost the same result. We are going to reduce the fee by \$550,000 and we're going to use that amount from the self-insurance retention fund for everyone's premium fee this year. It is a good result, so your fees will be down similar to the year before 20% to 30% from 2019.

It is a really good win. It is a good structured insurance program. I know that I can speak for Alister and the rest of the Insurance Committee that this is one of the reasons why the insurance program through the AOLS is really beneficial to all the members. Not just the claims service, and the protection of the public, but the structure of it has had some financial benefit to all the members.

We will be sending out the applications very soon for the 2021 renewal in the beginning of March, so please get it back to us right away so we can start working on the insurance renewal this year.

Have a great conference everyone. Thank you.

ALISTER SANKEY: Thank you, Mark. That is certainly good news for everybody.

As you know, the Insurance Advisory Committee reviews all of the claims coming into the insurance. We advise on the potential claims or what can be done. Then that goes back to the insurance company. Also in 2020, we had a special meeting to discuss public protection and claims and how we can possibly improve that for the membership. So, we have been preparing a form that everybody can use when they make a claim. The form is a standard form that everybody fills out to help us with tracking the type of insurance claims and helping the membership to avoid those claims going forward.

In addition, the Insurance Advisory Committee and Council has approved a new claims surcharge. The new claims surcharge will be going from 12% to 15%. I will pass it back over to Mark to explain how that is calculated.

MARK SAMPSON: Thanks, Alister. One of the great roles that the Insurance Advisory Committee provides is expert advice directly to the insurance company through Maltman's Insurance. They do review all claims and they give advice about the errors that the surveyor made or maybe did not make. They really play a central role in the whole insurance program.

As Alister mentioned, we have created a claims form because what the Insurance Advisory Committee really would like to know is why that error occurred. So, the intention of the form really is to understand how the error occurred but even more importantly what is the firm doing to prevent the error in the future? Our whole goal is not to have claims.

We don't want surveyors actually having losses in making errors. That is the whole intent. Of course, the less error that we have, the better the losses are and the more profitable the program is. The net result is that more money gets refunded to the firms and the premium goes down. That is really what we are trying to accomplish here.

Another mechanism that the Insurance Advisory Committee approved was to increase the claim surcharge. For many years, the claim surcharge on your premium has basically been 12% of the value of the claim.

A quick example. If you had \$105,000 claim, you would pay a \$5,000 deductible. That would be 12% of the \$100,000 that was paid out is \$12,000. That \$12,000 surcharge would be payable over three years.

Basically, you get charged \$4,000 per year for three years. That is how the surcharge worked in the past. The Insurance Advisory Committee decided that we want to increase the claims surcharge from 12% to 15%. Once again, using that same example if you had a \$5,000 claim, you would pay a \$5,000 deductible and the surcharge would be \$15,000 payable over three years.

We are doing this to obviously fund the program, but it is also to deter and really make firms and OLSs responsible for their claims and hopefully to improve the program further.

ALISTER SANKEY: That concludes the presentation of the Insurance Advisory Committee. Thank you everybody for watching and enjoy the rest of the conference.

PROFESSIONAL SURVEYORS CANADA PRESENTATION

JORDAN LITKE: Good day. My name is Jordan Litke, Vice Chair at Professional Surveyors Canada. I am here today to give you a brief update on some of the exciting things that we are working on.

2020 was an interesting year for us as we undertook a period of self-reflection. Central to this was the strategic planning process facilitated by a Vancouver-based firm. That strategic plan led two goals to work on over the next three years.

First, advocacy on behalf of the land surveyor profession and promotion of its value to the public, specifically with a focus on increasing our reach within provincial and municipal government.

Second, was membership and revenue development. We're there to communicate with land surveyors across the country with a focus on maintaining current members, gaining new members, and ensuring our members derive value from their membership.

To meet these goals, it became clear that we need to address our priorities and restructure things a little bit. A key part of this has been the hiring of Michelle Zuk as our Executive Director. Michelle comes to PSC from Calgary where she has extensive experience in the oil and gas sector and an MBA to boot. She has jumped right into the fray and will be leading the charge on some of our initiatives going forward.

Unauthorized practice is a key initiative for 2021. This is an issue that we have heard about over and over across the country from our members. Like any rule of law, you cannot simply tell the public the way it is, you have to get in line. They need to understand why professional surveyors have the exclusive privilege and they need to understand the value that we bring.

It is a huge challenge to change the way that the public thinks. As a result, we have hired Lloyd Rang Communications to help guide us through this process. Currently, they are working with us to develop messaging narrative and a communications plan. We are in the early stages of this process however we are excited to work with them and are optimistic that a targeted approach will yield positive results.

Another important issue that is underway is a web-mapping tool for the website. This tool will enable the public to find a professional surveyor much easier. Members listing on the PSC website or other sites do not make it easy for the public to find a surveyor as there is no spatial component. The public can't see that we are surveyors or where offices are located. Additionally, many surveyors listed on regulators websites are not practicing or they're working in government or they may have a specific area of practice.

So, a solution to this problem is handled well by Web Map. This will be a tool that spans the entire country, shows the location of survey firms, their areas of expertise, contact information, website URLs, etc. At the end of the day, we make it easy for the public to be able find a professional surveyor.

One of our long-standing initiatives has been the P.Surv trademark. Over the past couple of years, this trademark application has been heavily delayed at the trademark office. Primarily due to the new NAFTA agreement. Recently, these hurdles were finally cleared, and the review process is now underway. We expect full usage of this trademark by June. Once we have the trademark, we will finally be able to rollout the P.Surv designation to our members. This will be a huge achievement and we are very excited to finally see this happening.

One last initiative I would like to touch on is the PSC-GPC magazine. PSC has engaged London Road Media to manage and develop a nationwide online magazine for professional surveyors. The primary audience is our membership, but content will partially cater to government and industry professionals such as lawyers and architects. We expect to rollout the first edition in September 2021.

This magazine is a place where we need contributions from our members, so if you are interested in media or design there is an opportunity for you to help and shape what this magazine could look like. We are also looking for contributors. So, the magazine is a great opportunity to write about a subject, highlight a project that you find interesting or of value to the surveying community.

In summary, 2020 was a very interesting year. We are exceptionally excited for 2021 and to see the results of some of these initiatives that we have underway.

On behalf of our Board of Directors, thank you for your support. If you are interested in joining PSC on a committee or a working group or on the Board of Directors or simply have ideas or concerns, please reach out to myself or to our Chair or to Ontario Director, James Dorland.

Thank you for your time. Have a great day.

SWEARING-IN OF THE NEW PRESIDENT

ANDREW MANTHA: We will now swear in the new President, who will assume responsibilities following this meeting. We now ask Dr. Brian Ballantyne to introduce our incoming President.”

DR. BRIAN BALLANTYNE: I first met Gavin 17 years ago. He was a student in the Association’s Survey Law course at the BMO Centre. We bonded over rugby. Of course, his team was Springbok, and they are complete rubbish. Whereas my team, the All Blacks, are class. Admittedly, the Sprinboks did win the last World Cup, but we must not get confused by the facts.

The important thing is that I was struck by Gavin's enthusiasm, empathy, knowledge, and experience. To paraphrase Somerset Maugham, Gavin is on the boundary line of being a gentleman, which makes him careful. I mean this in its true sense. Not that he is timid, rather that he cares about many issues. This impression has been reinforced over many subsequent interactions. At least over fish and chip dinners in Tobermory, Providence Bay, and Killarney.

Gavin's attributes will serve him well as President of the Association. More importantly, his attributes will serve the Association well. I conclude with a rugby-centric version of Gavin's go-to expression, which is of course, "on the other hand". So, on the one hand, Gavin is not likely to play it safe and kick for touch. On the other hand, Gavin will spread the ball wide to lead with verve and panache. I give you Gavin Lawrence.

ANDREW MANTHA: I will now ask our Registrar to conduct the swearing-in ceremony.

KEVIN WAHBA: I, Kevin Wahba, Registrar of the Association charge you, Gavin Lawrence, to accept the office of President of the Association of Ontario Land Surveyors knowing that you have been duly elected to such position by the will of the majority of the members of this Association and being aware that this high calling demands that you must not misplace the trust placed in you.

Your efforts to fulfill your duties must be sincere and earnest at all times. Before the membership of this Association, I ask that you pledge yourself to such service and recite your declaration. Are you prepared to so serve us?"

GAVIN LAWRENCE: I, Gavin Lawrence, promise that I will keep and preserve the rights, statutes, and liberties of this Association and pledge myself to foster the development of the Association to its highest level of professional excellence, believing that in so doing, our profession may best fulfill its obligation to the people of this province and the government.

KEVIN WAHBA: I hereby install you, Gavin Lawrence, as President of the Association of Ontario Land Surveyors with all the rights, privileges, and authorities of this office with the understanding that your term of office will begin on Saturday immediately following this annual general meeting. Even as you are invested with the Chain of Office, may you be invested with the power and strength to discharge the duties of the same and lead this Association to new heights of dedication to service.

ANDREW MANTHA: It has become a tradition that at this time that the outgoing President presents the Chain of Office to the new President and the New President presents a pin and gavel to the outgoing President.

It is also a tradition that the significant others of the new and outgoing Presidents, exchange gifts to recognize their sacrifices and contributions to their partners'

success. Leondra Mantha will now present the AOLS medallion to Belinda Lawrence in recognition of her past and future contributions. In turn, Belinda will now make a presentation to Leondra who is accepting on behalf of Carol in recognition of her contributions during the past years.

INAUGURAL PRESIDENT'S ADDRESS

GAVIN LAWRENCE: Good day surveyors and guests. First, let me express my gratitude to a few parties. I am honoured to assume the Presidency of the Association of Ontario Land Surveyors. I am keen to represent the Association to all those with whom we interact. Thank you for this opportunity. I could not do it without the Association, its members, and people like Dr. Brian Ballantyne to whom I owe so much.

I look forward to working with and acknowledging my debt to Past President Andrew, my fellow COVID-19 President, Executive Director Brian and to the Association staff without whom I would be foolish to undertake this. I also appreciate my employer, who has supported my journey through Council. Most importantly, I would not be President without the encouragement and support of my lovely wife Belinda, my son Bevin, my daughter Kaylynn, and my mom. So, the final thank you is saved for them.

Let us address the elephant in the room by bringing the pandemic into focus. COVID-19 has forced most to learn new ways of doing business due to market uncertainty, staff lay-offs, overcrowded hospitals, over-stressed health care workers, quarantining, social distancing, and all the other consequences of this virus. After all, this entire AGM discussion is at a distance and not in person as is traditional.

Viruses have been jumping species into humans since time immemorial. The plague of 1348 killed at least a third of all Europeans, yet it also reformed land tenure, revitalized education, and increased the demand for skilled tradespeople. In short, as the demand for and the wages of labourers increased and as large estates were subdivided into smaller parcels, land surveying as a profession began to take shape.

The influenza pandemic of 1918 killed tens of millions. However, it also improved housing because bathrooms became separate, hallways became wider, and fire escapes became mandatory. It led to preventative medicine in some countries and employer-based insurance plans in other countries and it resulted in safer hospitals. For example, metal beds for patients became the norm because they were easier to clean than wooden ones.

This perspective does not discount the effects of the current pandemic on individuals, on firms, on the Association, and in Ontario as a whole. To keep us all safe, we must follow public health guidelines. However, I am a glass-half-full, not

a half-empty person with two questions. What can we learn as a society? What can we learn as a professional regulator?

As a society, the pandemic has caused us to appreciate:

- Empathy. As one example, volunteers installed hand washing stations around Toronto for those experiencing homelessness.
- Productivity. Most employers report that productivity has either increased or stayed the same as staff work from home.
- Expertise. As represented by health care workers, public health officials, virologists, epidemiologists, microbiologists, and others.
- Ingenuity. We developed and started distributing a vaccine for an unknown virus within twelve months.

How about the lessons related to the Association? Let me entertain you now with how these lessons relate to the Association in 2021. To be clear, there are two caveats.

Firstly, the objective of the Association is to regulate the practice of professional land surveying in Ontario to protect the public interest. With this great power of self-regulation comes great responsibility. The challenge of ensuring quality and avoiding incompetence was demonstrated recently in Prince Edward County where the court praised an OLS for helping a landowner respect a zoning bylaw. That is the epitome of working in the public interest.

The second caveat. I am standing on the shoulders of giants. These initiatives for 2021 simply continue much existing work such as the Transparency Policy, the Provincial Survey Record Index, the MOU with other regulatory bodies, and the strategic planning sessions. So, I pose them as four questions:

- How can we collaborate with land surveying associations across Canada and with other regulatory associations within Ontario? There is much regulatory duplication across the 11 surveying associations and other lessons to be learned and cautionary tales to be avoided. This is the plan for sharing resources and for realizing efficiencies.
- How can we embrace regulatory reform? What is the Association's role in mentoring members, mediating boundary disputes, educating the public with advocacy, streamlining educational offerings, supporting online academic accreditation, offering continuing education training, and encouraging dialogue between and among members and other associations?
- How can we leverage technology to regulate? I have the dubious distinction of being the first AOLS President at a virtual AGM, but it's not a big deal. Since last April, various Association Committees have met this way, the provincial surveying associations have met this way, and other self-regulating professional associations have met this way. This

past November, the Association conducted the first set of online professional examinations for new members. Is this an opportunity to do even more stuff online and through social media?

- How can we ensure that the Association is an open, diverse, and inclusive institution that welcomes new surveyors? Can we attract more women into surveying? How do we ensure that surveying in Ontario attracts Black people, Indigenous people, and people of colour? How do we ensure that surveying in Ontario attracts those from the LGBTQIA2+ community? Such inclusivity will allow the Association to both reflect demographics and nurture new members.

Let me finish with the Rolling Stones. We can't always get what we want. Sometimes we get what we need. So, let's grasp the medal. Let us ensure that our regulatory footprint continues to align with public expectations and with self-governing standards. I look forward to working with my fellow Councilors to nudge the Association's evolution as a nimble, proactive, risk assessing, efficient regulatory body focussed on the public interest. Thank you.

SESSION 12: Awards and Citations, AGM Report, Open Forum Part 2, and Conclusion of Meeting (Livestream)

INTRODUCTION OF THE NEW COUNCILOR

ANDREW MANTHA: Welcome back everyone. Before moving on this morning, I want to introduce you to our newest Councilor, Saša Krcmar, and give him the opportunity to say a few words. As you may have noted we did have one other candidate for Council, but they had to withdraw, and we are now in the process of filling that position. Saša, please address the convention floor.

SAŠA KRCMAR: Thank you, Andrew. I have been working in this industry for 35 years; my family for over 50, and now the third generation is coming through.

The profession of surveying and the business of surveying has been very good to our family. I am ever grateful. I believe that we have two core principles as a Board: to protect the public interest and to protect the core principles of the profession. I believe we are also challenged by the paradigm of cautiously advancing the future of our profession, so we don't get left behind.

I am proud to be a professional land surveyor, but I am also an entrepreneur, an innovator, and I do not fear the future. So, I hope I can add value to the Board and you by exploring how we can improve how we serve and protect the public. Thank you.

AWARDS AND CITATIONS

ANDREW MANTHA: It is my honour to present citations to those members who have provided exemplary service to our profession and the Association through Council and AOLS meetings and Committee involvement.

These citations are but a small recognition for these dedicated people for their contributions and years of service they have provided to our Association. I am going to deal with the citations first.

Our first citation is for service as a member of the Council. Anna Aksan brought a different perspective to the Council table and was always willing to voice her opinion. We appreciate different perspectives at the table.

Our next citation is for service as a member of the Council. President and Past President Al Jeraj provided solid and professional leadership. Under his guidance, Council adopted new transparency policies and tackled a variety of complicated issues. Personally, Al has been very good to me in allowing me to help in pushing his initiatives forward. We certainly appreciate your talents and efforts, Al.

This year, we are also providing citations to Lay Councilors. We have not traditionally done this and have normally honoured them at a special Council meeting. That, unfortunately, wasn't possible this year, so Council felt that these citations were appropriate.

Our next citation is to Miranda Paquette who served on Council and Committees for several years. She was never shy to express her opinions and kept Council and Committees thinking of the public interests when making decisions. Thank you, Miranda.

Our next citation is to Patricia Meehan who is our legal Lay Councilor. Patricia has stayed on beyond her appointed period and has provided strong advice based on her legal experience. There is no doubt that Council has benefitted tremendously from her knowledge and participation. Thank you, Patricia.

Unfortunately, we cannot present these citations in person, but they will be mailed out.

We have one award this year and it is for Honorary Member. I will now ask our incoming President, Gavin Lawrence to introduce our award winner.

GAVIN LAWRENCE: Good day fellow surveyors and guests. To paraphrase Calvin Coolidge, 30th U.S. President, no person was ever honoured for what they received. Honour has been the reward for what they gave. By way of this award, we honour Dr. Brian Ballantyne who has significantly contributed to our industry through education and the promotion of our profession in Ontario, across Canada, and internationally.

Some of his noteworthy activities in Ontario include e-lecturing, writing articles for our OPS magazine, doing research, and working on litigation files. He is knowledgeable, willing to share his thoughts, poses difficult questions, and a steadfast promoter of the surveying profession.

Therefore, it is with great pleasure that I announce Dr. Brian Ballantyne as the recipient of the AOLS Honorary Membership Award. Thank you to you, Dr. Brian Ballantyne for all that you have done for our Association and the profession.

RESULTS OF THE POSTER CONTEST

ANDREW MANTHA: This year as in past years we've held a poster contest for university graduate students. Maureen Mountjoy has given me the results of the contest.

This year, we had 12 posters submitted and they were judged by a panel of three Ontario Land Surveyors, Boney Cherian, Brian Coad, and Reuben Mc Rae.

This year's winners are:

- First Place – Prize of \$2,000: Sowmya Natesan from York University
- Second Place – Prize of \$1,500: Yasmine Megahed from Ryerson University
- Third Place - \$1,000: There is a tie, so Sudha Vana from York University and Nader Abdelaziz from Ryerson University will each win \$1,000
- Fourth Place – Prize of \$750: Nacer Naciri from York University
- Fifth Place – Prize of \$500: Agatha Szeremeta from York University

RESULTS OF THE NAMING CONTEST

ANDREW MANTHA: I would also like to let the membership know the results of the Naming Contest we had for our character being used in the "Get Kids into Surveying" poster that we are sponsoring. I am pleased to say that the Committee chose the name "Geo" to accompany "Geeps," his instrument sidekick.

The winning entry was submitted by Patrick Dietz who had his AGM registration refunded.

Our dynamic duo will be used in all kinds of fun promotions with elementary and high school students. It will be very easy to shape narratives around the names to interest young people in surveying.

We can search for a cartoonist who can duplicate the duo in different situations or consider the folks at GKIS. Our duo may even make it into the GKIS comic book because there is so much depth and storytelling between an instrument and its surveyor. Thanks to all who participated.

OPEN FORUM – PART 2

ANDREW MANTHA: We are now moving into part two of the Open Forum. Resolutions will be put onto our event platform using the “engage” tab and voting will be done using those tools when appropriate. As noted on Wednesday, we will try to have the mover introduce the resolution and then allow the remainder of the members to comment on it using the chat function on the right side of the portal.

We will work our way through the resolutions in priority based on the voting that was carried out on Wednesday. Once we have completed the resolutions, we will bring up the highest priority topics based on Wednesday for the chat discussion and response by Council. Please note that any comments being directed to Council should commence with “at Council” to ensure that Council sees these.

I remind you that the proceedings are being recorded and that your comments in the chat box are being attributed back to you.

I will now review the process. On Wednesday, we tried to run a polling process to determine topics for conversation this morning. We received some complaints that the session was not long enough and did not provide sufficient time for input and that voting started before all ideas were in potentially favouring the first ideas submitted. As a result, we have extended the Open Forum this morning to cover all topics raised. Any resolutions received with a mover and seconder will be considered first.

Now, we will go into our first mover and seconder resolution.

This resolution says, “Be it resolved that Council consider dedicating the time and resources required to move the Association toward a one licence model.” The resolution was moved by Ron Berg and seconded by Andy Shelp. Ron will be allowed to speak to this motion now.”

RON BERG: I will be introducing a motion on the expanded profession. Certificate of Registration members were brought under the *Surveyors Act* over 30 years ago. At the 108th AGM in 2000, James Ferguson and I introduced a motion that was carried and asked the Council to investigate implementing a process whereby C of R holders working in Ontario be subject to a review process under the Survey Reviews Department. C of R members asked for this to add some credibility to their professional status that they could hold out to clients. Although some work is now being done, 20 years later, this still has not come to fruition.

As heard from the Expanded Professions Task Force this morning, they are proposing an ethics-based profession similar to the medical and engineering professions. They are an ethics-based profession, members only practice in the disciplines of professional surveying they are qualified to practice in. It will take some effort to identify specific changes to the statutes, define what exclusivity looks like for the non-cadastral discipline. The time is right and as Brian Maloney

mentioned this morning, the *Surveyors Act* will be opened up. This is our opportunity to take action.

We have benefitted from C of R members, such as James Ferguson, Paul Francis, Robin Poot, Dave Horwood, and even a Past President Dave Brubacher, to name a few. They provide valuable contributions to this Association. They voluntarily follow the Code of Ethics and Standards of Practice. The Association has provided little value in return.

Professionally, we are missing an opportunity to offer a true professional home to the many geomatics and engineering students not interested in cadastral surveying. Geomatics has changed dramatically in the last few decades. Although the Association took a bold step 30 years ago with the addition of C of R members, it is time to expand the Association further beyond its cadastral roots and fully embrace a broader definition of the professional surveyor.

The motion is moved by myself and seconded by Andy Shelp. “Be it resolved that Council consider dedicating the time and resources required to move the Association toward a one licence model.”

ANDREW MANTHA: Thank you, Ron. We will take some comments from the chat function before we go to the vote. I don’t see any questions coming. If anyone has any comments or questions, please put them in the chat function. It looks like most are comments complimenting you, Ron.

We were debating at Council how much time to leave for members to consider these motions and we are kind of playing it by ear, to be honest.

Question: How will the public know which areas of expertise or which surveyor can be worked at?

Answer: I imagine that will be figured out as the protocol as the process continues.

Question: How many C of Rs are there currently in AOLS?

Answer: There are currently 28 C of Rs under our licensing.

Question: Would architects and professional engineers be able to produce cadastral plans?

Answer: No, they would not be able to produce cadastral plans.

Question: Can the retired members vote?

Answer: They normally can vote in resolutions. Normally, we allow that. It is not a by-law or regulation vote where they could not vote.

ANDREW MANTHA: Okay, if you will now go to the “Engage” section of the screen, you will see the motion. You will be asked to either support, oppose or abstain. This is an Ontario Land Surveyor and C of R only vote. Kindly only vote once.

BRIAN MALONEY: The system only allows you to vote once Andrew. I think we're okay.

ANDREW SHELP: Brian, we have a question asking if retired members can vote.

BRIAN MALONEY: They normally can vote in resolutions. We've normally allowed that. It's not like a by-law or regulation vote where they could not but normally at AGMs we've allowed retired members to vote. I think the answer is yes.

ANDREW SHELP: Alright Dale. You've got your answer. Please vote. I see we've hit the number 200 on the polls.

BRIAN MALONEY: As a reminder, you haven't hit the "Engage" button. You won't be able to vote. So, please hit the "Engage" button and vote.

ANDREW SHELP: I know we have roughly 380 participants here and our vote count is now at 223. So, I am going to let it continue for another minute or two. David Wylie, that was not a cell-phone you heard. That was a timer.

Alright Brian, the numbers are really slowing down here. I am at 235 votes cast so far.

BRIAN MALONEY: I think you can give it another 30 seconds; then call it.

ANDREW SHELP: Okay everyone, we're going to give you 30 seconds, then we will look at the results. Okay, I guess we have enough votes in. Can we see the results now?

BRIAN MALONEY: They're up on the screen: 196 support, 38 opposed, 10 abstained.

ANDREW SHELP: Penny, if you would be so kind as to tell us what the votes are.

PENNY ANDERSON: The votes are 196 support, 38 opposed, 10 abstained.

ANDREW SHELP: Thank you Penny. I will say that the resolution has passed. Thank you.

We will now go to our next resolution that was received. It is, "Be it resolved that in consideration of substandard plans pretending to be Plans of Survey as part of the municipal approval process for new developments and in further consideration to maintain the survey fabric, the Council of the Association will consider working with the municipal surveyors on mandatory submission of a Plan of Survey when applying for a building permit and a mandatory as-built survey at the end of construction." This is moved by Borys Kubicki and seconded by Jackie Hang.

BORYS KUBICKI: Hello everyone. We have been discussing the issue of sketches and the lack of good surveys for years. We have all heard about the problems that they cause. The main ones being that the site plans are based on incorrect boundaries and the result there is last-minute boundary retracement and verification of the layout. Sometimes, approved building plans.

The other main issue is the survey fabric, the deteriorates when old buildings are taken down and we lose our ability to retrace the boundaries from the building coordinates. Those old surveys are not being replaced by the new ones. So, I think that we can rectify this trouble by supporting municipal surveyors to push for municipal regulations that would require mandatory Plans of Survey when applying for building permits and mandatory as-built surveys at the end of the construction.

I think that the municipal surveyors will get a strong position by getting support from the Association when they take the matter to the city council. Therefore, I propose the motion as is shown on the screen.

ANDREW MANTHA: We are leaving the motion up for everyone to look at and the public chat session is now open.

There are a lot of questions. Borys, do you want to address the questions or move to the vote?

BORYS KUBICKI: I have read some of the comments. Of course, we have a lot of particular issues, such as rural and city surveys. What I would like to stress is that we have municipalities that I practice in, like the City of Toronto and the Town of Oakville. One is a big municipality, one is not that big. Both municipalities have those regulations and the builders and the public agrees with it. Nobody protests or objects. Recently, Mississauga introduced a requirement of the current Plan of Survey for pool permits and the public takes it. There would be no objection from the municipalities.

I think that we should be able to present that issue to the municipalities and I think that municipal surveyors would have a strong backing if we address this issue officially. We have to lobby for it. We have to be present; we have to wave the flag. I think we can achieve something that way.

BRIAN MALONEY: Andrew, I would suggest calling the vote now.

ANDREW MANTHA: We are going to ask everybody to switch to their engage function now. I will ask the mover and seconder if the discussion made them want to amend their motion in any way?

BRIAN MALONEY: Andrew, I would suggest that if the motion is successful, counsel can take the comments into effect here. We are going to have a copy of the comments.

On a motion made by Borys Kubicki, seconded by Jackie Hang, be it resolved that in consideration of substandard plans pretending to be Plans of Survey as part of the municipal approval process for new developments and in further consideration to maintain the survey fabric, the Council of the Association will consider working with the municipal surveyors on mandatory submission of a Plan of Survey when applying for a building permit and a mandatory as-built survey at the end of construction. Motion carried. (185 support, 50 opposed, 30 abstained).

ANDREW MANTHA: As Brian indicated earlier, Council will take the comments that were recorded into account, as well as the resolution.

At the first Open Forum, we asked people to submit issues that they wanted a discussion on, and we sort of tried to pool them into one. We had Council synthesize it into the following 13 issues to discuss and we have assigned a speaker to address each one.

So, the first topic raised was regarding sketches. ‘How do we address planning requirements and example severance sketches with the current Bulletin 2018-01? Please provide an update on sketches.’ Trevor, can you talk about that?

TREVOR MCNEIL: Yes, I would be happy to. Thank you, Andrew. So, with the sketches. When we passed the changes, we had to get something done because there were too many surveyors out there passing law for what was called sketches, not really full plan surveys. Just documenting the minimum requirements. So, the intent was to let the rules play for a period of time and then revisit the issue for potential tweaking of what’s required and what’s allowed to be shown on sketches.

If the new regulations and changes coming up are passed and approved, we will have to go back and look at any possible changes that need to be done. We will be sending out a Survey Monkey after the regulations have been approved to look at what needs to be changed with that. When that Survey Monkey comes out, feel free to add comments.

The question was put forward by Doug Culbert. Doug, as you know I work in the same area as you do so I think that I have a pretty good idea of what your concerns are. I have the same issues myself. If you want to send me an e-mail sometime to elaborate on that, you and I can have a chat. Then it can be brought to Council when we do the Survey Monkey.

ANDREW MANTHA: The only thing that I would like to add is that we’re limited in the back and forth on this. If you have comments or further questions on this issue, please put them into the chat section and we will deal with them at a later date.

Our next topic is ‘Address municipalities who violate our exclusive right to practice and deal with planned copyright?’ I have asked Kevin Wahba to comment on this.

KEVIN WAHBA: Thanks, Andrew. So, as a reminder and a notice to everyone who may not be aware that we certainly receive quite a few e-mails and phone calls from the membership regarding unauthorized practice, in particular for private institutions that we have dealt with on an ongoing basis. It certainly is an ongoing issue, and we tend to deal with these on a case-by-case basis.

We have certainly heard concerns as well from the membership regarding the question posed. In response, the Municipal Surveyors Committee helped to craft two letters that we sent out to all municipalities in regard to the importance of the role of the surveyor, as well as to the distribution of plans that may infringe on copyright or also may be misleading to the public regarding how they can be used.

We have heard responses from several of the municipalities. They have varied in terms of their cooperation, but generally speaking, we have heard a lot of cooperation from several of the municipalities that have responded to our letters.

The biggest restriction or limitation that we face, is of course that we get our authority to address these items under the *Surveyors Act* and the definition of cadastral surveying under the *Surveyors Act* is perhaps not as clear or concise or as strong as we would like it to be. We certainly do have an opportunity to address that when we open up the *Surveyors Act* and consider changes.

There has been some interpretation of what unauthorized practice is through the courts, but they really did only touch upon the more obvious items, such as measuring bearings and distances and comparing them to Plans of Survey or Plans of Subdivision or even commenting on the marking of corners and stakes. That is something that was discussed in the Association of Ontario Land Survey via Van Loon.

The Court of Appeal addressed those items, but it is questionable whether or not we can address all of the concerns that have been brought to me through the membership in regard to what constitutes cadastral surveying. There certainly have been instances where a member has been concerned about what the municipality or a private entity has been doing. Although some potential infractions might seem fairly blatant, again, we need to consider the authority that we have under the Act. That is the only way that we can address those items.

I think consideration of changes to the definition under the Act, is certainly something to consider in terms of addressing these items. We have seen other jurisdictions consider and implement committees that deal specifically with unauthorized cadastral surveying or practice. That might also be a consideration.

Currently, we address these items on a case-by-case basis and I think that the best way forward is definitely to consider how we can address this better in the *Surveyors Act*.

ANDREW MANTHA: Thank you, Kevin. I would like to remind everyone that the name you see next to the question is not the person who asked the question. It is the name of the councilor who will be answering it.

We will now go on to the next topic, which was 'How to regulate and incorporate the use of drone and point cloud technology in cadastral surveying practices.' I will ask Councilor Simon Kasprzak to talk about this for us.

SIMON KASPRZAK: Thanks, Andrew. So, drone technology is here and making changes to our industry. As many of you are aware, particularly those of you who participated in Thomas's webinar last year. These tools allow the rapid collection of photographic or sensory data that is used to generate a highly accurate point cloud. This point cloud permits the measurement and preparation of topographic plans that survey in three dimensions and UTM coordinates, particularly by professionals and laypersons alike.

These new systems differentiate themselves from current survey tools such as total stations or GPS, which require professionals to direct the current collection and use of the resulting data. Now the ability to collect and make reliable measurements from geospatial information has, in my opinion, taken a precarious leap forward.

Anyone with the system is capable of providing centimetre-level geospatial products in applications such as development with residential growth, supporting contractors and engineers with real-time construction updates and take-offs or consulting with heavy industry and providing measurements related to resource extraction, railways, highways, and hydro corridors. Those are just a few examples.

In my opinion and the reason, I posed this question on Wednesday, was to develop a conversation about the potential public risk. First, there is clearly an open use and reliance on these tools by unlicensed professionals and the public.

Second, the collection, generation, and processing of this data are highly computational and hidden from the view or the understanding of most users. The algorithms in these sensors and software seem to do all the work and the decisions behind the scenes without professional input or review.

Seemingly, no longer are we the professionals responsible for producing and assessing geospatial information as it relates to these new tools. It remains up to us, the professionals, to ensure that this generated information is correct. This might mean collaboration or consultation with manufacturers and industry professionals to align the software to allow for these checks and balances. It might also mean implementing a list of best practices for using this technology. As the regulating body that advises the public on geospatial information, it is the AOLS's responsibility to oversee and ensure reliable implementation of these tools into our practices.

So, as your Council, we have recognized a need for additional guidance to members on several new technologies, like drones, point clouds, and LiDAR. We believe that the preparation of best practices to inform and assist members is the best, first approach. The Professional Standards Committee and the Survey Review Department are good places to start developing these protocols. In fact, work is already underway.

Further to this, consideration could be given to regulations in the long-term if problems and risks emerge and we develop a competency of the requirements to resolve these problems. I would encourage those members who have adopted the use of drones, point clouds, LiDAR etc. in their practices to collaborate. I believe that these tools are highly capable but still early in their implementation as it relates to professional products. I would even suggest that a Remote Sensing Committee should be struck to lead the development of the best practices as it relates to using these tools. Thank you.

ANDREW MANTHA: Thank you, Simon. As I said before any questions will be collected in the chat and we will get back to them at a later date.

The next discussion topic is, 'How do we get more involvement of the membership on Council?' I am surprised we even have to ask this. My five years on Council have been the most fun I've had in this Association, but Andy Schelp will speak to this.

ANDY SHELPE: I have been on Council, well I guess that I am going to be VP now, so however many years that is. It was a bit of a circuitous route to get here. I, like most of you, have been asked by Blain for what seemed to be an eternity to be on Council, only to decline every request. It wasn't until I got an opportunity through Nancy's unfortunate resignation to join this illustrious group and realized that I had probably missed an opportunity early on in my career to help set the direction of the Association as a younger person.

So, I continue to be in awe of the people who are Council and various Committees. Their enthusiasm, commitment, intelligence, and pure resolve to do what's right and to do a good job. I am a bit confused about the lack of uptake when the Nomination Committee goes out and asks people to be involved with the Council.

As I look around the Council table and I know that I got slapped down yesterday when I said that it is a bunch of grey hair, but there is a lot of grey hair and Dave Kovac's huge beard. Not much grey in that though. I guess the point being that we, as people on Council, many of us have been around for a time. I listened to Simon talk about drone technology, I listened to the things about the expanded profession. Familiar with them? Yes. An expert in them? No. Younger people are the experts in those sorts of things.

The rules, regulations, and opening up the Act, those things will affect the Association and the practice of surveying for years to come. So, it is a little bit

incumbent upon those who know those things and those who are going to be around for years to come, to be involved in the decision-making process or at least come to the table.

So, this was my topic. My concern is how do we attract people. How do we get younger people involved? This is your Association. This Association runs on a volunteer basis. Again, I am shocked at the level of volunteerism and the level of commitment that all of these people have.

It takes more than just signing up, putting your name up, and hoping for the best. It takes commitment from your employer. If you are self-employed, it takes commitment from your partners. I can tell you with no word of a lie, my being on Council has a direct impact on business but I have really good partners and great staff who are willing for us to be involved. It takes a commitment.

There is that old saying, it takes a village to raise a child. Well, it takes the support of family, but it goes beyond that. It goes into the company and the corporate world. If you are a larger company or even if you are a smaller company, try to find some time whether it's for Council, for committees, for any of those things. Be supportive of those people who want to be involved because those people shape the future of the Association. There are no restrictions on putting your name forward to be on Council. I would hope that people will start to volunteer a little bit more. But who knows?

ANDREW MANTHA: Thank you, Andy. As I said, I have enjoyed every minute that I have been on Council. It allows you to meet people from all across the province, and in fact if you go further, all across the country.

The next topic to discuss is, 'A virtual directory of each type of plan and field notes should ideally look, given the new SRD requirements?' Brian has kindly volunteered to talk about that.

BRIAN MALONEY: Thanks, President Andrew. I guess a couple of comments. When I first saw this, I wasn't sure what it meant. I reached back to Jamie Krcmar who had posed the issue and kind of clarified what he was looking for. He was looking for a series of resources whether it be examples of field notes, examples of plans and this would cut across a variety of technology. So, in this way it ties back to Simon's comments in that it is really about providing good guidance to our members.

As I thought a little bit about this, I realized that this is a huge undertaking potentially. If you were to look at MTO's manual just for their plan types, it is 150 pages. I think that this is a really good idea and that we proceed with this and start to do some work on this and get it out on our website. However, we have to realize that this will be a long haul and I think we need to do some prioritization in terms of what we tackle first. I think that we could look at that in terms of where the gaps

are, where we think the most risk is to the public with the practices of our members and start to move forward on that front.

So, I am optimistic that some of our committees, the Professional Standards Committee as an example, could start to look at this and to reach out and put it together. We will need the support of the members on this because we are not going to generate those plans or those examples. We are going to have to reach out to members and have them provide that stuff to us and then the Committee can review them and start to post them and put them up there. I think it is a great idea and something that we should do some work on.

Maybe, I will jump right to the next topic to be discussed because it has my name on it as well. Which is, "Will AOLS Council and the AGM Committee consider offering a virtual option for future AGMs?"

My first comment is that I hope like hell we can get together. I can tell you, from my perspective this has been as much work as the regular one but not near as much fun. I like to get together with people.

Let me give you some of the challenges of doing that. If we were to do a hybrid meeting whereby, we had a virtual component and an in-person component, then I think there are a couple of challenges.

The first one is the contracts that we signed with the venues. We are signed right through to 2024 and they have minimum food and beverage, minimum hotel rooms, etc. If we don't meet those minimums, there is significant cost to us. As an example, in last year's contract had we not met the minimum food and beverage numbers, we would have had to pay \$60,000 for the rental of the rooms that we used. If we start to do these hybrid meetings, we put ourselves at risk of not being able to meet the targets and thereby increasing the cost of the AGM substantially.

I can also tell you there is a cost to doing these virtual meetings. Although it looks easy, we have had to lease software. The Pheedloop application has cost us several thousand dollars. We have had to buy Zoom technology and Slido technology, which we are leasing. We have ended up with a bunch more additional costs around recording and video editing and all the rest of this stuff. So, it is not without costs. There is no doubt that a hybrid meeting would cost us a whole lot more money.

There may still be benefits in doing it. I think that the short answer is that we are going to put a Survey Monkey out following this and we are certainly interested in your comments about how this went. We know that we have had lots of members that have had challenges with internet connections, etc. That is an issue. I live in the country and I have had my challenges with that throughout the meeting.

We will put that Survey Monkey out. We will certainly consider it but recognize that if we go down that road there is going to be an increased cost. At the same

time that it is an increased cost to the Association, but we also realized that there are decreased costs potentially in terms of travel, meals, and all the rest of it to get there for survey firms. So, that is something that people would have to look at in terms of balancing those things out. We'll put the questionnaire out and we'll see what the responses are and then figure out where we go from there.

ANDREW MANTHA: One thing I will add is that the host committee is going to have a meeting in a couple of weeks to do a sort of a debrief to see what worked and what didn't work. We are also going to try to have some sort of a book, so if this happens in 10 or 15 years again, the Council of the future would be able to have some sort of note of how we did things. I have to say that Council from 1918 just didn't give us any help at all.

The final discussion topic is, 'Moving forward with SRD, fulfilling the regulatory requirement to review non-cadastral projects. Construction forms 75% of the insurance claims in the AOLS. It is time for the SRD to review survey firms and their construction projects.' These two topics were combined and Gavin Lawrence will now talk to you about this.

GAVIN LAWRENCE: Thank you, Andrew. First, as Andrew mentioned these two topics were combined. The SRD is working on how to review non-cadastral projects. If you have not already been asked, you may be approached in the near future to share some projects. During reviews, the surveyor consultants do make firms aware of the construction checklist or ask if they use them. The Survey Review Department will continue to work on updating the manual and the construction checklist, together with others. The manual will be circulated using the Insight newsletter. The checklist can be found on the AOLS website under "Best Practices". I will be copying and pasting a link to that file in the public session chat.

In short, we are working on the review of non-cadastral projects. Thank you.

ANDREW MANTHA: Thank you, Gavin. The next topic of discussion is, 'Under the proposed new regulations, can a member retire and still retain their records and then derive income from the daily sale of these records?' We have asked Sue MacGregor to comment on this.

SUE MACGREGOR: Thanks, Andrew. Changes to Section 4 of the *Surveys Act*, which governs the management of survey records were made with the passage of Bill 213. They were necessary to ensure survey notes remain in the hands of surveyors who use them. It also clarified what constitutes survey records.

Prior to the changes some firms were leaving their notes with spouses or leaving them with engineering firms once they have left that practice. Spouses and engineering firms are not bound by the requirement of the *Surveys Act* to make them available and accessible. This effectively takes those notes out of circulation.

Under the new provisions when a member ceases to practice or operate, they must now sell or transfer their survey records to another C of A holder within 180 days and notify the Registrar of said action. Ceasing to practice is defined as revoking, cancelling, or surrendering the C of A.

This requirement is on a go-forward basis and has no impact on those who retired their C of A prior to the passage of the Bill. While those members are still required to make those notes available to others performing research, they are encouraged to behave responsibly when relinquishing the records. Presumably, if you want to hold on to your C of A and meet the requirements under the Acts and the regulations, I suspect you can continue to provide your records to other surveyors.

The notion of deriving income from your records is in the Ministry's view not contemplated by the *Surveys Act* or the *Surveyors Act*. Your code of ethics prohibits you from receiving compensation for the same service for more than one person without the consent of that person involved. The *Surveys Act* indicates you can provide information to your colleagues for a reasonable fee. A chronological study of amendments to the survey legislation dating back to 1785, reveals a consistent requirement to keep good records and make them available to other surveyors for a prescribed fee that was nominal. It is meant to recover your costs to maintain your records not monetize them. Such an action is not in the public interest.

A hundred years ago when I was in private practice, when we researched for other firms requesting information from us, we did a whole search of our files and provided everything to them as if we were sending out one of our survey crews. I believe that is still the target as expected from the profession. Thank you.

ANDREW MANTHA: Thank you, Sue. The next discussion topic is, 'Time to have regulations to protect the public for topographic surveys and quality of work.' Anna Aksan volunteered to comment on this. Thank you, Anna.

ANNA AKSAN: Good afternoon. This is Anna Aksan from Toronto. This is my last day on Council and I did volunteer to this question, although in hindsight, I am not sure whether I understand it properly and whether the question applies to the topographic surveys with no boundaries shown or is it our infamous topographic sketches.

So, if it is the latter, we published the Bulletin a couple of years ago discussing how to make the sketches according to the code and it is pretty clear. If it is the topographic surveys but not in relation to boundaries, our Council of the opinion that at present, there are safeguards to ensure the quality of work is for any project delivered to the public. We have to be guided by our Code of Ethics, our Acts, and regulations regardless of the type of work we perform. We have the checklists published on the website. We have to utilize the lists of best practices and we always have to aim to achieve the highest possible standard while delivering services to the public.

I hope that answers the question. Thank you.

ANDREW MANTHA: Thank you, Anna. The next topic is, 'A discussion on the monumentation requirements. Present requirements are outdated. We have many projects requiring a different approach and updates of deferred monumentation.' Sue has again volunteered to take this one on.

SUE MACGREGOR: I am not sure that volunteered is the right word to use but I will try to answer it.

I am not sure how to answer the first part without knowing what exact requirements are felt to be out of date. The Legislature and Regulations Committee has certainly actively sought input for the changes that recently went through the last round of the regulation adjustments and will likely continue to look for inputs and suggestions.

The task of looking at deferred monumentation has been given to the Monument Protection Committee for review and to provide recommendations to Council. Deferred monumentation has been reviewed several times in the past. Each time it's gotten derailed by the mechanism used to enforce the eventual planting of monuments. It requires the cooperation of municipalities and developers.

The Committee has it in hand and may be able to offer suggestions that make things simpler this time around. Regulation change would be likely required, so it is not going to be quick. But the regulations can be drafted in such a way to make them permissible rather than mandatory providing the option potentially when municipalities and developers are ready to operate this way. For example, it may become one of the financial holdbacks for a subdivision agreement that is a suitable option.

Without further clarification, it is difficult to answer any of the more detailed questions around monumentation and its planting.

ANDREW MANTHA: Thank you, Sue. Please feel free that to add your feedback to the questions and comments on every presentation in the chat form.

Onto our eleventh topic, 'Best practices with respect to municipal requirements for survey plans for development.' Past President Al has taken on this one.

AL JERAJ: Thank you, Andrew. As you know, point eleven was the resolution that we voted on earlier, but I would just like to combine topics eleven and thirteen because they relate to the same thing with municipalities. This way Andy Shelp gets the last word.

The Municipal Surveyors Committee is looking forward to working with AMO. We'll try and get in front of AMO to get our message out on how municipalities can take advantage of surveyors and the value that we bring to municipalities. I feel

that this is a push to educate municipalities on best practices when it comes to protecting our monuments and also staying in their lane. In the sense that some municipalities are performing cadastral surveys when they shouldn't be. So, it is really a push on education to the municipalities. The best way, I feel, we can get this done is through working with organizations like AMO and contacting municipalities directly.

That being said, I think that the Municipal Surveyors Committee has a lot of work to do, and we will continue to push this. Thank you.

ANDREW MANTHA: Thank you, Al. I appreciate you putting eleven and thirteen together. So, our last topic is, 'Having a serious look into current regulations and statutes and evaluate these in relation to modern day practices and technology.' Vice President Andy Shelp.

ANDY SHELP: This gets back to my early comment about how being on Council allows you to meet a whole bunch of really nice people who get to know you extremely well. Al's comment about me getting the last word is a testament to that relationship that develops across the Council table and apparently over scotch somewhere.

This topic is very similar to the topic that Simon addressed and when we look at the resolution that was brought forward for the expanded profession, I think these things will kind of work themselves out. We are looking at the Act right now. When we start to take a look at expanding the licensure and moving toward more of an ethics-based profession, we will be relying on those who know the things that should be put into best practice and/or regulations with respect to technology and its use. To Simon's point, I think there is some misuse of technology that is out there that we need to get a handle on how we can at least provide some insight into that.

So, I am not sure who asked the question. It is a good question. I think the timing is now and I think with having the C of Rs being more impactful and brought into legislation, we will be looking at this stuff.

Although I had the last word, it wasn't a very long word for me. Thank you, Andrew and Al.

ANDREW MANTHA: Alright everyone. We have worked our way through the points of discussion that were raised at the first Open Forum. This isn't the best format to deal with these issues, but I thank everyone for their patience and working with Council to get this done in a timely and hopefully productive way.

Thank you everyone for a very stimulating Open Forum.

CONCLUSION OF THE MEETING

ANDREW MANTHA: I want to thank our guests from other jurisdictions for virtually attending our meeting. Normally we would have an out-of-province President say a few words, but technology has challenged us in this regard. We do thank you for participating though.

Just so members know, there was a Presidents' roundtable held yesterday. The Presidents and I got together, and we had just about everybody there. Gavin got to be introduced as our incoming President and we have scheduled the meeting for the next roundtable to be at Alberta's AGM.

Bruce Parker is this year's Chair of the Annual General Meeting Committee. Bruce, please provide the AGM Report.

AGM COMMITTEE CHAIR PRESENTATION

BRUCE PARKER: Hello everyone. I'm Bruce Parker, Chair of the 2021 AGM Organizing Committee. It's a role that certainly took on a whole new meaning with a virtual AGM. I hope that it went as well as it could. Because of the virtual nature of this year's meeting, the attendance numbers look very good, and I hope that you have enjoyed the experience.

The total numbers signed up are 604. Broken down into categories: Number of OLSs - 428, articling students -55, associates - 4, exhibitors - 28, guests -12, Lay Councilors - 5, VIPs - 12, university and college students -16, staff - 11, and honorary member - 1. Broken down into different categories: 25 year plus veterans, 130, 50 year and plus veterans 9, new surveyors 28, Past Presidents 15.

Thank you and I hope that we can meet in person next year.

ANDREW MANTHA: Thanks again, Bruce. It was a pleasure working with you on the Committee. I know that we were disappointed when we had to pull the live plug, but I think that we have still done a pretty darn good job, thanks to you.

I will remind you now that we have recorded the sessions. Although we have disabled sessions that were finished to keep navigation simpler, all sessions will be put up again and remain on our AGM portal for another couple of weeks, if you missed any portion or want to review a session.

We had recorded the Sergeant-at-Arms removing the Standard Measure, but the Pheed Loop system evidently cannot accommodate recorded and live sessions in the same event. As a result, we can't show it this year but please be assured that the Standard Measure is safely stored at the AOLS office or it might be found in the back of the Sergeant-at-Arms pickup truck three months from now. But we know where it is roughly.

-- The Standard Measure was removed.

I have been handed by the Sergeant-at-Arms a list of the fines and miscreants. I am going to go through of them here. Again, we don't have the ability to collect money from them, but they are on their honour.

The Sergeant-at-Arms duly noted:

- Pat Levac: The first person to complain about accessing the online convention. Further investigation revealed Pat trying to access the Pheed Loop with a Commodore 64 computer. Pat's usual fine of \$100 will be set at \$25 with the remaining \$75 to be used by him to buy more RAM for his system.
- Sue MacGregor: For having commandeered both the Minister's and the Deputy Minister's presentation. Sue's usual fine of \$100 will be set a \$1 because everything that they said about her was true.
- Alexa: You have a \$100 fine for trying to steal our jobs. All 602, so you owe us roughly \$62,000.
- Crystal Cranch: For using unprofessional language in open chat. Crystal's fine of \$100 will be set at \$10 as admittedly the language she used was pretty tame for her anyway.
- Brian Maloney: He has offered to pay a fine of \$100 to the Education Fund. He is just dropping on his sword here. I don't think he should do it but he keeps insisting. Brian will pay \$100 to the Education Fund. That is where all the fines will go.

Anyone who is fined is on their honour to remit the funds to the Educational Foundation.

Brian has asked for some time here to talk about some cleanup. So, I will turn the mic over.

BRIAN MALONEY: Thanks. I am going to be very brief.

Andrew has already mentioned that the sessions will go back up. I just wanted to provide a bit more detail on that. They likely will not be back up until Monday. We are going to fix our little screw-up with Tom. We will remove that piece and put it back up on Monday. The exhibitor sessions, under the channels, will remain up until 5:00 p.m. today and then they will go back up on Monday. So, if you did have intermittent internet problems, which we recognize that some people did, we encourage you to go back and take a look at them again.

The last thing that I want to say is we are going to run a Survey Monkey and I encourage you to provide your honest feedback. We will provide some questions

about next year's potential virtual event, so give us some direction. That will be a challenge for Council to consider as we already spoke about it today.

ANDREW MANTHA: Okay, ladies and gentlemen. Next year's AGM is planned to be held in Ottawa and we are optimistic that we will be able to get together in person once again.

Chris Fox has graciously agreed to Chair the AGM meeting Committee and we are looking forward to a great event scheduled from March 2 to March 5, 2022.

With all of this done, I would like to call the 129th meeting of the Association of Ontario Land Surveyors adjourned.

--- Whereupon proceedings adjourned at 1:10 p.m.

PHOTOGRAPHS



Sergeant-at-Arms, Alec Sloan Mantha, OLS



Sergeant-At-Arms, Alec Sloan Mantha,
presenting the Standard Measure at the Opening Ceremonies

2020/2021 COUNCIL



Andrew Mantha
President



Gavin Lawrence
Vice President



Al Jeraj
Past President



Anna Aksan
Senior Councilor



Andy Shelp
Senior Councilor



David Kovacs
Intermediate Councilor



Trevor McNeil
Intermediate Councilor



Amar Loai
Junior Councilor



Simon Kasprzak
Junior Councilor

2020/2021 COUNCIL



Susan MacGregor
Surveyor General



Patricia Meehan
Lay Councilor



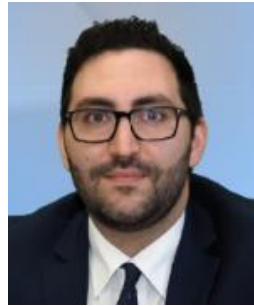
Martha George
Lay Councilor



Andrew Dowie
Lay Councilor



Brian Maloney
Executive Director



Kevin Wahba
Registrar

Missing: Lay Councilors, John General and Peter Meerveld

NEW SURVEYORS



James Agyemang



Emad Alrefaai



Francis Babu



Stefan Scott Bazar



Marcin Bielen



Jackie Hang



Brett Edward Hood



Ali Hosseini



Shawn Harold Hubert



Christopher Kahue



Emmett Ketchum



Satesh Lakhan



Aloka Kumaranayake



David Krawczuk



Guannan (Nancy) Liu



Andrejs Luciks



Robert McLaren



Merrill McLean



David James Morgan



Stephen Olender



Adam Paine



Cole Raikes



Gerard Smith



Phillip Robbins



Greg Rodger



Trisha Snow



Alborz Soltankhah-Bidkthi



Tom Stirling



Jake Surgenor



Mayank Tandon



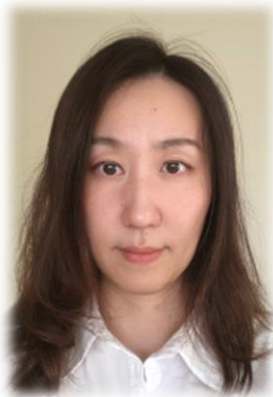
Wayne Tremblay



Gavin Tyler



Jon Vollebekk



Jing Yao



Amar Loai delivered the Charge to the New Surveyors



Dr. Brian Ballantyne was presented with an Honorary Membership in recognition of his many years of genuine interest and concern for the betterment of the Association of Ontario Land Surveyors and its members.

Incoming President
Gavin Lawrence
presenting the Past
President's gavel.



The Past President's
gavel was presented
virtually to Andrew
Mantha.



President Mantha with the Past President's pin



Incoming President Gavin Lawrence wearing the new Chain of Office

Leondra Mantha receiving the gift to the outgoing President's wife on behalf of Carol Mantha.



The AOLS medallion was presented, virtually, to Belinda Lawrence.

Surveyor General's Report 2020

Susan F. MacGregor, OLS, Surveyor General

sue.macgregor@ontario.ca

Mapping and Information Resources Branch

Ministry of Natural Resources and Forestry

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Naturally Resourceful

The Ministry of Natural Resources and Forestry (MNRF) sustainably manages and promotes the responsible use of our natural resources so that Ontarians benefit from the health and wealth of the province's natural resources, today and in the future.

Through leadership in surveying, geomatics, and information management, the Mapping and Information Resources Branch (MIRB) is an essential partner in the management of natural resources, ensuring decisions are supported by the best possible advice, data and information.

2020 has been a very challenging year for all of us. Despite this, the Mapping and Information Resources Branch has been able to successfully transition to working from home. We continued uninterrupted to provide support to the public and the business community while making best efforts to maintain high quality and timely responses to inquiries and requests.

Office of the Surveyor General:

OSG provides professional surveying, mapping, and georeferencing advice and services to government ministries, municipalities, and the surveying and mapping industry.

In addition to our regular work this year we were able to accomplish a few special projects:

- Updated Crown Land Survey Instructions (August 2020)
- Worked across ministries to attract land surveyors to government
- Streamlined access to land tenure data within government
- Supported statutory and regulatory changes to the *Surveys Act*, *Surveyors Act* and *Provincial Parks and Conservation Reserves Act*

Surveying and mapping work:

- Responded to more than 200 information requests from surveyors for survey plans, field notes and instructions
- Continued scanning historical survey records to preserve original files and make records available digitally
- Reviewed and approved 245 Crown Location Plans of Survey
- Worked with the Ministry of Energy, Northern Development and Mines to provide

- survey instructions and oversee mining dispositions
- Provided professional survey advice to support MNRF in court and tribunals
- Prepared Regulation Plans for planning areas, local services boards, provincial parks, and conservation reserves
- Maintained Crown parcel and other cadastral and administrative data including the geographic township and lot fabric data sets
- Worked with the Ministry of Indigenous Affairs and Natural Resources Canada to support First Nations land claims and other land related negotiations by providing advice and mapping services on the following Reserves:

- | | |
|-------------------|---|
| • Attawapiskat | • Mitaanjigamiing TLE |
| • Chapleau Cree | • Mississauga |
| • Couchiching | • Moose Cree |
| • Grassy Narrows | • Sagamok |
| • Gull River | • Treaty 3 flooding claims potentially impacting over 50 Reserves |
| • Kasabonika Lake | • Washagamis Bay First Nation Garden Islands |
| • Manitoulin 1990 | • Wikwemikong |
| • Pic Mobert | |

Geodetic Activities

The Control Survey INformation Exchange (COSINE) database is the official source of provincial, federal, and municipal control survey information for Ontario.

Improvements to the COSINE Application include:

- A new option allows users of the Standard COSINE Report to obtain coordinate and height information for all available horizontal and vertical datums or for only those datums selected for on- screen viewing
- An improved Standard COSINE output page display for station reporting and reference sketches

Update your bookmarks with new COSINE URL

Additional Control Available

The geodetic control team continued to work with municipalities and the Ministry of Transportation, Ontario (MTO) to:

- Add over 600 new horizontal control stations into COSINE on the NAD83-ORIG and/or the NAD83-CSRS V6 (2010.0) datums for the cities of Burlington, Markham, Newmarket, Oshawa, and Ottawa, the community of Hamlet, as well as several projects along provincial highways submitted by MTO
- Add over 60 new vertical control benchmarks into COSINE on the

Canadian Geodetic Vertical Datum 1928 (CGVD28) for the City of Peterborough, the Town of Stouffville, and several projects along provincial highways added by MTO

The 2020 Canadian Geodetic Reference System Committee

Discussions took place this year to review the potential Canadian implementation of the new horizontal and vertical reference systems promoted by the United States National Geodetic Survey (US NGS), specifically:

- New horizontal datum known as the North American Terrestrial Reference Frame 2022 (NATRF2022),
- New vertical datum North American- Pacific Geopotential Datum 2022 (NAPGD2022).

At this point, it is expected that the NAPGD2022 will be equivalent to the Canadian Geodetic Vertical Datum 2013 (CGVD2013) being implemented and used across Canada.

To access COSINE or for more information about geodetic activities in Ontario, visit Geodesy Ontario web page or email: geodesy@ontario.ca

Geographic Names

The Ontario Geographic Names Board considered 96 cases at three meetings with 11 recommendations in the process of being finalized. 15 deferrals and 70 pending consultation input. Three names were submitted by Indigenous communities and eight submissions were in memory of servicemen from Ontario who lost their lives in World War II.

We continue to communicate and collaborate with First Nations, municipalities, landowners, and businesses about naming in Ontario. We have noticed an increased interest from the public for naming this year. In 2020, the geographic names team:

- Provided 50 names for the Ontario portion of a national map Celebrating Women with Canadian Place Names
- Participated virtually in the Geographical Names Board of Canada Annual General Meeting
- Developed interactive maps and on-line questionnaires for public consultation on name proposals and promoted through social media channels
- Developed new naming policies and procedures in collaboration with stakeholders and other jurisdictions

- Maintained the database of 60,000 official geographic names for official mapping

Foundation Geospatial Data

The Mapping and Information Resources Branch acquires, maintains, and delivers geomatics and information services to MNRF, other ministries, and Ontarians.

Foundation geospatial data includes:

- Roads
- Water
- Utilities
- Wetlands
- Elevation data
- Imagery

This foundation data is referenced by the survey community when developing survey plans or planning survey activities. Much of this data is available for direct download from Land Information Ontario: ontario.ca/lio

High-quality, authoritative foundation geospatial data ensures accurate mapping and supports sound decision-making for government, businesses, and the public.

Ontario GeoHub

Ontario GeoHub allows users to easily find, download, or stream authoritative geospatial data. Surveyors can now evaluate data on the fly before deciding to access it. GeoHub has more than 350 open data sets available for download.

Ontario Hydro Network

This year we updated water data for over 33,000 km² in northern Ontario and over 16,000 km² in southern Ontario. Since 2013, over 400,000 km² have been updated to support forest management planning. We also collaborated with Natural Resources Canada's National Hydro Network team on surface water feature extraction using high-resolution elevation data and imagery as well as sharing maintenance processes and open tool development.

A beta version of the Vector Topographic Map Cache will be released in 2021 and will be announced through the LIO distribution list

Advancing the Topographic Map

Users of survey and geomatics software and web mapping applications reference the topographic map cache regularly for authoritative mapping. In 2020,

cartographers made improvements to a new vector-based map cache that will allow for faster update times, require less storage space, support better display quality and printing, and allow for dynamic labeling with clearer text.

Ontario Road Network

The Ontario Road Network (ORN) holds information for more than 260,000 kms of roads across the province. The ORN is maintained by sourcing data from municipal, provincial, and federal levels of government.

In 2020, more than 100,000 kms of roads were added or updated. The ORN is fundamental to Ontario's emergency response systems. The data is also used by the federal government to update Canada's National Road Network, the Statistics Canada Road Network, and to improve Canada's census geography.

Elevation Data

In 2020, the Provincial Mapping Unit provided in-kind quality control support for an NRCan/City of Ottawa funded airborne topographic LiDAR (Light Detection and Ranging) acquisition for the Greater Ottawa Region. In return, MNRF will receive over 4,000 km² of high-quality LiDAR data for Ontario's open data holdings available through Ontario GeoHub.

The Provincial Mapping Unit supported the MNRF's Forest Resource Inventory program and Natural Resources Canada by coauthoring a peer-reviewed science article on the vertical accuracy of new single-photon LiDAR data collected in 2018-19 over the Petawawa Research Forest. The surveying component for this article was supported by geodetic and cadastral staff of OSG and an external survey firm to complete the vertical control survey for the project area.

Ontario Imagery Acquisition Program

Land Information Ontario coordinates partnerships to collect imagery for the province. The partnership approach provides cost savings to all parties, allowing access to the imagery for a rate typically in the range of \$4-6 per km².

In the spring, one of the largest provincial acquisitions of imagery (over 44,000 km²) occurred in southwestern Ontario in partnership with the private sector, municipalities, First Nations, and the provincial and federal governments. This imagery will be available for purchase in 2021.

Surveyors can purchase imagery products and access elevation products through an open data license at Ontario Geohub

Survey firms have taken advantage of a subscription option available to private sector organizations. With this option, organizations contribute to an acquisition and can select imagery on an as-needed basis for up to three years after the imagery is available.

*For more information, e-mail: imagery@ontario.ca
Open Data licence web page [Ontario Geohub](#)*

The imagery is multi-spectral with a resolution of 16 cm for southern Ontario and 20 cm for north-central Ontario. Ground control is established for each project area resulting in a horizontal accuracy of 45 cm for southern Ontario and 50 cm for north-central Ontario. Stereo data is also available to partners at no additional cost. Elevation data generated from these imagery projects includes a digital surface model point cloud and a raster digital elevation model.

The 2021 project partners are finalizing plans to collect imagery for central Ontario and partnership opportunities are still available. More information on GeoHub or email imagery@ontario.ca.

As new imagery becomes available, it can be viewed on the Make a Topographic Map web application.

In Closing

It has been another busy year in the Mapping and Information Resources Branch. All offices provided services throughout the pandemic while working remotely. Occasional visits to the office were necessary to perform research and retrieve paper documents, but for the most part, work continued relatively seamlessly.

We continue to refine our multi-year plan to ensure our mapping and geographic information services support government priorities such as economic development and Simpler, Faster, Better services for businesses and Ontarians.

We were more successful in our efforts to recruit surveyors this year and hope to be able to make some announcements soon. We are seeking an Order-In-Council appointment to replace me as Surveyor General within the next couple of months.

In parting, I'd like to say it has been a pleasure serving as your Surveyor General for the past eleven years and serving the Ontario public for 31 years. One never accomplishes anything alone, and I can say, without hesitation, I have been fortunate to have served alongside some of the best people and minds in the business. I feel honored to have led or participated in many projects over the years, across three ministries, that have achieved tangible results for the people of Ontario.

"I'm thankful for Sue being the inquisitive person she is. For being the wealth of knowledge. For being the stable and calm person in a storm. For charting direction into calmer seas. Most importantly, for being a kind and empathetic person, who understands life outside of work, and makes going to work everyday a joy. Thanks for being a role model to aspire to."

"For making sure her message is understood, persevering and getting the job done."

"From discussing water boundaries to repairing leaking basements, Sue has lots to share and is willing to listen too."

"[Without Sue's encouragement] I probably would not have spent 7 years upgrading my education component while working and becoming a licensed OLS."

"Sue is best known for her personality, knowledge and overall management, but professionally speaking, I believe she was the first female Surveyor General (or Director of Surveys in other jurisdictions) in Canada."

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Ontario Ministry of Natural Resources and Forestry
300 Water Street, 2nd Floor North
Peterborough ON K9J 8M5

EXECUTIVE DIRECTOR'S REPORT

2020

Brian Maloney, OLS

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, 2020 to December 31st, 2020 under the general headings of Staff, Administration, Strategic Planning, Membership, Government Relations and Public Relations.

Staff

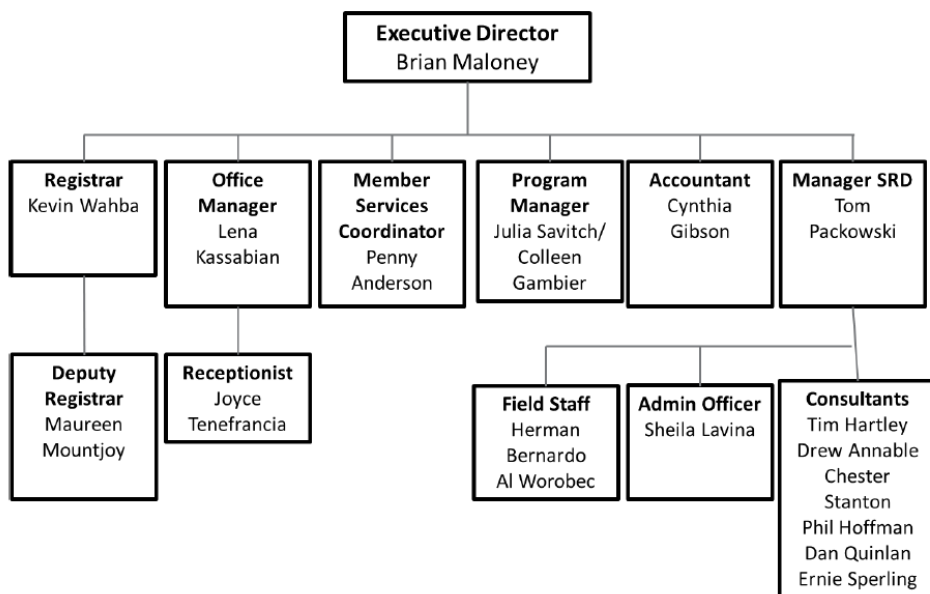
The Association's staff complement for 2019 included a total of 12 staff members (including 5 Ontario Land Surveyors). In addition, we have 3 Ontario Land Surveyors on contract to assist the Survey Review Department (SRD) with the Peer Review Program.

During 2020 there were changes to the staff complement. Our Program Manager, Julia Savitch, was blessed with a new child and was off on maternity leave for the latter part of the year. Colleen Gambier is filling in during her leave.

The complete staff list at the end of 2019 is as follows:

Brian Maloney, OLS	Executive Director
Kevin Wahba, OLS	Registrar
Maureen V. Mountjoy, OLS	Deputy Registrar
Lena Kassabian	Office Manager
Julia Savitch / Colleen Gambier	Program Manager
Penny Anderson	Member Services Coordinator and Webmaster
Cynthia Gibson	Bookkeeper / Accountant / Controller
Joyce Tenefrancia	Administrative Officer
Tom Packowski, OLS	Survey Review – Manager
Al Worobec, OLS	Survey Review – Field Survey Examiner
Sheila Lavina	Survey Review – Administration Officer
Herman Bernardo	Survey Review – SRD Examiner Assistant

Association of Ontario Land Surveyors Organization Chart



The following provides a brief background of the staff members.

Brian Maloney joined the AOLS as **Executive Director** in February 2019, just prior to the Annual General Meeting. He was the owner and operator of Fiducial Points Consulting, which he operated for five years. He retired from the Ontario Ministry of Natural Resources (OMNR) seven years ago, where his last position was Acting Assistant Deputy Minister, Corporate Management and Information Division. In his previous role as Director, Mapping and Information Resources Branch, he was responsible for setting direction for information management and the geographic information program for OMNR and Ontario. As such, he led the development of an Information Management Strategy and implementation plan for OMNR and also led an initiative which defined information management roles for the Ontario Public Service. Brian completed major information components of Ontario's Land Information Infrastructure (policy, technology, and major data components such as the Ontario Parcel and the Ontario Road Network). He also brokered many costs and information sharing agreements with private sector, government and non-government organizations to leverage capacity to deliver information services and products and provided national leadership through a variety of federal and national committees. He is a former Surveyor General Ontario and a past-president of the AOLS. He holds an Honours B.Sc. with a Specialist in Survey Science from University of Toronto.

Kevin Wahba joined the AOLS as **Registrar** in January 2019. He is a graduate of York University with a Bachelor of Engineering (Geomatics Stream). He also holds a Bachelor of Laws from Dundee University in Scotland. As well as being an Ontario Land Surveyor, he is also registered as a lawyer with the Law Society of Ontario, which is a real asset to the AOLS. He has lectured in the survey law courses at York University and has practiced both as a lawyer and surveyor. He is responsible for delivering on the many statutory provisions included in the *Surveyors Act*.

His principal duties include supporting the Academic and Experience Requirements Committee and the Complaints Committee by preparing their agendas and minutes and ensuring that all correspondence emanating from these committees is processed expeditiously. During 2020, Kevin supported the AERC with processing academic evaluations and articling applications as well as assisting with examinations, the annual lecture course, and presiding over the Convocation Lunch. He also prepared the agendas and minutes and processed the files for Complaints Committee meetings.

Kevin participated in discipline hearings, dealt with several referrals from the Survey Review Department, provided administrative assistance to the Fees Mediation and Registration Committees, participated in the Professional Standards Steering Committee and responded to numerous inquiries from both members and the public. He also attends Council meetings, represents the AOLS as a member of the CBEPS Board, acts as liaison to the Office of the Fairness Commissioner and conducts Registrar's Investigations as required.

Maureen Mountjoy is a graduate of the first class ('76) of the Survey Science program at Erindale College, University of Toronto. In 1978, she was the second woman to become an Ontario Land Surveyor. She has been the **AOLS Deputy Registrar** and the **Editor of the Ontario Professional Surveyor** magazine since the Fall of 2000. She is also the Secretary and Chief Administrative Officer of the AOLS Educational Foundation and works closely with the Colleges and Universities whose students benefit from the awards generated from the Foundation. Maureen is a non-voting member of the Academic and Experience Requirements Committee (AERC), a member of the Public Awareness Committee (PAC), the Geomatics Recruitment and Liaison Committee (GRLC), the University and College Liaison Committee (UCLC) and the Underground Utilities Committee (UUC). She is also a member of the Best Practices Committee of the Ontario Regional Common Ground Alliance (ORCGA). She attends many trade shows and career fairs to promote our profession and works closely with faculty and students in the Geomatics program at York University. She is the AOLS representative on the York University Geomatics Engineering/Geomatics Science Advisory Committee.

Maureen continues to work with Secondary Schools to expand the Specialist High Skills Major (SHSM) "Introduction to Surveying" course to raise awareness of surveying as a career. Her tireless work on promoting our profession should continue to pay dividends in the form of new members.

Lena Kassabian has been with the AOLS since August 2005. As **Office Manager**, she ensures the AOLS office is running smoothly, and the staff and members' expectations are met in a timely manner.

Lena is deeply involved with the AERC. She is responsible for processing evaluations and articling applications for students seeking their designation as an Ontario Land Surveyor. She meets with prospective candidates and engages them in the process in a positive fashion and ensures that all applicants receive the necessary materials. She takes great joy in helping local and internationally trained candidates achieve their goals.

Lena also scouts out locations for Annual General Meetings, Council Meetings, AERC events, the Geomatics Picnic and other meetings and seminars. She negotiates contracts for these events and organizes them. Along with all of the above, Lena is the key organizer of the Associations' Annual General Meeting.

Julia Savitch has been with the AOLS since July 2011 as **Program Manager**. She has a Bachelor of Business Administration from the Schulich School of Business and has completed her MBA from the same school.

Her responsibilities include working with the Continuing Education Committee to develop courses for our members and managing CPD; Website Committee; AGM Planning & Operating Committees, and all the commissions of the association. She also tracks the implementation of our annual Strategic Plan.

Julia is the editor of AOLS In Sight e-newsletter and the organizer of our monthly webinars. She also manages our social media presence on LinkedIn and Facebook. Julia enjoys working with our great volunteers - committee and task force members, Regional Group Executives, and Council, - as well as enabling communication and information sharing between various stakeholders of the AOLS.

She welcomes suggestions from all members for newsletter, webinar and seminar content and encourages them to get involved in AOLS social media outlets.

Colleen Gambier joined the AOLS Team as **Interim Program Manager** in October replacing Julia while she is away on maternity leave. She has a Law Clerk diploma from Centennial College and brings significant experience working with other associations.

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 obtained her Information Systems Management Certification at Ryerson University. She successfully gained her PMP Certification through Sheridan College.

Her role involves managing the Membership Database, Scheduling Membership Dues, and updating website content. Penny is the channel for Members' information changes,

REACH Bulletin Distributions and assistance to Members on how to navigate the website and setting up membership accounts online.

Penny also provides support to the Executive Director in generating demographic reports and assists in taking the minutes of Council meetings.

Joyce Tenefrancia is the **Receptionist and Administrative Assistant**. She joined AOLS on June 20, 2016. Joyce is your first point of contact with the association. She is the AOLS Administrative Officer at reception, answering the telephone, checking and responding to emails, opening the mail, and generally meeting and greeting those who come into the office.

She supports almost all of the AOLS staff, and various committees, specifically the AERC and Complaints Committee. Daily, she acts as service conduit for a variety of stakeholders. The AOLS membership and extended community is important to her. If you don't know which staff member you should be contacting, contact Joyce and she will send you in the right direction!

Cynthia Gibson joined the AOLS in 2018 as our Bookkeeper / Accountant / Controller. She is responsible for our financial wellbeing; for all processes of recording accounting information, analyzing its components & producing monthly financial statements for the management. All these steps are vital for us not only in order to know our current financial performance, but also necessary for forecasting future activities and making them financially feasible.

Cynthia also does all year-end procedures including preparation of various tables, schedules & reports needed for auditors in preparation for annual Financial Statements. As we want to manage our funds wisely and gain interest on investments, we have a number of investment portfolios. Recording of accrual interest revenue is done by Cynthia based on monthly financial reports and adjusted in annual financial statements. Liability Insurance, although handled by the Insurance broker, is getting incorporated into our accounting system. We are also involved in the whole process as we receive premiums paid by members prior to paying the portion to the insurance broker.

Other current operations handled by Cynthia include payroll, reconciliations with banks & government bodies & preparation of annual reports for Revenue Canada. She has made many changes this year to improve our efficiency and ensure accuracy in our reporting. Cynthia is working towards becoming a Certified Professional Accountant.

Tom Packowski joined the Association Offices as the **Manager of the Survey Review Department (SRD)** in early June of 2018. Tom is a graduate of the Survey Science program at Erindale College, University of Toronto (UofT). Tom brings a wealth of experience from his many years as a principal in a private practice firm and from his involvement in Association activities.

Tom, the SRD staff and the consultants at the Survey Review Department are constantly trying to improve the operation of the department. This year Tom reinstituted

generating reports to identify trends and potential problems. He, along with his consultants have made significant progress this year in reducing the backlog of comprehensive reviews and improving timeliness of reviews. It is worth reminding members that every comprehensive review undergoes a review by a second consultant to attempt to remove any bias.

Tom is also the Chair of the Continuing Education Committee, which is a great fit with his AOLS position. He has written several articles for the Ontario Professional Surveyor reflective of findings from reviews.

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 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. Al works on a part-time basis completing field reviews.

Sheila Lavina has been with the AOLS since March 2010 and has worked as the Administration Officer. In September of 2014 she transferred to the role of **SRD Administrative Officer**. Sheila acts as the liaison between the SRD and the participating firms. Other duties consist of ordering and maintaining supplies, coordinating meetings.

Herman Bernardo has been with the AOLS since November 2010 as the **Survey Review Department Examiner Assistant**. His responsibilities include coordinating deposited plans by OLS / Firms received from Land Registry Offices, as well as reviewing Comprehensive Reviews supporting documentation for missing material. Herman assists the Field Survey Examiner with field examinations, so he is often out in the field, working in the fresh air all over Ontario. He also fulfills the logistic needs for the field operations.

He is also our go-to person whenever something needs to be assembled, disassembled, moved or fixed in the office.

The staff at “1043” all put in a tremendous effort on behalf of the members. The Association is here for public protection and all staff take that role seriously. We also believe that working with our members and making the Association strong is another way that we protect the public. Most of the AOLS staff have been working from home for most of this last year due the COVID-19 pandemic.

Administration

This last year has been a year like no other with the office being closed to the public since March due to the COVID-19 pandemic. We were able to quickly acquire sufficient technology to allow our employees to work from home. Joyce Tenefrancia kept operations going and was the lone employee that remained in the office to deal

with mail, phone calls, etc. She has gone above and beyond expectations to ensure that the AOLS continued to operate effectively. We monitored public health recommendations and established and modified a COVID-19 policy for staff to ensure their safety.

We completed a comprehensive review of IT throughout the office and developed a strategy for moving forward. We have started implementing the strategy (e.g. moved all computers to Office 365, acquired laptops for all staff, developing member database requirements, getting quotes for VOIP) but have been delayed as we prepared for the first ever virtual Annual General Meeting.

We were successful in having changes made to both the *Surveyors Act* (allowing electronic meetings and votes) and the *Surveys Act* (modernizing the requirement to maintain survey records) thanks to cooperation with the Ministry of Natural Resources and Forestry.

Several policy issues were addressed over the year:

- Registrar Investigation Guidelines
- Update to IT policy for working at home
- Use of Digital Signatures during COVID-19 pandemic
- Developed 3 by-laws (AOLS Fees, SRD plan submission form fees, and By-law and Regulation voting procedures) for Council approval
- Insurance Reserve Policy was implemented saving members \$550,000 in payments this year

Training was organized related to mediation and discipline, both of which were well received.

We put a new banking system in place this year that provides additional financial oversight (e.g., our Finance Councillor can see all transactions, two approvals are required for all payments and transfers over \$3000). We changed the fiscal year from a calendar year to one running from November 1st to October 31st, which will make future financial reporting easier.

Unfortunately, we did have some communication challenges with the Canada Revenue Agency in the change. Invoicing and tracking procedures were updated to improve tracking of aging of accounts and accuracy of information.

Strategic Planning

We tuned up the 5-year Strategic Plan this year using a scenario planning approach which differs from the approach used in past years. It allowed us to consider the uncertain impact of the COVID-19 pandemic in terms of our priorities. The overall vision did not change significantly but implementation plans were modified particularly for this year.

Increased emphasis was placed on inclusivity and considering minorities in our activities. We recognized the requirement to improve our abilities to use virtual technologies. There was strong support to continue implementation of our risk management approach.

Our key priorities and actions remain focussed on education, increasing public and government awareness, risk management, and regulation changes. Actions were reviewed and refined at every Council meeting.

Despite COVID-19 challenges I am pleased to say that we have been able to move forward on most of the implementation plans outlined in the strategy. Highlights include:

- conducting a robust survey for our members related to harassment and discrimination,
- acquiring additional virtual technology including event management software and live polling technology,
- completing risk reviews of the SRD Committee and the Complaints Committee,
- developing more rigorous metrics presented in the form of a regularly updated dashboard,
- moving forward on a variety of training, and communications to all municipalities in Ontario

Membership

We continue to face a future challenge of maintaining enough surveyors to meet the public's needs. We have a large demographic of surveyors over 60 years of age who will inevitably retire. We saw a further decline in numbers at the end of 2020 with surveyors retiring, bringing our numbers to 460 licensed members and 27 holding Certificates of Registration. Spring professional exams were cancelled due to COVID-19 but the Academic Experience Requirements Committee and the Registrar were able to mount online exams in December resulting in 34 new surveyors sworn in in January. This results in an increase in the number of surveyors in 2021 and is the highest number we have had since 2013. We still have a healthy number of articling students. The number of Certificates of Authorization remains steady with 167.

AOLS committee work is a key resource that benefits the AOLS. It allows us to involve active practitioners, while at the same time containing our costs using volunteers. This year we had 179 unique committee members participate in 6 statutory committees and an additional 22 active committees or task forces. Most Committees and Task Forces have continued to meet and make progress despite the pandemic. This is fantastic for an association of our size. We have recognized that these committees and task forces require support and have endeavoured to provide staff and consulting resources to them. We struck a new Task Force this year to respond to the sudden closure of the counter services in the Land Registry Offices.

We struggled a little in getting webinars this year offering only 2 webinars. We were able to put on an 8 hour “Best Practices for Surveyors and Setting Your Field Crew Up for Success” seminar. We also had a successful, well-attended Annual General Meeting in Huntsville, just prior to the COVID-19 outbreak that provided a significant continuing professional development program. We have a virtual event planned for our upcoming Annual General Meeting that hopefully will meet the needs of our membership.

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. The Committee’s outreach activities this year were severely limited due to the COVID-19 restrictions. They worked with other committees to prepare material and resources that will be extremely helpful as regular events return:

- They found and got access to a virtual sandbox that can be used in future events,
- With the support of Surveyors on Site, they prepared a stand-alone virtual point cloud tool integrated with imagery, to be able to show students in a virtual environment,
- Generated a new public awareness tool (looks like a smart phone) with links to the AOLS website; hard copy and virtual intended for a variety of marketing uses
- Put out a poster to support International Women’s Day
- Supported Rudy Mak in the creation of a pilot documentary on the “What a surveyor does”
- Generated a new graphic representation for the AOLS

A variety of articles were published (e.g., CAA, Municipal Monitor, GoGeomatics). They also assisted in having two letters distributed to municipalities dealing with the important role that surveyors play in a municipal environment and addressing the distribution of survey plans.

Four information packed issues of the Ontario Professional Surveyor were published along with on-line In Sight articles every two weeks, which are broadly subscribed to. The Public Awareness Committee and Deputy Registrar, Maureen Mountjoy, are to be commended for their efforts. The Executive Director met with the Executive Directors of the Ontario Professional Foresters Association and the Canadian Institute of Quantity Surveyors to discuss items of mutual interest. He participated in an education webinar for the Professional Foresters. He also met with the Deputy Minister of the Ministry of Natural Resources and Forestry and other government staff (e.g., Director of Land Registration, Examiner Surveys, Chief Surveyor for the Ministry of Transportation) to maintain government relations.

Executive Director Meetings

We continue to be very active on the national front in seeking solutions to strengthening our profession as a whole. Executive Directors/Chief Executive Officers meet quarterly with three on-line meetings and one face to face meeting annually. The face-to-face meeting, which was to be hosted by Ontario, had to be turned into an on-line meeting due to the pandemic.

Summary

I would like to thank President Andrew and all of Council for their help over the past year. I also especially want to thank all the staff at 1043 and all committee members for their continued efforts and work towards the betterment of our Association and profession.

Brian Maloney, OLS
Executive Director
Association of Ontario Land Surveyors

REGISTRAR'S REPORT
For the year 2020
Kevin Wahba, OLS, LL.B., B. Eng.

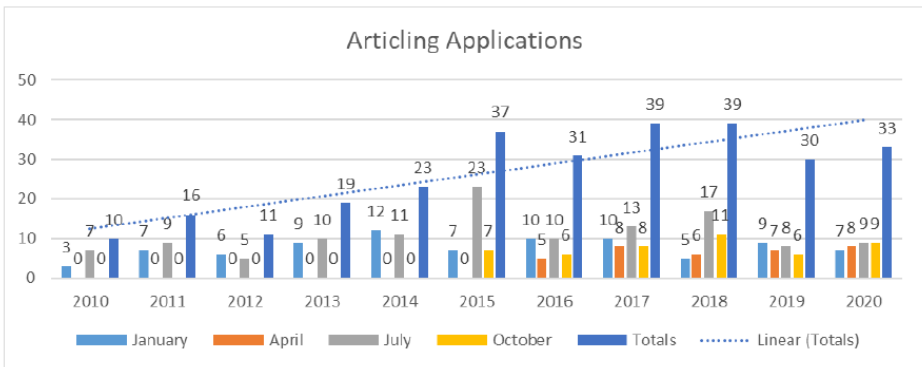
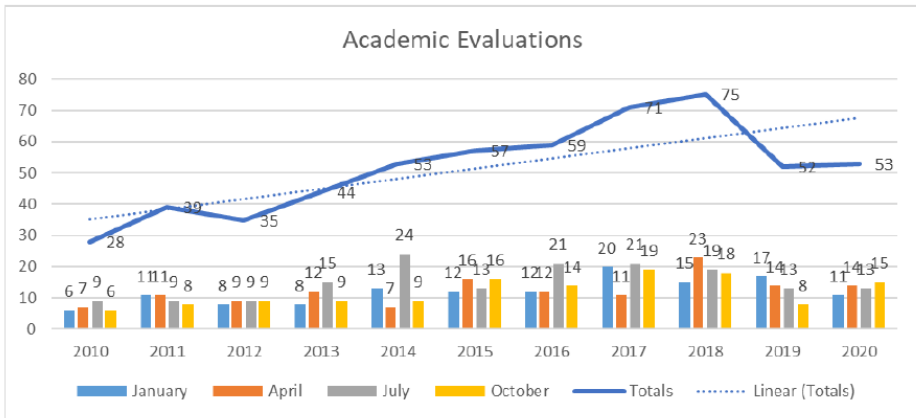
The Registrar is appointed by Council under Section 3. (8) of the *Surveyors Act* and is responsible for overseeing the statutory responsibilities of the Association of Ontario Land Surveyors.

The Registrar's activities are concentrated primarily in the areas of Academic and Experience Requirements, Public Inquiries, Licences, Certificates of Registration, Certificates of Authorization, Complaints and Discipline.

Academic and Experience and Requirements Committee (AERC)

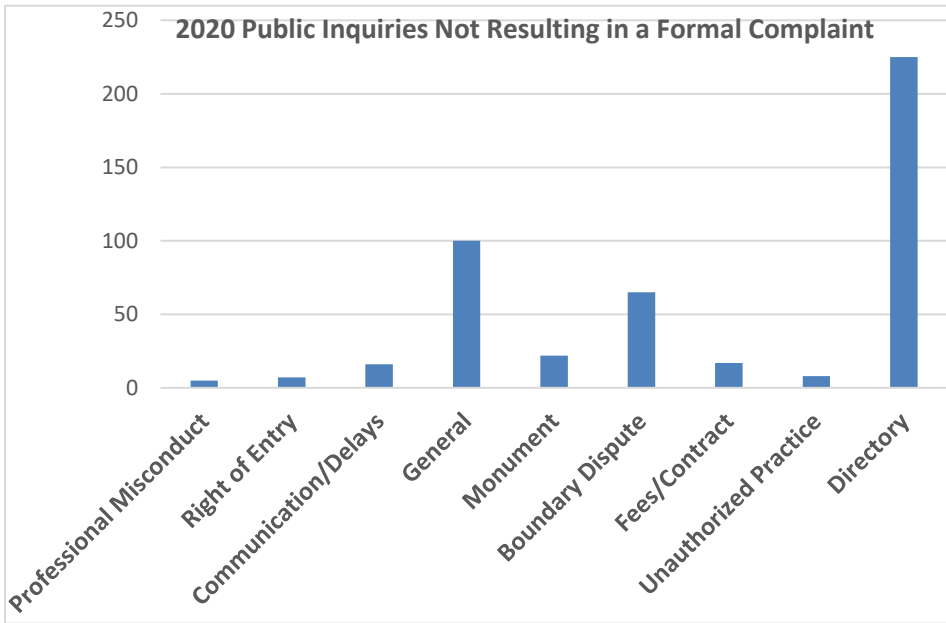
The Registrar is not a voting member of the Academic and Experience Requirements Committee, but carries out its administrative activities, including preparation of the agendas, motions and minutes for each meeting. On behalf of the Committee, the Registrar also responds to requests for information regarding academic evaluations, requirements for membership, articling, monitoring, and examinations. Deputy Registrar Maureen Mountjoy assists in coordinating the activities of the Committee, in consultation with the Registrar and the AERC Chair, ensuring that all relevant issues are brought to the Committee's attention. In 2020, the Registrar presented four articling information sessions, assisted with the Statutes, Oral and Written Professional Examinations, organized and participated in the annual Professional Lecture Course.

Thirty (33) new students entered into articles during 2020, and six (6) students' articles expired or were cancelled. As of January 29th, 2021 there are ninety (90) articling students, a decrease of seven (7) over last year. Fourteen (14) of the current articling students are females. The Academic and Experience Requirements Committee also approved fifty-three (53) academic evaluations during 2020. Fifteen (15) of the 2020 evaluations (28.3%) were internationally educated applicants. Ten (10) of the 53 were female applicants. The following charts provide a graphical illustration of these statistics.



Educational Services

The Registrar responds to inquiries from both the membership and the public. Many requests for information are satisfied during the initial contact, but others require research and written responses after appropriate discussions with other surveyors, staff and occasionally Council. 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. The following chart provides a graphical illustration of the various inquiries received by the AOLS during the year of 2020:



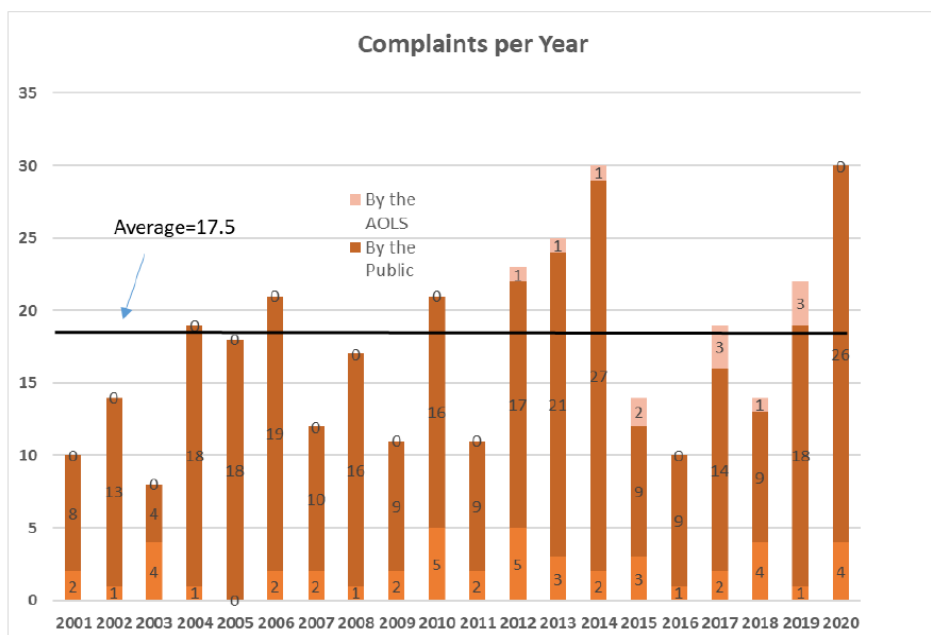
Compensation Fund

One application to the Compensation Fund was received during 2020. The Compensation Fund is set out under Section 33 of the *Surveyors Act*. Council established a Compensation Fund Committee in 1998, and delegated its powers pursuant to Section 33 (10) of the *Surveyors Act* to this Committee, made up of the Executive Director, Registrar and Finance Councillor, for any application up to \$5,000.

Complaints Committee

Formal complaints regarding the actions or conduct of a member of the Association must be filed in writing with the Registrar. The Registrar acknowledges receipt of the complaint and notifies the member who is the subject of the complaint. The member is provided with a copy of the complaint letter and materials and is given at least two weeks to provide an explanation and supporting documentation in response. The member's response is provided to the complainant, who is also allowed two weeks to make any further response, and the member is also provided with the complainant's second response and allowed to make a final submission.

The Registrar compiles all of the information submitted by both the complainant and the surveyor and presents the file, without comment, to the Complaints Committee in a timely fashion. The Registrar also acts as the recording secretary of the Complaints Committee and distributes all correspondence and decisions resulting from the Committee meetings. The Registrar is not a member of the Committee and attends



meetings at the request of the Committee to provide information and administrative support. This committee makes extensive use of their secure area of the AOLS website for the exchange of information, and committee meetings are held using GoToMeeting, allowing members from all over the province to participate.

Thirty (30) new complaint files were opened in 2020, compared to twenty-one (21) in 2019. The Committee held nine (9) teleconference meetings during 2020. Twenty-six (26) of the thirty complaints originated from members of the public and four (4) from Association members. The Committee issued twenty-six (26) final and five (5) interim decisions during 2020. Interim decisions usually request specific action on the part of the surveyor. If the surveyor complies, the interim decision becomes final, and no further action is required. If the surveyor does not comply, the Committee must reconsider the matter and determine an appropriate course of action. Of the twenty-six (26) final decisions issued in 2020, three (3) referred a member to AOLS Council for further action. The following chart shows the total number of complaints per year from 2000 to 2020, the average number over that period being 17.5 per year.

Discipline Committee

Three new discipline hearings were completed in 2020. The hearings were concluded when the panel accepted a joint submission agreed to by both parties. The decisions in these cases were published in several editions of the Ontario Professional Surveyor magazine and were also posted on the AOLS website. One Mediation Agreement resulting from a Council referral was also published to the AOLS website.

A hearing that began in January 2016 was concluded in 2018 and a decision was issued on December 18, 2018. The hearing for submissions on penalty concluded in 2019. The member filed an appeal to Divisional Court and a decision was rendered on February 10, 2020. The Divisional Court decision is posted on the AOLS website.

Registrar's Investigations

Section 30 of the *Surveyors Act* allows the Registrar to undertake an investigation where the Registrar believes that there are reasonable and probable grounds that a member of the Association has committed an act of professional misconduct or incompetence, or that there is cause to refuse to issue, or to suspend or revoke a Certificate of Authorization. No Registrar's Investigations were initiated during 2020.

Registration Committee

The Registration Committee is a statutory committee, created under Section 9 of the *Surveyors Act*, having a Statutory Power of Decision that allows it to hold a hearing under the *Statutory Powers Procedure Act*. When the Registrar proposes to revoke or refuse to issue a licence, Certificate of Registration or Certificate of Authorization, or proposes to issue one of these subject to conditions, the member or applicant may appeal to the Registration Committee, who must then hold a formal hearing. Regulation 1026 of the *Surveyors Act* requires that this committee approve applications from members who wish to be in charge of more than one survey office. Eight applications were made during 2020.

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. No members were referred to the Complaints Committee during 2020 as a result of a Survey Review Department referral to the Registrar.

Licences, Certificates of Registration and Certificates of Authorization

The Registrar is responsible for the issuance and renewals of Licences, Certificates of Registration and Certificates of Authorization (C of A). As of January 29, 2021, thirty-four (34) new Licences and several new or revised Certificates of Authorization were issued. As detailed in the Statistics section below, there has been an increase of 1% in the overall number of professional members, an increase of 5.6% in the number of licensed members and a slight increase of 1.8% in the number of Certificates of Authorization as of January 29, 2021.

Elections and By-Laws

The Registrar oversees the distribution and counting of ballots for voting on By-laws, Regulations and elections to Council. By-laws 2020-1, 2020-02 and 2020-03 were approved by secret vote of the membership since the 2020 AGM, and one new Junior Councillor for 2021 was acclaimed.

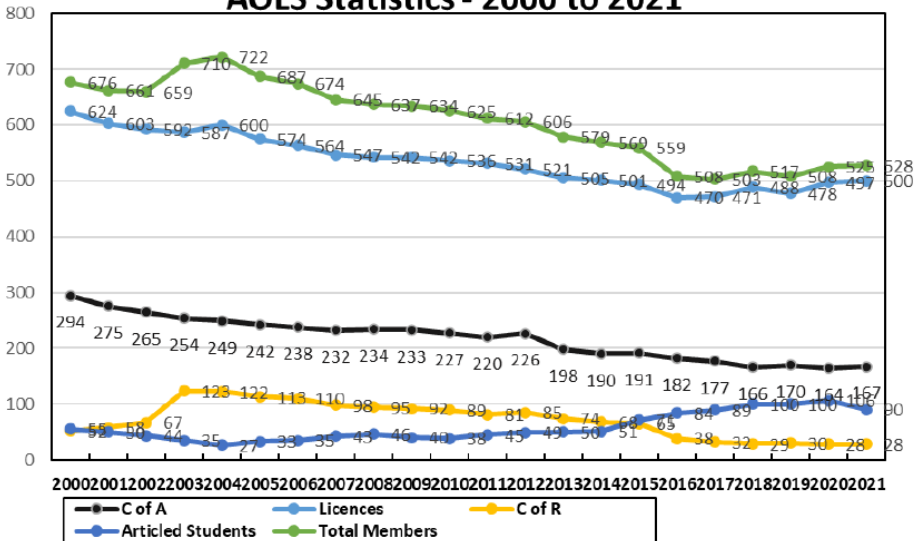
For the 2021 Council, Vice-President Gavin Lawrence was acclaimed as President and Councillor Andrew Shelp was acclaimed as Vice-President. Two members were nominated as candidates for the two Junior Councillor positions, and one withdrew their name prior to election. Mr. Saša Krcmar was acclaimed as Junior Councillor. Senior Councillor Anna Aksan did not pursue the position of Vice-President and retired from Council.

Statistics

Below are some relevant statistics of the Association, current to January 21, 2021.

	As of Jan. 29, 2021	Last Year	Change	% Change
Total Membership	528	525	+3	+1.0%
Licences	497	469	+28	+5.6%
▪ Certificates of Registration	28	28	0	0%
▪ Certificates of Authorization	167	164	+3	+1.8%
Members who have passed away since the last AGM	1	10		
Retired Members	139	124	+17	-12.0%
Newly commissioned members since the last AGM	34	15	+19	+44.0%
Articling Students	90	97	-7	-7.3%
Associate Members	36	57	-21	-37.0%

AOLS Statistics - 2000 to 2021



The AOLS Statistics chart illustrates the trends in our membership over the past 21 years, during which we have seen a decline of 19.9% in the number of licensed members. Total membership during this period has decreased by 148, a drop of 21.9%, however the good news is that these trends have had a slight upward trend over the past several years. The number of Certificates of Authorization has declined from 294 in 2000 to 167 as of January 29, 2021, a drop of 43.2%. This, in part, may be because many firms have been bought out and amalgamated with others over the past few years. The number of articling students has risen steadily from a low of 27 in 2004 to the current number of 90, an increase of 333%.

SURVEY REVIEW DEPARTMENT MANAGER'S REPORT 2020

Tom Packowski, OLS

For those of you who I have not met, my name is Tom Packowski. I assumed the position as Manager of the Survey Review Department (SRD) from Tim Hartley in June of 2018. The staff at 1043, and in particular, the SRD and Consultants, have done a wonderful job of assisting me in carrying out my duties as the Manager.

The Survey Review Department (SRD) operates under the Inspection Program of the *Surveyors Act*, Regulation 1026, Section (40). The Department is totally funded by the sales of the \$16 Plan Submission Form Sticker. The sticker price has remained the same since 2012, in spite of rising salaries, expenses and other costs. The average annual number of stickers sold over the five-year period from 2013 to 2017 was about 35,900. In 2018, the sticker sales were 37,070 and last year, sticker sales were 35,450—down just under four and a half percent from 2018 and below the previous five-year average. While income from sticker sales was lower, expenses too were lower. Expenses were 12% lower than the budgeted amount, but still, the result was a negative cash flow for the first time in many years. If sticker prices remain the same, it is anticipated that the Department will continue to see negative cash flows for at least the next two years.

From revenues we paid the salaries of our staff, including our administrative officer (Sheila Lavina), assistant examiner (Herman Bernardo), a part-time OLS field examiner (Al Worobec), as well as consultants' fees for two longstanding OLS Comprehensive Review Consultants (Doug Reitsma and Drew Annable), one new Consultant (Chester Stanton) and OLS Consultant for systematic reviews (Tim Hartley). The Department also pay for all our office expenses, allocation costs for our use of the facilities and administrative costs at '1043'. We have a very talented group of staff and consultants. Of the OLSs within the Department, three have been on Council, two are Past Presidents, and one has a CLS designation along with an MBA for good measure.

The Department began 2019 with 71 active files, we opened 31 Comprehensive Reviews, which is lower than average and added 5 referral reviews. This lighter workload scheduled for last year provided an opportunity for our newest Consultant to learn the process from our more experienced Consultants. We closed a total of 77 files and ended the year with 30 active files.

At the end of 2019, one of our experienced Consultants decided to pursue other opportunities. To fill the gap, the Department sent out a request for Consultants and we were quite gratified at the positive response we received. We interviewed three applicants for the Consultant's position and are expecting to have at least two Consultants join the Department in the near future and perhaps a third later this year.

The scheduled workload for 2020 will be higher than average and we anticipate that the workload for 2021 will be higher again. We completed 297 Systematic Reviews in 2018 compared with 254 in 2018.

Years	Plans Checked	Integration	Method/Evidence	Minor/Comment
2019	297	41 (14%)	13 (4%)	61 (20%)
2018	254	50 (20%)	15 (6%)	52 (20%)
2017	245	59 (24%)	22 (9%)	118 (48%)
2016	248	99 (40%)	22 (9%)	111 (45%)

The Department has completed its initial review of the Practice Manual so that the actual day to day practices of the Department coincide with the Manual. Any changes that we can make to enable us to conduct the reviews in an efficient manner, without affecting the integrity of the Reviews themselves, will also be included in the Manual.

I should hasten to add that any changes to the Manual are/ or will be, as approved by the SRD Committee. Marvin McNabb has stepped down as Chair and Laura Gibson is now the Chair of the SRD Committee along with, Andrew Mantha and Gavin Lawrence as our Council reps along with Robert McKibbon, Gabriel Laframboise, Julia Meldrum Smith, Paul Francis and the newly added Andrea Tieman round out the Committee. The Committee is also ably assisted by the Executive Director and Sheila Lavina.

The SRD Committee has directed that the Department begin the process of reviewing all members of the Association including holders of Certificates of Registration. The Committee felt that there was adequate direction in Part 1 of O. Reg. 216/ 10 with which to initiate the review of C of R members.

As stated last year, the SRD Committee is an integral component of the Peer Review process. They protect the public interest first and foremost, but they also work on behalf of you, the membership. The SRD Committee reports to Council on the activities of the Committee and of the Department.

Part of the Comprehensive Review (CR) process includes an invitation to the firms to take part in an opinion survey regarding their experience with the CR process itself. These opinion surveys are confidential, OR not, depending on whether you wish to identify your firm. The results of the individual opinion surveys are sent on to the SRD Committee where they are reviewed and tabulated.

Matters of particular importance are raised by the Committee at the regular meetings held between the SRD Committee and the SRD Manager. On behalf of the Committee, I would encourage you to take part in the opinion survey as part of your CR. It has been updated so that it only takes a few minutes to complete.

One of the initiatives the SRD has undertaken is the compilation of five-year statistics from the results of the Comprehensive Reviews. The Department will continue to accumulate these statistics and share them with the Insurance Advisory Committee as

well as the Complaints Committee in order to determine what educational opportunities are available to the Continuing Education Committee in order to improve our services to the public.

Finally, I want to raise my concern that, you as a Professional Community provide many services to the Public such as cadastral surveying, opinions on boundary and construction layout. I have seen improvements in the quality of the cadastral work and would suggest that this is in part because cadastral opinions are subjects of continuing professional development and peer review.

However, construction layout, which is a frequent topic for continuing education, by way of webinars, articles in the OPS magazine and indeed at functions such as the AGM, is so far, not subject to peer review. Yet errors arising from construction layout are by far the largest source of monetary claims against our liability insurance policy.

This inconsistency, from my perspective as part of a regulatory body, is not right. The SRD Committee has recommended that the Department consider reviewing construction surveys and processes as part of the Comprehensive Review.

Respectfully,
Tom Packowski, OLS
February 28, 2020

ARCHIVAL AND HISTORICAL COMMITTEE REPORT

2020

Gord Good, O.L.S. (Ret.), Chair

The Committee is composed of Gordon Good (16) (as Chair, 14), James Hill (24) (as Past Chair, 2), Ross Burton (22) (as Past Chair, 2) and Manager of our Ottawa Branch, Doug Sutherland (20) Rental Director, Don Anderson (18) Photographer, Vicky (11) and Doug Culbert (16) caretakers of the Monument Garden / 'Hortum Momenta', Kent Campbell (6) John Vinklers (4) Bruce McMurchy (5) Brian Maloney Office Liaison (2), Anna Aksan (1), Commissioner, Andrew Shelp (1), Assistant Commissioner. (The number after the names represent years of service.) (The superscript number after the names represent years of service.)

The number of meetings this year was seriously affected by COVID-19 to such a degree that it was the Committee's recommendation that a review of our ongoing "Yates Data Base" be presented to the membership, so they become familiar with its purpose and use.

First, let the chips fall where they must and that is to blame Jim Hill for initiating the concept. Early in his tenure he forwarded the inquiry to a past chairman, being William Yates "if he was related to all the Yates?"

Second, to save us pages of writing let us end that story right here.

The subject of keeping in contact with retired members was fully and intently discussed at one of our meetings in 2005 and again in 2018. That subject remains as a current constant concern. The Association maintains a database listing all up to date members. On retirement from the active practice of surveying, your name is removed from that listing. Penny replies to your request with three follow up letters. The only way to stay on the active list is, to voluntarily pay the yearly retired member's fee.

Our primary concept was to have our own database which we could manipulate for a process of maintaining contact with retired members. The initial concept was to deal only with surveyors, who worked within the now known boundaries of Ontario. So began the "Yates Database" (YDB) project.

Many features have been added during the last sixteen years, even including the recent addition of the "Hudson Bay Company" of inland surveyors" who surveyed across northern Ontario and went beyond to the west. The Committee retains the initial mandate to be independent of the Association's database which is administered by Penny Anderson. However, it has been known for us to call on Penny for help.

The YDB uses Microsoft Excel as the foundation for storage of information. This is not the same base used by the Association and therefore is not compatible without appropriate software. Penny is familiar with that requirement.

There are 3 main sheets with listings using about three thousand lines. Alphabetically (Alpha), (Ontario Land Surveyors), listings (Alpha B4-1) (Provincial and Deputy Land Surveyors), and alphabetical listings (Unrecorded). The Alpha sheet begins at the first annual meeting in the year 1892 and lists all the OLSs from number 1 (Henry Strange) to number 2101(Jing Yao). The Alpha B4-1 sheet lists all commissioned surveyors from "about" the year 1764 to the year 1892. The Unrecorded sheet lists names of people, where we have no official records and that have become known to us and whose names are attached to plans or sketches or field notes or mentioned in any document brought to our attention. Included with the Ontario Land Surveyors are Associates (future Land Surveyors) and CR members (professionals with land related interests such as photogrammetrists, geodesists, geographers, etc.) who joined our profession.

In 2015, a Motion was passed by this Committee to transfer the ownership and maintenance of the "Yates Data Base" to the Association of Ontario Land Surveyors. This Motion was forwarded to Council for their approval. It was recorded in meeting 08-15 "the Executive Director" commented that Council did approve the Motion and further stated that the Archival and Historical Committee shall continue with the upkeep and maintenance of the "Yates Data Base".

It has to be noted that the chief purpose of this electronic record is the storage of biographical sketches of deceased members. Many, many surveyors' demise has been missed and it is only through diligence and the recent review of several different ancestry data bases that thirty or more past members have been identified. Joyce Tenefrancia has been a leader in discovering deceased members in several of these data bases. Tom Bunker recently added just over forty updated and original biographical sketches of past surveyors from the Muskoka district.

These write-ups of our past, generate a fascinating history of how surveyors have personally impacted the historical advancement of Ontario. Of course, they are written by partisan friends and family so only the good stands out. Who would believe, that with my voice, I could be the Vice President of the "Brampton Festival Singers" or that Peter Williams plays a grand piano and accordingly his house had to be modified?

The Committee does need volunteers to write up several biographical sketches and we are slowly falling behind. Perhaps your families or friends are not brave enough to try their composition skills, but the Committee has relief for them. John Vinklers is our "go to" in the group and is willing to pass on a guide to assist in composing biographical write-ups.

Another principle of the database is to maintain contact when you retire. Part of the duties at our AGM booth is to meet you and record any information you may have about yourself or your retired peers. Over the years this aspect has drifted into space and now your Committee is requesting your assistance in maintaining your data. Any

brief note containing information and emailed to Joyce (admin@aols.com) at headquarters will be dealt with in a confidential manner. Using members to follow up and keep in contact with retirees has not worked very well and retaining contact, as mentioned earlier, is our concern. Perhaps a separate follow up letter from your Committee may work, requesting permission to record your retirement address and phone number. Please assist us and forward your suggestions of how contact may be kept active. The Committee will gladly review all ideas.

So, what's in this database?

Your last name;

Your given names;

Your nickname or name you like to be called;

Your Registration number;

Your registration date of being Commissioned;

A link to your photo or to several photos and their location;

A link connection to your biographical sketch;

A note to your retired status;

A reference to any publications you would want, under your professional name;

A reference to any publication with professional reference, when it becomes known;

Your date of birth, when known;

Your date of death, when known;

A reference to any professional acknowledgment when it becomes known;

Retired address when known;

Phone number of retired members when known;

Place of Internment when known;

Family relationship to other surveyors when known;

References to any noteworthy interest mentioned publicly and when known;

This is a living database and may be added to or changed according to the direction of the Committee. THIS DATABASE IS NOT A PUBLIC DOCUMENT.

INDEPENDENT AUDITORS' REPORT

To the members of
Association of Ontario Land Surveyors,

Opinion

We have audited the accompanying financial statements of the Association of Ontario Land Surveyors, which comprise the statement of financial position as at October 31, 2020 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.

In our opinion, the accompanying financial statements present fairly, in all material aspects, the financial position of Association of Ontario Land Surveyors as at October 31, 2020, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Association in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance 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.

In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of
- not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If

we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Toronto, Ontario
January 25, 2021

A handwritten signature in black ink that reads "RSSM LLP". The letters are stylized and cursive.

RSSM LLP
Licensed Public Accountants

ASSOCIATION OF ONTARIO LAND SURVEYORS
STATEMENT OF FINANCIAL POSITION
AS AT OCTOBER 31, 2020
(Comparative period December 31, 2019)

	General Operating Fund	Liability Insurance Fund	Claims Reserve Fund	Compen- sation Fund	Total October 31, 2020 (Note 10)	Total December 31, 2019 (Note 10)
	\$	\$	\$	\$	\$	\$
ASSETS						
CURRENT						
Cash	746,809	102,501	102,501	-	951,811	2,454,970
Investments (note 2)	590,535	411,826	2,270,529	150,000	3,422,890	3,208,424
Accounts receivable	44,676	513,224	-	-	557,900	30,328
Inventory	98,346	-	-	-	98,346	105,018
Prepaid expenses	66,718	-	-	-	66,718	158,651
	1,547,084	1,027,551	2,373,030	150,000	5,097,665	5,957,391
CAPITAL ASSETS (note 3)	135,427	-	-	-	135,427	144,633
TOTAL ASSETS	1,682,511	1,027,551	2,373,030	150,000	5,233,092	6,102,024
LIABILITIES						
CURRENT						
Accounts payable and accrued liabilities	94,887	-	-	-	94,887	101,056
HST payable	6,108	-	-	-	6,108	53,106
Deferred revenue (note 5)	775,643	-	-	-	775,643	976,723
Insurance premiums refund payable	-	-	-	-	-	265
	876,638	-	-	-	876,638	1,131,150
FUND BALANCES						
Invested in capital assets	110,427	-	-	-	110,427	119,633
Discipline reserve	9,879	-	-	-	9,879	9,410
Externally restricted	-	1,027,551	2,373,030	150,000	3,550,581	4,497,724
Unrestricted	685,123	-	-	-	685,123	343,663
Building reserve	444	-	-	-	444	444
	805,873	1,027,551	2,373,030	150,000	4,356,454	4,970,874
TOTAL LIABILITIES AND FUND BALANCES	1,682,511	1,027,551	2,373,030	150,000	5,233,092	6,102,024

COMMITMENTS (NOTE 4)

APPROVED ON BEHALF OF THE COUNCIL:

Executive Director and Treasurer

Finance Councillor

ASSOCIATION OF ONTARIO LAND SURVEYORS
STATEMENT OF OPERATIONS
FOR THE PERIOD FROM JANUARY 1, 2020 TO OCTOBER 31, 2020
(Comparative period January 1, 2019 to December 31, 2019)

	General Operating Fund			Restricted Funds				
	Budget 2020 (10 months) (Note 7)	Actual 2020 (10 months) (Note 10)	Actual 2019 (12 months) (Note 10)	Liability Insurance Fund	Claims Reserve Fund	Compensation Fund	Total 2020 (10 months) (Note 10)	Total 2019 (12 months) (Note 10)
	\$	\$	\$	\$	\$	\$	\$	\$
REVENUE								
Fees and licences	1,211,917	1,202,148	1,406,688	-	-	-	-	-
Survey Review Department	466,667	528,380	593,073	-	-	-	-	-
Survey Records Index	110,750	100,000	21,350	-	-	-	-	-
Investment income	50,000	7,236	53,681	57,755	-	1,869	59,624	246,330
Cost-related activities	272,917	371,929	390,441	-	-	-	-	-
Continuing education	25,000	6,219	29,208	-	-	-	-	-
Internship program	-	-	10,416	-	-	-	-	-
Book sponsorships and sales	-	-	499	-	-	-	-	-
Insurance premiums	-	-	-	1,549,090	550,000	-	2,099,090	2,065,352
Credit card fees	11,667	12,353	15,314	-	-	-	-	-
Other income	11,667	3,183	14,095	-	-	-	-	-
	2,160,585	2,231,448	2,534,765	1,606,845	550,000	1,869	2,158,714	2,311,682
EXPENSES								
Salaries, benefits and consultants	623,612	629,284	804,731	40,000	-	-	40,000	48,000
Office and general	162,178	133,752	188,591	-	-	-	-	-
Survey Review Department	565,064	528,380	593,073	-	-	-	-	-
Survey Records Index	108,333	111,333	67,222	-	-	-	-	-
Building	45,667	29,731	53,608	-	-	-	-	-
Discipline expenses	83,333	29,531	199,155	-	-	-	-	-
Cost-related activities	254,167	326,924	362,168	-	-	-	-	-
Governance commission	168,333	35,699	110,491	-	-	-	-	-
Professional standards and practice commission	9,750	12,029	11,525	-	-	-	-	-
Outreach and professional education commission	65,750	31,517	64,271	-	-	-	-	-
Member services and other commission	33,417	1,587	28,904	-	-	-	-	-
Continuing education	27,500	6,219	29,208	-	-	-	-	-
Insurance premium	-	-	-	1,496,059	-	-	1,496,059	1,472,270
Claims against the fund	-	-	-	-	889,315	-	889,315	25,000
Credit card charges	11,667	12,611	15,466	-	-	-	-	-
Refund of insurance premiums	-	-	-	550,003	128,611	-	678,614	-
Cost of books distributed	500	5,747	1,841	-	-	-	-	-
Donations	-	6,250	13,250	-	-	-	-	-
	2,159,271	1,900,594	2,543,504	2,086,062	1,017,926	-	3,103,988	1,545,270
EXCESS OF REVENUE OVER EXPENSES								
(EXPENSES OVER REVENUE)	1,314	330,854	(8,739)	(479,217)	(467,926)	1,869	(945,274)	766,412

ASSOCIATION OF ONTARIO LAND SURVEYORS
STATEMENT OF CHANGES IN FUND BALANCES
FOR THE PERIOD FROM JANUARY 1, 2020 TO OCTOBER 31, 2020
(Comparative period January 1, 2019 to December 31, 2019)

	General Operating Fund				Restricted Funds			Total 2020 (10 months) (Note 10)	Total 2019 (12 months) (Note 10)
	Unrestricted	Invested in Capital Assets	Discipline Reserve	Building Reserve	Liability Insurance Fund	Claims Reserve Fund	Compensation Fund		
	\$	\$	\$	\$	\$	\$	\$	\$	\$
Fund balances at the beginning of year	343,663	119,633	9,410	444	1,440,985	2,906,739	150,000	4,970,874	4,213,201
Excess of revenue over expenses (expenses over revenue)	373,011	(12,626)	(29,531)	-	(479,217)	(467,926)	1,869	(614,420)	757,673
Investment in capital assets	(3,420)	3,420	-	-	-	-	-	-	-
Intrafund transfers (note 8)	(30,000)	-	30,000	-	-	-	-	-	-
Interfund transfers (note 8)	1,869	-	-	-	65,783	(65,783)	(1,869)	-	-
FUND BALANCES AT THE END OF YEAR	685,123	110,427	9,879	444	1,027,551	2,373,030	150,000	4,356,454	4,970,874

ASSOCIATION OF ONTARIO LAND SURVEYORS
STATEMENT OF CASH FLOWS
FOR THE PERIOD FROM JANUARY 1, 2020 TO OCTOBER 31, 2020
(Comparative period January 1, 2019 to December 31, 2019)

	General Operating Fund		Restricted Funds				
	2020 (10 months) (Note 10)	2019 (12 months) (Note 10)	Liability Insurance Fund	Claims Reserve Fund	Compensation Fund	Total 2020 (10 months) (Note 10)	Total 2019 (12 months) (Note 10)
	\$	\$	\$	\$		\$	\$
OPERATING ACTIVITIES							
Cash collected from members, customers and other sources	2,008,784	2,244,750	1,549,090	550,000	-	2,099,090	2,065,352
Investment (loss) income	(11,820)	10,954	123,316	-	(3,360)	119,956	156,733
Cash paid to suppliers and employees	(1,842,531)	(2,608,980)	(2,599,552)	(1,017,926)	-	(3,617,478)	(1,520,270)
	<u>154,433</u>	<u>(353,276)</u>	<u>(927,146)</u>	<u>(467,926)</u>	<u>(3,360)</u>	<u>(1,398,432)</u>	<u>701,815</u>
INVESTING ACTIVITIES							
(Increase) decrease in investments	(33,490)	(25,519)	944,528	(1,172,007)	5,229	(222,250)	(118,811)
Purchase of capital assets	(3,420)	(17,276)	-	-	-	-	-
	<u>(36,910)</u>	<u>(42,795)</u>	<u>944,528</u>	<u>(1,172,007)</u>	<u>5,229</u>	<u>(222,250)</u>	<u>(118,811)</u>
NET INCREASE (DECREASE) IN CASH	117,523	(396,071)	17,382	(1,639,933)	1,869	(1,620,682)	583,004
Cash position at the beginning of the year	627,417	1,008,609	19,336	1,808,217	-	1,827,553	1,259,428
Interfund transfers	1,869	14,879	65,783	(65,783)	(1,869)	(1,869)	(14,879)
CASH POSITION AT THE END OF THE YEAR	746,809	627,417	102,501	102,501	-	205,002	1,827,553

**ASSOCIATION OF ONTARIO LAND SURVEYORS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD FROM JANUARY 1, 2020 to OCTOBER 31, 2020**

PURPOSE OF THE ORGANIZATION

The Association of Ontario Land Surveyors (the "Association") is an organization whose principal object is to regulate the practice of professional land surveying in Ontario and to govern its members and holders of certificates of authorization in order that the public may be served and protected. The Association is a corporation without share capital created under the laws of the Province of Ontario. It is not subject to either federal or provincial income taxes.

1. SIGNIFICANT ACCOUNTING POLICIES

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations.

(a) Fund Accounting

The Association follows the restricted fund method of accounting for contributions. Unrestricted contributions related to general operations are recognized as revenue in the General Operating Fund in the year in which the related expenses are incurred. Restricted contributions are recognized as revenue in the appropriate restricted fund in the year received.

Revenues and expenses related to program delivery and administrative activities are reported in the General Operating Fund.

The Liability Insurance Fund has been established to cover the costs of administering the professional liability master insurance policies. Member firms are covered by master policies with the Novex Insurance Company. The Association's deductibles under these policies are paid out of the Claims Reserve Fund.

The *Surveyors Act* requires the Association to maintain the Compensation Fund to relieve or mitigate loss sustained by any person as a consequence of the dishonesty or incompetence of any member of the Association in the practice of professional land surveying.

(b) Revenue Recognition

Revenue for the Survey Review Department and the Survey Records Index and Continuing Education are recorded as deferred contributions and are recognized as revenue of the General Operating Fund in the year in which the related expenses are incurred.

Fees and licences are recognized into income in the period to which they relate.

Revenue from cost-related activities is recognized as revenue in the General Operating Fund in the year in which the goods are sold or when the services are rendered.

Unrestricted investment income is recognized as revenue in the General Operating Fund when it is earned. Restricted investment income accrued on the restricted funds is recognized in the fund balances as it is earned.

Revenue from insurance premiums is recognized in the Liability Insurance and Claims Reserve Funds in the year the invoices are issued, and collection is reasonably assured.

(c) Capital Assets

Capital assets are recorded at cost less accumulated amortization. Amortization is provided on a straight-line basis at the following annual rates:

Land and building	1/30
Furniture and fixtures	1/10
Computer equipment	1/3

If there is an indication that the capital assets may be impaired, an impairment test is performed that compares carrying amount to net recoverable amount, which is normally determined by estimating the sales less direct costs on an undiscounted basis over the remaining life of the asset. There were no impairment indicators in 2020.

(d) Donated Services

The work of the Association is dependent on the voluntary services of many members. Since these services are not normally purchased by the Association and because of the difficulty of determining their fair value, donated services are not recognized in these financial statements.

(e) Inventory

Inventory is recorded at the lower of cost and net realizable value, with cost being determined on an average basis. Net realizable value is estimated selling price less costs to sell in the ordinary course of operations.

(f) Collections

The Association has a collection of historical artifacts and a library of books and publications. No value is placed on these collections in these financial statements.

g) Management Estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year. Significant areas requiring the use of management estimates include amortization of capital assets, long-lived asset impairment assessments, and allocation of administration expenses to various departments within the Association. Actual results could differ from those estimates.

(h) Financial Instruments

The Association initially measures its financial assets and financial liabilities at fair value, except for non-arm's length transactions. The Association subsequently measures all its financial assets and financial liabilities at amortized cost, except for investments, which the Association elected to measure at fair value. Changes in fair value are recognized in the statement of operations.

Financial assets measured at amortized cost include cash and accounts receivable.

Financial liabilities measured at amortized cost include accounts payable and accrued liabilities.

Financial instruments that will be subsequently measured at amortized cost are adjusted by the transaction costs that are directly attributable to their origination, issuance or assumption. Transaction costs for financial instruments that will be subsequently measured at fair value are recognized in the statement of operations in the period they are incurred.

2. INVESTMENTS

	Fair Value	
	2020	2019
Guaranteed investment certificates (GICs)	\$ 203,439	\$ 442,267
Bonds	1,562,117	1,353,683
Equity	<u>1,657,334</u>	<u>1,412,474</u>
	3,422,890	3,208,424

The GICs and bonds mature from November 2022 to August 2025 and earn interest at rates between 2.063% and 6.75% (2019 - 3.556% and 6.75%).

3. CAPITAL ASSETS

	Cost	Accumulated Amortization	2020 Net Book Value	2019 Net Book Value
Building	\$582,677	\$(465,628)	\$117,049	\$117,838
Furniture and fixtures	242,492	(236,201)	6,291	7,743
Computer Equipment	103,4378	(91,291)	12,087	19,052
	928,547	(793,120)	135,427	144,633

Amortization expense for the year was \$15,069 (2018 - \$13,460), of which \$10,869 (2018 - \$9,260) is included in office and general expense and \$4,200 (2018 - \$4,200) is included in the Survey Review Department expenses.

4. LEASE COMMITMENTS

The Association is committed under the terms of its non-cancellable equipment leases to make the following payments over the next 3 years:

	\$
2020	8,600
2021	8,600
2022	2,150

5. DEFERRED REVENUE

Deferred revenue relates to amounts collected in advance and is recognized into income in the period in which the related expenses are incurred or when the service is rendered.

	2018	Funds Received	Revenue Recognized	2019
Fees and licences	\$634,428	\$1,177,646	\$1,406,688	\$405,386
Survey Review Department	465,317	570,906	593,073	443,150
Cost-related activities	-	441,891	390,441	51,450
Continuing Education	65,332	29,760	29,208	65,884
Internship program	21,269	-	10,416	10,853
	1,186,346	2,242,052	2,451,675	976,723

6. FINANCIAL INSTRUMENTS

The significant financial risks to which the Association is exposed are credit risk, liquidity risk and market risk.

Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Association is subject to credit risk in respect of its accounts receivable but has historically suffered very few bad debts.

Liquidity risk

Liquidity risk is the risk that the Association will encounter difficulty in meeting obligations associated with financial liabilities. The Association is exposed to liquidity risk arising primarily from the accounts payable. The Association expects to meet these obligations as they come due by generating sufficient cash flow from operations.

Market risk

Market risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk is comprised of currency risk, interest rate risk and other price risk.

Currency risk

Currency risk is the risk that the fair value or cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. The company does not use derivative instruments to reduce its exposure to foreign currency risk.

As at December 31, 2019, the balance sheet includes \$951,532 (2018 - \$753,897) of cash and investments, denominated in foreign currency and converted into Canadian dollars.

Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Association has investments in bonds and GICs yielding fixed interest rates. Changes in the market yield rate can cause fluctuations in the fair value of the investments. The Association does not use derivative financial instruments to alter the effects of this risk.

Other price risk

Other price risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices other than those arising from interest rate risk or currency risk, whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market. The Association is exposed to other price risk through its investments in marketable securities invested in equity securities traded in an active market.

7. BUDGET

The budget figures are presented for comparison purposes only. They are unaudited and have been reclassified to conform with these financial statements.

8. TRANSFERS

During the year, the Association's Council internally restricted \$200,000 (2018 - \$300,000) to be used for discipline related. Transfers of this amount were made from the unrestricted fund balance to the discipline reserve and building reserve funds within the General Operating Fund. The internally restricted amount is not available for unrestricted purposes without approval of the Council.

In 2007, the Council passed a motion to allow the Compensation Fund to accumulate to a maximum of \$150,000. Accordingly, in the year ended December 31, 2019, \$14,879 was transferred from the Compensation Fund to the General Operating Fund (2018 - \$1,020).

9. ALLOCATION OF EXPENSES

	2020	2019
	\$	\$
Salaries, benefits and consultants:		
Survey Review Department	27,600	27,600
Survey Records Index	3,000	3,000
Office and general:		
Survey Review Department	16,200	16,200
Building:		
Survey Review Department	14,700	14,700
Amortization:		
Survey Review Department	4,200	5,330

Association of Ontario Land Surveyors – Budget 2021

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SUMMARY OF REVENUE AND EXPENSES

SUMMARY OF INCOME AND EXPENSES

	2020 Budget	Actual 2020 Calendar Year	2021 Budget
REVENUE:			
FEES AND LICENSES	1,454,300	1,446,154	1,456,690
SURVEY RECORDS INDEX	132,900	119,700	132,900
INTEREST	60,000	90,627	25,000
CONVENIENCE FEE ON CREDIT CARD CHARGES	14,000	17,168	14,000
COST-RELATED ACTIVITIES	327,500	393,379	237,500
CONTINUING EDUCATION	30,000	11,473	30,000
LEGAL/LEGAL CONSTITUTIONAL CHALLENGE COST RECOVERY	-	-	-
DISCIPLINE COST RECOVERY	40,000	45,419	40,000
BOOK GREAT LENGTHS SALES REVENUE	-	-	-
OTHER INCOME (Internship+York Un.incl.)	14,000	4,204	14,000
SUB-TOTAL AOLS	2,072,700	2,128,125	1,950,090
PLAN SUBMISSION REVENUE	560,000	662,440	697,000
SUB-TOTAL	560,000	2,790,565	697,000
TOTAL REVENUE	2,632,700	2,790,565	2,647,090
EXPENSES:			
SALARIES, BENEFITS AND CONSULTANTS	748,334	777,819	756,120
OFFICE ADMINISTRATION	170,114	139,654	185,814
SURVEY RECORDS INDEX	130,000	130,156	130,000
BUILDING	44,800	31,263	41,800
BUILDING - RENOVATIONS & REPAIRS	10,000	1,593	10,000
COMMITTEES & RELATED EXPENSES	332,700	82,549	234,900
DISCIPLINE RESERVE FUND	140,000	85,173	140,000
COST RELATED ACTIVITIES	305,000	338,687	243,000
CONTINUING EDUCATION	48,428	15,629	33,500
LEGAL NON DISCIPLINE	15,000	-	15,000
BOOK GREAT LENGTHS COST OF SALES	600	1,581	2,000
CREDIT CARD CHARGES	14,000	17,535	14,000
MISCELLANEOUS	-	-	-
AMORTIZATION	9,500	7,704	17,000
SUB-TOTAL AOLS	1,968,476	1,629,342	1,823,134
SURVEY REVIEW DEPARTMENT	678,077	608,371	644,811
SUB-TOTAL	678,077	608,371	644,811
TOTAL EXPENSES	2,646,553	2,237,713	2,467,945
NET INCOME (EXPENSES) FOR PERIOD	(13,853)	552,852	179,145

GENERAL REVENUE AND COST RELATED INCOME (EXPENSE)**SCHEDULES OF GENERAL REVENUE AND COST RELATED INCOME (EXPENSE)**

	2020 Budget	Actual 2020 Calendar Year	2021 Budget
FEE AND LICENSES:			
OLS (Licensed) FEES	1,068,750	1,044,662	1,068,750
OLS (Registered) FEES	23,800	23,800	23,800
CERTIFICATE OF AUTHORIZATION	304,050	309,343	301,790
ASSOCIATE MEMBERS FEES	57,700	68,348	62,350
TOTAL FEE AND LICENSES	1,454,300	1,446,154	1,456,690
OTHER INCOME:			
MISCELLANEOUS REVENUE,(interest on investmtns, other)	14,000	4,204	14,000
TOTAL OTHER INCOME	14,000	4,204	14,000
COST-RELATED INCOME OR (EXPENSE):			
REVENUE			
EXAMS,LECTURE,EVALUATIONS	80,000	101,953	90,000
PUBLICATIONS & MATERIALS	500	-	500
QUARTERLY	47,000	42,665	47,000
ANNUAL GENERAL MEETING	200,000	248,761	100,000
TOTAL REVENUE	327,500	393,379	237,500
EXPENSE			
EXAMS,LECTURE,EVALUATIONS 8200 8205	50,000	67,739	85,000
PUBLICATIONS & MATERIALS 8210 - 8219, 8221- 8230	3,000	5,349	6,000
QUARTERLY 8260 8261	52,000	52,474	52,000
MEMBERSHIPS & SUBSCRIPTIONS 8220	-	-	-
ANNUAL GENERAL MEETING 4510:4999 2015	200,000	213,125	100,000
TOTAL EXPENSES	305,000	338,687	243,000
TOTAL COST-RELATED INCOME(EXPENSE)	22,500	54,692 -	5,500

COMMITTEE AND RELATED EXPENSES

SCHEDULES OF COMMITTEE EXPENSES			
	2020 Budget	Actual 2020 Calendar Year	2021 Budget
GOVERNANCE COMMISSION:			
COUNCIL MEETINGS 2500	55,000	8,553	27,500
COUNCIL REGIONAL GROUPS 2501	4,000	-	2,000
COUNCIL APPROVED PROJECT FUNDING			
Council approved Project Funding	100,000	25,524	100,000
-Public Relations		-	
-Gull Lake		-	
-PSRI		-	
-BOOK PROMOTION 2504	40,000	-	10,000
- SURVEYORS NEEDED ? - DAVE HORWOOD 2503	-	-	-
REGISTRATION COMMITTEE 2020 (STATUTORY)	500	-	500
FEES MEDIATION (STATUTORY) 2035	100	6,600	100
NOMINATING COMMITTEE (STATUTORY) 2110	100	-	100
EXECUTIVE COMMITTEE (STATUTORY) 2115	300	-	300
LEGISLATION REVIEW COMMITTEE 2216	2,000	985	2,000
	202,000	41,661	142,500
PROF STANDARDS & PRACTICE COMMISSION:			
PROFESSIONAL STANDARDS COMMITTEE 2200	5,000	(5,000)	5,000
DIGITAL PLAN SUBMISSION TASK FORCE 2201	500	-	-
SRD COMMITTEE 5790	2,000	1,565	2,000
COMPLAINTS COMMITTEE 2040	2,000	78	2,000
DISCIPLINE COMMITTEE (STATUTORY) 2535	2,000	779	2,000
UNDERGROUND UTILITIES COMMITTEE 2230	100	-	100
MONUMENTATION PROTECTION COMMITTEE 2145	100	-	100
	11,700	2,578	11,200
OUTREACH & PROFESSIONAL EDUCATION COMMISSION:			
PUBLIC AWARENESS 2560-61	21,000	19,096	21,000
GEOMATICS RECRUITMENT LIAISON COMMITTEE 2150	9,000	7,485	7,200
UNIVERSITY COLLEGE STUDENTS LIAISON COMMITTEE 2151	7,000	6,708	7,000
A.E.R.C. COMMITTEE (STATUTORY) and CBEPs 2510	40,000	7,740	20,000
CONTINUING EDUCATION	100	-	100
EXPANDED PROFESSION TASK FORCE	1,500	-	1,500
MUNICIPAL SURVEYORS	100	750	100
WEBSITE MAINTENANCE COMMITTEE 2185	200	-	200
	78,900	41,778	57,100
MEMBER SERVICES COMMISSION:			
AGM PLANNING COMMITTEE 2170	500	-	500
INSURANCE ADVISORY COMMITTEE 7260	500	-	500
ARCHIVES AND HISTORICAL 2010	2,000	255	1,000
AGM OPERATING TASK FORCE 2160	-	-	-
	3,000	255	2,000
PRESIDENT'S EXPENSES 2540			
PUBLICATIONS 2570	5,000	21	5,000
AWARDS AND CITATIONS 2580	2,000	-	2,000
FINANCE COMMITTEE 2222	100	-	100
	37,100	1,432	22,100
TOTAL COMMITTEE EXPENSES	332,700	82,549	234,900

OFFICE ADMINISTRATION AND BUILDING EXPENSES**SCHEDULES OF OFFICE ADMINISTRATION AND BUILDING EXPENSES**

	2020 Budget	Actual 2020 Calendar Year	2021 Budget
OFFICE ADMINISTRATION EXPENSES:			
AUDIT & ACCOUNTING 1510	15000	14,200	20,000
BANK CHARGES 1530	2,000	5,043	5,000
INSURANCE GENERAL 1535	18,800	21,322	21,000
INTERNET ACCESS 2187	4,500	799	4,500
WEBSITE MAINTENANCE & DEVELOPMENT 2188	50,000	27,180	58,000
WEBSITE HOSTING 2189	1,500	3,185	1,500
OFFICE SUPPLIES & EXPENSES 1560 1565	9,000	9,514	9,500
POSTAGE & COURIER 1570	8,500	10,650	10,000
STAFF SEARCH 1735	10,000	13,000	10,000
STATIONARY & PRINTING 1580	3,000	322	2,500
TELEPHONE 1590	9,000	8,422	9,000
COMPUTER SERVICES 1600	22,000	22,270	23,000
SOFTWARE UPDATES & SUBSCRIPTIONS 1602	7,500	8,865	11,000
CITRIX WEB EXPENSES 1603	-	-	-
COPIER LEASING & MAINTENANCE 1610 1615	14,000	8,869	10,000
EXECUTIVE DIRECTOR'S EXPENSES 1743	6,000	673	3,000
REGISTRAR'S EXPENSES 1746	3,000	558	2,000
DEPUTY REGISTRAR'S EXPENSES 1750	3,000	982	2,500
MISCELLANEOUS 1760	-	-	-
LESS ALLOCATION TO SRD 1790	-	-	-
TOTAL	170,114	139,654	185,814

SALARIES, BENEFITS AND CONSULTANTS

SALARIES, BENEFITS AND CONSULTANTS:			
SALARIES 1700	733,831	750,114	740,223
BENEFITS & PENSIONS 1710:1720	87,207	99,981	87,773
STAFF TRAINING 1736	4,000	3,324	4,000
CONSULTANTS & OFFICE OVERLOAD 1730	-	-	-
LESS ALLOCATION FROM INSURANCE	(48,000)	(48,000)	(48,000)
LESS ALLOCATION TO SRD 1794	(28,704)	(27,600)	(27,876)
TOTAL	748,334	777,819	756,120
BUILDING EXPENSES:			
UTILITIES 3010	20,000	10,539	18,000
INDOOR MAINTENANCE	12,000	7,195	10,000
V.B.V. OUTDOOR MAINTENANCE 3030	9,000	9,200	9,000
PROPERTY TAX 3040	7,500	7,478	7,500
INSURANCE 3060	11,000	11,550	12,000
LESS ALLOCATION TO SRD 1791	(14,700)	(14,700)	(14,700)
TOTAL	44,800	31,263	41,800
AMORTIZATION:			
AMORTIZATION 3000	14,500	11,904	12,000
LESS ALLOCATION TO SRD 1792	(5,000)	(4,200)	5,000
TOTAL	9,500	7,704	17,000

SCHEDULE OF CONTINUING EDUCATION

	2020 Budget	Actual 2020 Calendar Year	2021 Budget
REVENUE:			
CONTINUING EDUCATION-REVENUE ADJUSTMENT	-	-	-
SEMINARS	20,000	-	20,000.00
MEASUREMENT ADJUSTMENT SEMINAR	-	-	-
LEADERSHIP EXCELLENCE SEMINAR 8047	-	-	-
SURVEY EQUIPMENT THEORY, USE, MAINTENANCE & ADJUSTMENT	-	11,473	-
GEODETIC PICNIC	10,000	-	10,000
TOTAL REVENUE	30,000	11,473	30,000
EXPENSES:			
CONTINUING EDUCATION COMMITTEE 2070	-	-	-
CONTINUING EDUCATION SUBSCRIPTIONS 2071	1,000	4,312	4,500
CONTINUING EDUCATION WEBINARS 2072	4,000	200	1,000
POSTAGE & COURIER 6640	-	-	-
SEMINARS	20,000	-	20,000
MEASUREMENT ADJUSTMENT SEMINAR	-	-	-
LEADERSHIP EXCELLENCE SEMINAR 8247	-	-	-
SURVEY EQUIPMENT THEORY, USE, MAINTENANCE & ADJUSTMENT 8249	15,428	10,251	-
GEODETIC PICNIC 8255	8,000	866	8,000
TOTAL EXPENSES	48,428	15,629	33,500
NET INCOME OR (EXPENSE)	(18,428)	(4,156)	(3,500)

Surplus as of Dec 31, 2020 \$65884.07 Plus 2020 actual change

LEGAL NON-DISCIPLINE

	2020 Budget	Actual 2020 Calendar Year	2021 Budget
REVENUE:			
REVENUE	-	-	-
TOTAL REVENUE	-	-	-
EXPENSES:			
LEGAL GENERAL 1540	15,000	-	15,000
LEGAL - CONSTITUTIONAL CHALLENGE 1541	-	-	-
TOTAL EXPENSES	15,000	-	15,000
NET INCOME OR (EXPENSE)	(15,000)	-	(15,000)

BUILDING – RENOVATION & REPAIRS

	2020 Budget	Actual 2020 Calendar Year	2021 Budget
EXPENSES:			
RENOVATIONS & REPAIRS 3050	10,000	1,593	10,000
TOTAL EXPENSES	10,000	1,593	10,000

Surplus for Building Fund as of Dec 31, 2017 \$0

DISCIPLINE RESERVE FUND

	2019 Budget	Actual 2019	2020 Budget
REVENUE:	\$100,000		\$40,000
DISCIPLINE COST RECOVERY HEARING 1 1030	\$0	\$0	
DISCIPLINE COST RECOVERY HEARING 2 1031	\$0	\$0	
DISCIPLINE COST RECOVERY HEARING 4 1033	\$0	\$18,226	
TOTAL REVENUE	\$100,000	\$18,226	\$40,000
EXPENSES:			
REGISTRAR'S INVESTIGATION 2528	\$10,000	\$0	\$10,000
HEARINGS	\$0	\$0	\$100,000
-HEARING 2- DISCIPLINE	\$60,000	\$138,889	\$30,000
-HEARING 3- DISCIPLINE	\$15,000	\$0	\$0
-HEARING 4- DISCIPLINE	\$65,000	\$0	\$0
-HEARING 6- DISCIPLINE	\$85,000	\$0	\$0
-HEARING 7- DISCIPLINE	\$0	\$0	\$0
-HEARING 8- DISCIPLINE	\$15,000	\$0	\$0
- HEARING 10 - DISCIPLINE	\$0	\$0	\$0
- HEARING 12 - DISCIPLINE		\$36,440	
- HEARING 13 - DISCIPLINE		\$18,116	
- HEARING 14 - DISCIPLINE		\$15,867	\$0
- HEARING 15 - DISCIPLINE		\$1,372	
- HEARING 16 - DISCIPLINE		\$3,311	
- DISCIPLINE CASES GENERAL		\$3,387	
TOTAL EXPENSES	\$250,000	\$217,381	\$140,000
NET INCOME or (EXPENSE)	-\$150,000	-\$199,155	-\$100,000

Surplus (Budget) as of Dec 31, 2019 \$9410

SURVEY RECORDS INDEX

	2020 Budget	Actual 2020 Calendar Year	2021 Budget
REVENUE:			
SURVEY RECORD INDEX FEES	132,900	119,700	132,900
Transfer from Surplus	-	-	-
TOTAL REVENUE	132,900	119,700	132,900
EXPENSES:			
ADMINISTRATION 9210	30,000	156	30,000
CONSULTANTS 9215	100,000	130,000	100,000
POSTAGE & COURIER/PRINTING 9220 9230 9240 9250 9260	-	-	-
2008 CONTRACT	-	-	-
TOTAL EXPENSES	130,000	130,156	130,000
NET INCOME or (EXPENSE)	2,900.00	(10,456)	2,900.00

SURVEY REVIEW DEPARTMENT

	2020 Budget	Actual 2020 Calendar Year	2021 Budget
REVENUE:			
PLAN SUBMISSION REVENUE	560,000	662,440	697,000
TOTAL REVENUE	560,000	662,440	697,000
EXPENSES:			
OFFICE EXPENSES 5540	4,000	4,767	5,400
POSTAGE & COURIER 5545	7,500	5,570	6,000
STATIONERY & PRINTING 5550	7,000	5,972	5,000
TELEPHONE 5560	7,500	6,699	7,700
COMPUTER 5570	6,500	6,360	7,500
COPIER 5580	600	-	700
SALARIES 5700	278,322	272,777	281,105
BENEFITS & PENSIONS 5710:5720	35,751	41,765	35,829
CONSULTANTS 5730	247,500	204,220	225,000
MANAGER'S EXPENSES & TRAVEL 5745	5,000	471	3,000
EXAMINERS' EXPENSE & TRAVEL 5750	30,000	13,269	30,000
DEPRECIATION 5755	5,000	4,200	5,000
ALLOCATION OF FACILITIES 5770	14,700	14,700	14,700
ALLOCATION OF GRL SALARY 5785	28,704	27,600	27,876
TOTAL EXPENSES	678,077	608,371	644,811
NET INCOME or (EXPENSE)	(118,077)	54,069.16	52,189.30

Surplus as of Dec 31, 2020 \$443149.74 PLUS 2020 CHANGE

BIOGRAPHIES

Walter P. Tarasick, OLS# 923 October 16, 1928 – February 5, 2021



It is with great sadness that we announce the peaceful passing of Walter Peter Tarasick, 92, surrounded by his family, at his home in Kearney, Ontario, on February 5, 2021, after a courageous battle with pancreatic cancer. He was born October 16, 1928, in Windsor, Ontario, and predeceased by his parents, Fred and Anna Tarasick, and wife Anne (1996).

Walter graduated in 1951 with a degree in Engineering from the University of Toronto and went on to become an Ontario Land Surveyor, establishing Starr and Tarasick Surveying and Engineering, in Port Credit, Ontario, which prospered for many decades. His legacy is reflected today in many of the landmarks surveyed by his company in the Greater Toronto area and the offspring company which still includes his name.

Walter leaves behind his beloved wife Margaret Tarasick, and her children Susan, Lisa (Peter), Marianne, and Andrea (Paolo) and Maggie's nine grand-children and two great-grandchildren. He is also survived by children David (Susan), Catherine, Steven (Madeliene), Leslie, and their mother, Audrey, as well as grandchildren Nicole, Michael (Jacki), Dara (Gordon), Lauren (Shawn), Jordana (Baruch), Alex, Meaghan, Rebecca, Kate, Daniel (Rachel), Alicia (Ian), Nathan, Rachel, Matthew, and Ian, and great-grandchildren, namesake Walter, and Sullivan.

Walter's passion for cottage life came to fruition when he single-handedly built the beloved family cottage on Big Hawk Lake in 1959. The legacy of the cottage carries on today remaining a favorite destination for children and grandchildren who will treasure memories of many gatherings there with grandpa and Maggie. Wally joined the annual ritual of the cottage closing this past September. As was tradition, he worked the hardest of all!

Wally always enjoyed life to the fullest, an avid golfer, canoeist, water-skier, reader, theatre patron, garlic gardener, and a world traveler over many years, with trips to almost every continent including the Arctic and Antarctica. And while Wally always savoured the richness of life, he never failed to think of others and was a benefactor to a wide range of charities, making annual donations over many decades. His last major project, at the age of 89, was building, with Maggie, his dream home on Lynx Lake, Kearney, where he has been able to enjoy a beautiful vista and a wonderful community of family and friends. Above all, Wally was a family man much beloved by the whole clan.

A celebration of life will be held at a later date. Memorial donations in memory of

Walter may be made to the Huntsville Hospital Foundation, www.huntsvillehospitalfoundation.ca. or to a charity of your choice in lieu of flowers.

Source: <https://www.billingsleyfuneralhome.com/obituary/Walter-Tarasick>

John Francis Goltz, OLS# 1185
March 19, 1939 – December 15, 2020



With broken hearts we announce the sudden death of John Goltz of Perth, Ontario on Tuesday, December 15th, 2020, at the age of 81. He was still working full-time as an Ontario Land Surveyor, a profession which he loved.

For many years when John was not working, he could be found all over Eastern Ontario at any given hockey arena.

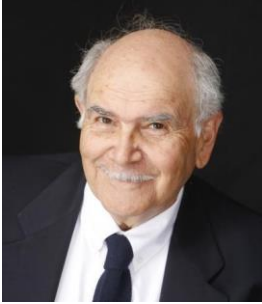
John was born in Bracebridge, Ontario on March 19, 1939, older brother to his twin sister Joyce (Dawson), younger brother to Phyllis (Harper) and son of Edna and Francis Goltz.

He is survived by his best friend Colleen (Boland) and their five children Shawna, Derek, Freddie, Shannon and Johnny as well as nine grandchildren, Sierra, Karson (McCartney), Haiden, Emilie, Sammy, Sarah, Bizzie, Jake (Goltz), Chase (Belland-Goltz), and great-grandchildren Braden, Stevie-due in February (McCartney) and Charlie (Belland-Goltz). He will be remembered fondly by his nieces and nephews, Suzanne, Marilyn, Russ, Wess (Harper), Stephen, Paul, Donna, Marianne, John (Dawson), and Cholly (Boland).

Due to COVID-19 restrictions, the services and interment in St. Johns Union Cemetery, Killaloe will be held privately for the family. Arrangements are in the care of Blair & Son Funeral Directors, Perth. In lieu of flowers, donations to Perth Minor Hockey Association would be appreciated.

Source: <https://blairandson.com/tribute/details/4777/John-Goltz/obituary.html>

John Gilford Boyd, OLS# 1402
March 8, 1944 – December 14, 2020



It is with heavy hearts and loving memories that we announce the peaceful passing of John Boyd at his home in Brampton, ON surrounded by the love of his family. Beloved husband of Eunice (Anderson) for 54 years. Loving father of Marilyn White (Steven), Andrew Boyd (Heather), and Pamela Ahmad (Justin).

Cherished Papa of William, Emily, Christopher, Sarah, Hannah, Wyatt, Nicholas, Claire, and Drew. Treasured son of Gilford Boyd and the late Reta Boyd. Dear brother of Anne Sykes (Ray), David Boyd (Macsine), Susan Pountney (John), Tab Boyd (Cindy), Beth Brown, Bill Anderson (Jan), Dorine Ellis, Jane Crawford, and Mary Anderson.

Wonderful uncle to his many nieces and nephews. John was a kind-hearted and generous person who loved spending time with his family. He enjoyed working as a land surveyor and volunteering in his community, where he made numerous lasting friendships. John found joy in reading, music, travelling and especially in feeding the birds and squirrels in his backyard.

Family and friends will fondly remember him for his sense of humour, his passion for nature, and the twinkle in his eye. The Boyd Family and friends will honor and celebrate John's life at a future date. Memorial donations may be made to the Canadian Cancer Society or a charity of your choice.

Source: <https://www.legacy.com/obituaries/thestar/obituary.aspx?n=john-gilford-boyd&pid=197325377>

Michael J. Clancy, OLS# 1387
January 5, 1942 – November 11, 2020



Mike was born in Toronto on January 5, 1942, to Rose and Michael Clancy, brother to Patrick and sister Rosemary.

He articulated at the Department of Highways and obtained his licence in 1974. Prior to starting his own practice in 1981, Mike worked at the Department of Highways, Ontario Hydro and Marshall Macklin Monaghan, working on a wide variety of survey projects in Canada and abroad.

Mike retired after suffering multiple strokes and ultimately succumbed to heart failure on November 11, 2020, leaving behind sons Michael Jr. and Danny of Toronto and their mother, Colette Bryson, his partner of many years.

Mike enjoyed life and was proud of his Irish heritage. He was the consummate host and enjoyed the company of friends and acquaintances.

Source: John Vinklers, OLS# 1259 and Colette Bryson

Donald I. Houghton, OLS# 741
August 3, 1924 – October 21, 2020



Don died peacefully on Wednesday, October 21, 2020 at the Elgin Manor, in his 97th year. Beloved husband for 65 years to the late Helen I. (née Taylor) Houghton (December 1, 2015).

Dearly loved father of Barbara Whidden (late Don) of Edmonton, AB, Gregory Houghton (Sharon) of Kamloops, BC, Sharon Houghton Ross (Allen) of Midland, MI, and Ward Houghton (Sylvia VanHemert) of St. Thomas.

Cherished grandfather of Michael (Ashley), Timothy (Michelle), Joshua (Simone), Daniel, Elise, Colleen, Andrea, Damon, Taylor, Emily, and Aaron. Proud great grandfather of Camille and Gabriel Whidden, Isaac, Isobel and Samuel Houghton. Dear brother of Marjorie Quinney (late John) of London, Phyllis McNeil (John) of Dutton, Alvin Houghton (Heather) of St. Thomas, late Murray Houghton (Betty of Florida), and the late Lucille Grant (late Gary), and loved by the late Gord and Marie (Taylor) Brown. Also fondly remembered by many nieces and nephews and their families.

Born in St. Thomas, August 3, 1924, he was the son of the late Ira and Twila (née Martin) Houghton. Don served during WWII in the Canadian Army. He was a member of New Sarum Baptist Church and was very involved at the former Broderick Memorial Baptist Church, St. Thomas. Don was proud to be an Ontario Land Surveyor serving the people of Elgin County for over 7 decades. Many thanks to the staff at Elgin Manor and Caressant Care Bonnie Place Retirement Home for their wonderful care these past few years.

A private funeral service for the immediate family (a mask or face covering is required) will be held at the Sifton Funeral Home, 118 Wellington St., St. Thomas (519-631-1160) followed by interment in Elmdale Memorial Park. A public celebration of Don's life will be held at a later date when it is safe to do so. Memorial donations to New Sarum Baptist Church, the Canadian Cancer Society or the St. Thomas Elgin Food Bank "The Caring Cupboard" will be gratefully acknowledged.

Source: <https://lfpres.remembering.ca/obituary/donald-houghton-1080615714>

John Pierre Marie Verhaegen, OLS# 1203
December 1, 1937 – October 9, 2020



Passed away peacefully on October 9, 2020 at the age of 82. Beloved husband of Maureen for 52 years and devoted father of Genevieve (Adriano), Monique (Chris), and Claudine (Frank). Cherished grandpa of Amelia, Marcus, and Aidan.

Dear brother of Anne-Marie and the late Arthur of Belgium, and the late Pierre. He will also be missed by his nieces and nephews.

Born in Ghent, Belgium, John explored the world and worked in many places before establishing a land surveying firm in Windsor. He was a simple man who enjoyed gardening, sailing, the outdoors, and homemade food. John was a long-time member of St. Anne Parish in Tecumseh, where he will be remembered as a good friend and a man of great faith. For those who wish, donations may be made to Second Chance Ministries or the CNIB.

Source: <https://windsorstar.remembering.ca/obituary/john-verhaegen-1080425918>

Eero Halinen, OLS# 1240, CLS
November 11, 1938 – October 04, 2020



Eero passed peacefully at the Huntsville Memorial Hospital on Sunday October 4th, 2020.

Beloved husband of June Halinen. Dear father of Alanna (Greg) Frewin, and Garrick Halinen. Cherished grandfather of Benjamin Frewin, Megan Frewin and Justin Dunker and much-loved brother to Elsa Armstrong. He is survived by many nieces, nephews and friends.

Predeceased by his siblings Eino Halinen, Ellie Devos, Eila Driver and Eppa McIsaac.

In his working years, he was a Land Surveyor and enjoyed the membership of the South River Lions, South River Curling Club, and the Ontario Land Surveyors.

Following Eero's wishes cremation has taken place and his ashes will be laid to rest in Bow's Cemetery.

If so desired, memorial donations to the South River Curling Club (South River, ON P0A 1X0) would be appreciated by the family.

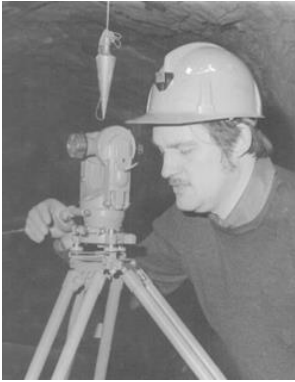
Source: <https://www.raneyfuneralchapel.ca/obituary/Eero-Halinen>

Edward Barich, OLS# 1243
September 26, 1936 – October 4, 2020

Died peacefully in his sleep. Ed's first sunrise was September 26, 1936, and his final sunset was Sunday, October 4, 2020, at St. Joseph's hospital in Hamilton. Left to mourn are his beloved wife; Judy "Kelly" and her sons Karry and Tony. Predeceased by; his parents Joe and Mary Barich and his two brothers Joe and Frank. Ed was a registered Ontario Land Surveyor. After his retirement, he and Kelly enjoyed many warm winters in Florida. At Ed's request, there will be no funeral. Cremation has taken place. Donations to the Alzheimer Society or a charity of your choice.

Source: <https://www.legacy.com/obituaries/thespec/obituary.aspx?n=edward-barich&pid=196911199>.

Donald J. Smith, OLS# 1205
October 24, 1937 – September 16, 2020



The family of Don Smith is deeply saddened to announce his sudden but peaceful passing at the Perth Smith Falls District Hospital, on Wednesday, September 16th. Don was a loyal and loving husband, father and grandfather; dedicated professor and Ontario Land Surveyor; avid volunteer, Mason and Shriner; passionate outdoorsman, gardener, geocacher and stargazer.

Don was brought up with a sense of family history. His connection to his family, his community and his chosen profession was strong. He was a licensed Ontario Land Surveyor (O.L.S.) with experience in

Land Surveying Projects in both Land Titles and Registry Systems, in the field, office and classroom.

His career in surveying began in 1959. He became an Ontario Land Surveyor before there were formal programs in University and College and before the terms Geomatics and GPS were part of our lexicon. He spent 13 years working in private practice with companies in North Bay, Sudbury and Kitchener, Ontario. This was followed by 26 years teaching the Surveying Technician/Technology and Civil Engineering Technician/Technology programs at Northern College, Porcupine Campus, Timmins, Ontario.

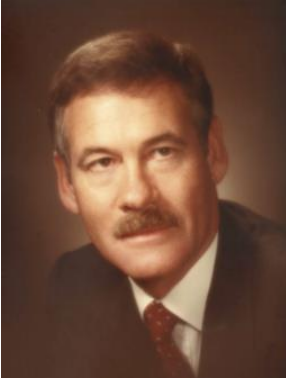
Don was dedicated to his profession. He participated as a member in committees, advisory committee's, North Eastern Regional Group of Ontario Land Surveyors and attended as many annual meetings of the Association of Ontario Land Surveyors as possible. Throughout his life and career, he upheld the values of equity, diversity and opportunity. Don shared his knowledge and time without boundaries.

Don loved history, community, gardening, geocaching, astronomy, genealogy, photography, token collecting and especially his family. Don was also a Shriner serving as Secretary and President of Timmins and District Shrine Club.

In remembrance of Don and in lieu of flowers, contributions to The Shriners Hospital for Children in Notre-Dame-de-Grace, Montreal, Quebec would be appreciated.

Source: <https://necrocanada.com/obituaries-2020/donaldjamesmith-october241937-september162020/>

**Terrance O'Neill Callon, OLS# 1017, OLS
September 8, 1934 – July 14, 2020**



Terry passed peacefully at People Care at Oakcrossing Long Term Care on Tuesday, July 14. He was in his 86th year.

Born September 08, 1934, in Toronto, his birth mother Rita O'Neil named him Henry Clay O'Neil. He was adopted at the age of four, by Flora and Ted Callon, given his present name and was raised in Orillia, Ontario.

After graduating from high school Terry articled first with the Ontario Department of Lands and Forests and then finished his articles with the Ontario Department of Highways. He was commissioned as an Ontario Land Surveyor on July 6, 1959.

He and Carmen Bennett (2015) were married in Toronto in 1958.

After postings in Northern Ontario, he began private practice in London, Ontario in 1967 as T.O. Callon Co. Ltd., Ontario Land Surveyors, continuing to serve clients until his retirement in 1994 from (then) Callon Dietz Co. Ltd.

In 1982 he and Anne (McKim) Rowell were married in London.

In 1996, during his "retirement", Terry qualified as and was commissioned a Florida Land Surveyor.

Terry and Anne enjoyed many post-retirement years living in Florida, in Mexico, and on Vancouver Island, returning to London in 2011.

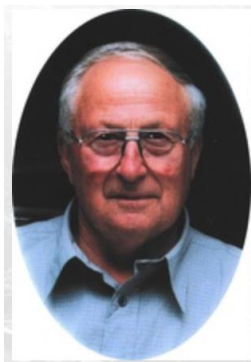
Terry is survived by his wife Anne and children Suzanne Callon, Catherine Belcastro (Toronto), Patrick Callon, and Linda Callon(Calgary) as well as stepchildren Dawn Bathie (Winnipeg), Heather Welsford (Brentwood Bay, BC), and Andrew Rowell.

He and Anne share 14 grandchildren and 6 great grandchildren.

He is also survived by birth siblings Donald Freeman, Patti Donoval, Brenda Dinelle and Michael Freeman. Cremation has taken place.

Source: <https://woodlandcemetery.ca/tribute/details/479/Terrance-Callon/obituary.html>

Robert Thomas McCurdy, OLS# 1046
September 21, 1930 – July 14, 2020



Retired Land Surveyor, Legal Surveys, E. M. R., Robert Thomas McCurdy passed away at the Cornwall Community Hospital on Tuesday, July 14, 2020, in his 90th year.

Dear husband of the late Rosemary (MacDonald). Son of the late Arthur and Isabel (Black) McCurdy. Predeceased by brothers William (his twin) and Leighton. Brother-in-law of Shirley (Clark) and the late Margaret (Johnston). Loving father of Diana Rourke (Gary) of Ingleside, Scott McCurdy (Susan Johnston) of San Diego, California and Glen McCurdy (Aimee Lewis) of Kingston. Proud grandfather of Shannon and Dylan Rourke, Charlotte and Ian McCurdy, and Lachlan McCurdy. Survived by four nieces and two nephews.

A private Funeral Service will be held at the West Chapel of Hulse, Playfair & McGarry, 150 Woodroffe Avenue (at Richmond Road). Cremation and private interment at Capital Memorial Gardens. Memorial donations to the Heart and Stroke Foundation would be appreciated.

Source: <https://ottawacitizen.remembering.ca/obituary/robert-mccurdy-1079538442>

Robert A. Garden, OLS# 917
October 20, 1930 – March 20, 2020



Robert (Bob) A. Garden, passed away in his 90th year at Royal Victoria Hospital in Barrie on Friday, March 20, 2020.

Bob was predeceased by his beloved wife Irene and his brother Don. Bob (with one “O”) was the loving father of Ted and his wife Maryke, Paul and his wife Darlene, and Tim and his wife Robin. Cherished grandpa of Brittany (Paul and Darlene), Lise (Ted and Maryke) and Scott (Ted and Maryke), and great grandpa of Jane (Lise and Jay) and Cooper (Brittany and Brandon).

As a young man Bob worked as a surveyor for the Department of Highways. During one of his out-of-town survey assignments with DHO he met his wife Irene at the Kee to Bala, dancing to the happening sounds of the Big Bands that frequently played the Kee at that time.

Bob eventually started his own land surveying company and provided survey

services to many areas throughout southern Ontario. Bob's thirty years of private practice in the land surveying business were filled with a wide range of community activities including some forays into local politics.

Bob and Irene were enthusiastic snowbirds and routinely enjoyed spending their winters in Florida and Arizona. The natural environment of Arizona provided Bob with an opportunity to pursue his hobby of oil painting, several examples of which adorn his son's homes.

A celebration of life for Bob will be announced at a future date.

In lieu of flowers memorial donations to the RVH Foundation would be appreciated.

Source: <https://www.steckleygooderham.com/obituaries/Robert-Garden/#!/Obituary>

**Norman Walter Babbs, OLS# 1097, OLS
October 10, 1937 – March 20, 2020**



Norman Walter Babbs, born Sunday October 10, 1937 to Ruth (nee Bradley) and Walter Babbs, passed away on March 20, 2020 with his daughters by his side. Norman was the middle brother to elder Trevor (Eva) and younger David (Marilyn).

Raised in Toronto and Scarborough, during high school he met his sweetheart Sharon (nee Cowling). They celebrated their 60th anniversary last year. Daughters Donna (Stephen Latto) and Linda will miss his sense of humour, compassion, guidance and devotion to the well-being of his family. Dad and mom gave us all the opportunities they never had. Through an early introduction to theater, Pop and Nana inspired grandchildren Ben and Krista Newey to pursue careers in the arts. "Mrs. Cowling" will miss her dear son-in-law. Pre-deceased by brother-in-law Bill Cowling whose daughters Amoreena and Jesse-Kate survive him.

Survived by cousin, Pat James (Tom), nieces Kathleen and Jennifer, and nephew Tom (Fiona) whose sons Evan and Nicholas will carry on the Babbs name.

An Ontario Land Surveyor, Norm worked for the Ontario Department of Highways and later, JD Barnes, Holding & Babbs, and Ivan B. Wallace, etc.

His passion was sailing, with impressionism art a close second. He loved hockey, animals, music of all kinds and Charles Schultz comics. Norm and Sharon traveled extensively, enjoyed their cottage, theatre, art museums and were great dancers. Best man Ken Smith (Sandra) remained a constant friend throughout his life. Dear friends since the '60s are John & Lynda Prain, June and Savo Steffoff.

A celebration of Norman's life will take place in the future. Online condolences

may be made at aftercare.org/obituaries. In lieu of flowers, consider making a donation to a food bank.

Source: <https://www.lenecrologue.com/canada/ontario/greater-toronto/toronto/toronto/aftercare-cremation-burial-service/6ux3/norman-walter-babbs/obituaries/>

Norm was commissioned as an Ontario Land Surveyor in 1961, having completed his Articles with the Department of Highways. Shortly thereafter he and his great friend Paul Holding OLS established the firm of Holding & Babbs Surveyors in Scarborough. Much to his chagrin Norm discovered that being an owner, or in this case a co-owner, was not what he wanted in life.

Norm and Paul dissolved their partnership in 1973 but remained lifelong friends. After a brief period with J. D. Barnes, Norm joined the firm of Horton and Wallace in 1974. He remained with that firm through its various expansions and contractions until retirement in 2004. He retired as a highly respected senior employee of IBW Surveyors.

Norm is survived by his wife Sharon having celebrated 60 years of marriage. He is also survived by two daughters, Donna and Linda as well as his brother David.

Submitted by Ivan Wallace, OLS #1056

Christopher Peat, OLS# 680
June 24, 1937 – March 8, 2020



In his 94th year, Christopher Peat passed away peacefully on March 8, 2020, at Trillium Hospital, Mississauga.

Beloved husband of the late Phyllis Margaret Peat (nee Price); loving father of Katharine and Janet (Michael); dear grandfather to Mike, Sara (Scott), Cameron and Fraser; great-grandfather to Cary; uncle to Murray and Rick.

Chris shared his last 9 years with his partner Barbara Sheppard, and together they enjoyed dancing, canoeing, travelling, family and friends.

Chris emigrated from England at the age of two in 1928. He grew up in Long Branch and developed a love for the outdoors and fishing, as well as dancing at the Palais Royale. Chris was a WWII veteran serving with the Canadian Army.

Upon his return home he began his career as an Ontario Land Surveyor, working for

the City of Cooksville, where he met his future wife, Phyllis.

After working for the city for a few years, Chris and Phyllis started their own business and Chris had a 40-year career as a Surveyor before retiring on his 65th birthday.

Post-retirement Chris continued to be active including leading St. James Cathedral's Toronto Annual Food Bank Drive for many years and organizing a New Brunswick canoe trip with the Seniors For Nature Outdoor Club.

Source: <https://www.canadianobituaries.com/toronto/126165-christopher-peat.html>

Benjamin Peter Redekopp, OLS# 1037
April 22, 1933 – May 14, 2020



Benjamin passed away peacefully at Heritage Place at the age of 87 on May 14, 2020, who was called into the arms of the Lord.

Ben will be lovingly remembered by his wife Delores. They had just celebrated 62 years of marriage on May 10, 2020. Ben has three children Delight (Tony) Davoli, Lloyd (Angela) Redekopp, and Dawnice (Tom) Kavanaugh. Ben will be fondly remembered by his six grandchildren Cara, Kristin, Katy (Randy), Danielle (Rafael), Victoria (Trevor), and Elissa. He had two great grandchildren Jake & Ava.

Ben was an active and long-term member of Immanuel Baptist Church in St. Catharines. Ben will be remembered as working for the Town of Niagara on the Lake where he retired after 26 years of service. The family would like to thank the staff at Heritage Place for their care and compassion in his last days with us.

A private graveside ceremony was held. A Celebration of Life will be held later. For those who desire donations in memory of Ben (in lieu of flowers) can do so to Far East Broadcasting Associates.

Source: <https://tallmanfuneralhomes.ca/tribute/details/8753/Benjamin-Redekopp/obituary.html>

2021 ANNUAL REPORT
– Active Membership –
(as of February 26, 2021)
Branches: Cadastral, Geodetic, Geographic Information,
Hydrographic, Photogrammetry

1926	Abdelshahid, Aziz Branch: C// OLS, OLIP 2010-Jan-18	2053	Allison, Tyler Branch: C// OLS, OLIP 2019-Jul-26
1802	Adams, Kim C. Branch: C// OLS, OLIP 1997-Feb-19	2069	Alrefaai, Emad Branch: C// OLS, OLIP 2021-Jan-19
1961	Afzalzada, Haron Branch: C// OLS, OLIP 2013-Jul-22	1753	Alton, J. Mark Branch: C// OLS, OLIP 1994-Jan-11
2068	Agyemang, James Asante Branch: C// OLS, OLIP 2021-Jan-19	1976	Amirnezhad, Bahram Branch: C// OLS, OLIP 2015-Jan-14
1995	Ahluwalia, Sabir Branch: C// OLS, OLIP 2016-Jan-27	1434	Annable, Drew J. Branch: C// OLS, OLIP 1977-Jun-24
2019	Akhlaghi, Armin Branch: C// OLS, OLIP 2018-Jan-26	2061	Aravinthan, Vinujan Branch: C// OLS, OLIP 2020-Jan-21
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

2009	Assaie-Ardakany, Farrokh Branch: C// OLS, OLIP 2017-Feb-22	1913	Baya, Martin Branch: C// OLS, OLIP 2008-Sep-03
1860	Aubrey, Peter N. Branch: C// OLS, OLIP 2001-Sep-12	2071	Bazar, Stefan Branch: C// OLS, OLIP 2021-Jan-19
1501	Auer, Gerhard Branch: C// OLS, OLIP 1980-Jul-09	1888	Bedard, Mark Branch: C// OLS, OLIP, P.Eng. 2005-Jan-21
2070	Babu, Francis Branch: C// OLS, OLIP 2021-Jan-19	1771	Beerkens, John M. Branch: C// OLS, OLIP 1995-Jan-21
1592	Balaban, Steven J. Branch: C// OLS, OLIP 1986-Jun-18	1800	Benedict, Paul J. Branch: C// OLS, OLIP 1996-Dec-11
2045	Banaszek, Piotr Branch: C// OLS, OLIP 2018-12-11	1375	Benedict, Ralph J. Branch: C// OLS, OLIP 1974-Jun-14
1763	Barrette, André P. Branch: C// OLS, OLIP 1994-Aug-02	1614	Bennett, R. Grant Branch: C// OLS, OLIP 1987-Jun-17
2046	Basnayaka, Aravinda Branch: C// OLS, OLIP 2019-Jan-22	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	1967	Bogdanov, Yuriy Branch: C// OLS, OLIP 2014-Jan-22
2020	Bheri, Aisar Branch: C// OLS, OLIP 2018-Jan-26	1689	Bortolussi, Adrian Branch: C// OLS, OLIP 1991-Jan-29
1885	Bianchi, David Branch: C// OLS, OLIP 2004-Sep-08	1861	Bounsall, Andrew T. Branch: C// OLS, OLIP 2001-Sep-12
1606	Biason, Lawrence J. Branch: C// OLS, OLIP 1986-Jun-18	CR67	Bowlby, Ewart D. Branch: G// OLS, OLIP 1991-Jan-29
2072	Bielen, Marcin Branch: C// OLS, OLIP 2021-Jan-19	1530	Bowyer, Edward W. Branch: C// OLS, OLIP 1982-Jun-04
2031	Bienkowski, Pawel Branch: C// OLS, OLIP 2018-Jul-25	1760	Bracken, George N. Branch: C// OLS, OLIP 1994-Jan-14
1104	Blackburn, P. Ardon Branch: C// OLS, OLIP 1962-May-14	1917	Bridges, Ron Branch: C// OLS, OLIP 2009-Jan-15
1738	Bode, Ralph T. Branch: C// OLS, OLIP, CLS 1993-Jan-16	1971	Broxham, Andrew James Branch: C// OLS, OLIP 2014-Feb-27
1580	Boehme, Kerry Branch: C// OLS, OLIP 1985-Dec-18	CR157	Buckle, Alan D. Branch: I// OLS, OLIP 2002-Jun-27

1768	Buisman, Jeffrey E. Branch: C// OLS, OLIP 1995-Jan-11	CR159	Chapman, Michael A. Branch: I// OLS, OLIP P.Eng., PhD 2002-Jun-27
1947	Bunker, Chris Branch: C// OLS, OLIP 2011-Oct-06	1811	Chapple, Brooke D. Branch: C// OLS, OLIP 1997-Aug-13
2062	Bunker, Tim Branch: C// OLS, OLIP 2020-Jan-21	2032	Chapple, Riley Branch: C// OLS, OLIP 2018-Jul-25
1701	Burchat, Martha L. Branch: C// OLS, OLIP 1991-Aug-14	1962	Cherian, Boney Branch: C// OLS, OLIP 2013-Jul-22
CR142	Cadeau, Francis M. Branch: I// OLS, OLIP 2002-Feb-21	1886	Chitty, Phil W. Branch: C// OLS, OLIP 2004-Sep-08
1982	Calonia, Gualberto C. Branch: C// OLS, OLIP 2015-Jul-10	1338	Clancy, Ronald W. Branch: C// OLS, OLIP 1973-Aug-17
1747	Campbell, Brian R. Branch: C// OLS, OLIP 1993-Aug-11	1690	Clark, W. Bruce Branch: C// OLS, OLIP, ALS 1991-Jan-29
1810	Campbell, Kenton H. Branch: C// OLS, OLIP 1997-Aug-13	1567	Clarke, Barry J. Branch: C// OLS, OLIP CLS 1984-Dec-20
1654	Chambers, Donald G. Branch: C// OLS, OLIP 1989-Jun-19	1201	Clarke, Ross A. Branch: C// OLS, OLIP, PLE, P.Mgr. 1966-Oct-04

1254	Clipsham, Robert E. Branch: C// OLS, OLIP P.Eng. 1970-May-12	1837	Coutts, Hugh S. Branch: C// OLS, OLIP 2000-Jan-26
1781	Coad, Brian A. Branch: C// OLS, OLIP 1995-Jul-20	1805	Cranch, Crystal R. Branch: C// OLS, OLIP 1997-May-13
1542	Cole, J. Anne Branch: C// OLS, OLIP CLS 1982-Dec-06	1977	Crocker, J. Paul Branch: C// OLS, OLIP 2015-Jan-15
1641	Collett, Brent W. Branch: C// OLS, OLIP 1988-Jun-07	1527	Culbert, Douglas A. Branch: C// OLS, OLIP 1982-Jan-25
1803	Comery, David A. Branch: C// OLS, OLIP 1997-Feb-19	1928	Cummings, Dwayne Branch: C// OLS, OLIP 2010-Jan-18
1511	Consoli, Guido V. Branch: C// OLS, OLIP CLS 1980-Dec-05	1892	Currie, Lise Roxanne Branch: C// OLS, OLIP 2006-Aug-14
1788	Coons, Scott E. Branch: C// OLS, OLIP 1996-Jan-23	CR132	Czajka, Stephen D. Branch: I// OLS, OLIP 2001-Sep-12
1801	Cormier, Dan J. Branch: C// OLS, OLIP, CLS 1997-Jan-18	2047	Dalziel, Scott Branch: C// OLS, OLIP 2019-Jan-22
1987	Côté, Sophie-Rose Branch: C// OLS, OLIP 2015-Jul-20	1714	D'Amico, John M.J. Branch: C// OLS, OLIP 1992-Jan-29

CR196	Davis, Kelly P. Branch: I// OLS, OLIP 2003-Feb-20	2033	DeMarco, Michael Branch: C// OLS, OLIP 2018-Jul-25
2060	Dawe, Lauren Elizabeth Branch: C// OLS, OLIP 2019-Nov-29	1878	DenBroeder, Ross B. Branch: C// OLS, OLIP 2003-Sep-10
1748	Day, Nigel A.P. Branch: C// OLS, OLIP 1993-Aug-26	1863	Di Cosmo, Matthew Branch: C// OLS, OLIP 2002-Feb-21
1739	de Haan, Peter Branch: C// OLS, OLIP 1993-Jan-16	1568	Dietz, Terry P. Branch: C// OLS, OLIP 1984-Dec-20
1983	de Jager, Matthew Branch: C// OLS, OLIP 2015-Jul-10	1478	Dixon, Richard C. Branch: C// OLS, OLIP 1979-Jun-27
1458	de Rijcke, Izaak Branch: C// OLS, OLIP LL.B. 1978-Jul-19	1921	Domagalski, Adam Branch: C// OLS, OLIP 2009-Jul-22
1789	De Rosa, Pier L. Branch: C// OLS, OLIP 1996-Feb-22	1661	Dore, Ronald Branch: C// OLS, OLIP 1989-Nov-06
1655	Del Bosco, Terry W. Branch: C// OLS, OLIP 1989-Jun-19	1400	Dorland, David S. Branch: C// OLS, OLIP 1975-May-09
1876	Della Mora, Rick Branch: C// OLS, OLIP 2003-Aug-13	2006	Dorland, James D. Branch: C// OLS, OLIP 2017-Jan-31

1854	Dosen, Vladimir Branch: C// OLS, OLIP 2001-Jan-31	CR113	Emode, Richard E.O. Branch: G// OLS, OLIP P.Eng., FEC 1993-Feb-11
1726	Dunlop, R. Dean Branch: C// OLS, OLIP 1992-Aug-04	1554	England, Brent J. Branch: C// OLS, OLIP CLS 1983-Dec-21
1491	Dutrisac, Denis Branch: C// OLS, OLIP 1979-Aug-15	1782	Ertl, Lawrence O. Branch: C// OLS, OLIP 1995-Jul-31
1716	Dzaldov, Dan Branch: C// OLS, OLIP 2001-Jan-16	1812	Even, James Branch: C// OLS, OLIP 1997-Aug-13
1852	Dzaldov, Ophir Branch: C// OLS, OLIP 1992-Jan-29	1975	Fathi, Seyed Abdolmajid Branch: C// OLS, OLIP 2014-Jul-24
1538	Edward, Paul C. Branch: C// OLS, OLIP 1982-Dec-06	1937	Fee, Jeff John Branch: C// OLS, OLIP 2011-Jan-12
1990	El-Chanti, Oussama Branch: C// OLS, OLIP 2016-Jan-18	1932	Feren, Peter Raymond Branch: C// OLS, OLIP 2010-Sep-08
2034	Elliott, Jason Branch: C// OLS, OLIP 2018-Jul-25	CR64	Ferguson, James E. Branch: G// OLS, OLIP 1990-Nov-06
2056	Elmov, Dmitri Branch: C// OLS, OLIP 2019-Sep-20	1616	Ferizovic, Ken Branch: C// OLS, OLIP 1987-Jun-17

2028	Fernandes, Annie Branch: C// OLS, OLIP 2018-May-31	CR21	Francis, Paul M. Branch: P//I OLS, OLIP 1990-Jan-23
1957	Fiddes, Zachary Branch: C// OLS, OLIP 2013-Jan-14	1138	Gacser, Ernest Branch: C// OLS, OLIP 1963-May-28
1575	Finnie, Roderick Branch: C// OLS, OLIP 1985-Jun-10	1636	Galejs, John Branch: C// OLS, OLIP 1988-Jun-07
1934	Fisher, Michael John Branch: C// OLS, P.Eng. 2010-Sep-08	1727	Garden, Edward R. Branch: C// OLS, OLIP 1992-Aug-04
1828	Fleguel, Robin L. Branch: C// OLS, OLIP 1999-Feb-03	2054	Gardner, Tareyn Branch: C// OLS, OLIP 2019-Aug-29
1555	Fligg, Robert A. Branch: C// OLS, OLIP, CLS 1983-Dec-21	CR95	Gariepy, David H. Branch: P// OLS, OLIP, P.Eng. 1991-Nov-19
1974	Ford, Greg Branch: C// OLS, OLIP 2014-Jul-24	1762	Gauthier, John Branch: C// OLS, OLIP 2017-Jan-30
1882	Fournier, Marc G. Branch: C// OLS, OLIP 2004-Jan-09	2003	Gauthier, Richard R. Branch: C// OLS, OLIP 1994-Jun-15
1988	Fox, Christopher Branch: C// OLS, OLIP 2015-Aug-19	1808	Gelbloom, Jaime Branch: C// OLS, OLIP CLS 1997-Jun-17

1718	Geyer, Rodney H. Branch: C// OLS, OLIP 1992-Jan-29	1814	Goldman, Barry D. Branch: C// OLS, OLIP 1997-Aug-13
1984	Ghofrani, Mansour Branch: C// OLS, OLIP 2015-Jul-20	1998	Golinski, Waldemar Branch: C// OLS, OLIP 2016-Dec-02
1952	Gholami, Ali Branch: C// OLS, OLIP 2012-Jul-19	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	2035	Goonewardena, Shan Branch: C// OLS, OLIP 2018-Jul-25
1791	Gilmore, Mark V. Branch: C// OLS, OLIP 1996-Feb-22	1839	Gorman, Michael J. Branch: C// OLS, OLIP 2000-Jan-26
2018	Girin, Ignat Branch: C// OLS, OLIP 2018-Jan-24	1430	Gossling, Steven J. Branch: C// OLS, OLIP 1977-Feb-02
CR96	Goadsby, J. Morgan Branch: G// OLS, OLIP 1991-Nov-19	1288	Graham, Derek G. Branch: C// OLS, OLIP 1971-Nov-22
1813	Goebelle, Hugh B. Branch: C// OLS, OLIP, CLS 1997-Aug-13	1183	Grander, Helmut F. Branch: C// OLS, OLIP 1965-Dec-13

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
CR120	Greenfield, Kirsten M. Branch: I// OLS, OLIP,CLS 2000-Jul-19	2048	Handspiker, Andrew James Gerald Branch: C// OLS, OLIP 2019-Jan-22
1868	Griffiths, Michael A. Branch: C// OLS, OLIP 2002-Jul-18	2073	Hang, Jackie Branch: C// OLS, OLIP 2021-Jan-19
1999	Grose, Roger Branch: C// OLS, OLIP 2017-Jan-25	2002	Hanna, Maryna Branch: C// OLS, OLIP 2017-Jan-30
1824	Grozelle, Nancy J. Branch: C// OLS, OLIP 1998-Aug-12	1713	Haramis, Patrick J. Branch: C// OLS, OLIP 1991-Aug-22
1465	Gutri, John H. Branch: C// OLS, OLIP 1978-Oct-30	1693	Harper, William A. Branch: C// OLS, OLIP CLS 1991-Jan-29
2044	Haddad, Kevin Branch: C// OLS, OLIP 2018-Oct-24	1532	Harris, Robert K. Branch: C// OLS, OLIP, CLS (St. Lucia) 1982-Jun-04
2001	Haines, Michael Branch: C// OLS, OLIP 2017-Jan-26	1786	Harris-Herr, Nancy L. Branch: C// OLS, OLIP 1995-Oct-14
1556	Halliday, Robert D. Branch: C// OLS, OLIP, CLS 1984-Jul-04	1705	Hartwick, Gregory J. Branch: C// OLS, OLIP, CLS 1991-Aug-14

1847	Hartwick, Travis G. Branch: C// OLS, OLIP 2000-Jul-19	1720	Hickson, Gerald G. Branch: C// OLS, OLIP 1992-Jan-29
1406	Hawkins, Robert C. Branch: C// OLS, OLIP 1975-Jun-17	1596	Higginson, Leslie M. Branch: C// OLS, OLIP 1986-Jun-18
1761	Hawley, David J. Branch: C// OLS, OLIP 1994-Apr-13	1494	Hiley, John W. Branch: C// OLS, OLIP 1979-Dec-07
1880	Hazen, Jason P.E. Branch: C// OLS, OLIP 2004-Jan-08	1634	Hillis, Kerry F. Branch: C// OLS, OLIP 1988-Jun-07
2036	Healey, Owen Branch: C// OLS, OLIP 2018-Jul-25	1631	Himma, Mart H. Branch: C// OLS, OLIP 1988-Jun-07
1930	Herman, Zoltan Branch: C// OLS, OLIP 2010-Jan-18	1919	Hodgson, Shawn Branch: C// OLS, OLIP 2009-Jan-15
1576	Herweyer, Edward H. Branch: C// OLS, OLIP 1985-Jun-10	1533	Hofmann, Phillip Branch: C// OLS, OLIP 1982-Jun-04
1899	Hewlett, James A. Branch: C// OLS, OLIP 2007-Jan-15	2049	Holstead, Donald Branch: C// OLS, OLIP 2019-Jan-22
1621	Heywood, Allan J. Branch: C// OLS, OLIP 1987-Dec-14	1750	Homer, Peter J. Branch: C// OLS, OLIP 1993-Sep-24

2074	Hood, Brett Branch: C// OLS, OLIP 2021-Jan-19	1827	Hyde, Harold D. Branch: C// OLS, OLIP 1999-Feb-03
1815	Hook, Stephen D. Branch: C// OLS, OLIP 1997-Aug-13	1832	Iavicoli, Bruno Branch: C// OLS, OLIP 1999-Jul-21
1773	Hoppe, Thomas Branch: C// OLS, OLIP 1995-Jan-25	1573	Irwin, Gary A. Branch: C// OLS, OLIP 1985-Feb-19
CR144	Horwood, David M. Branch: I// OLS, OLIP 2002-Feb-21	1897	Isip, Reynaldo Lagman Branch: C// OLS, OLIP 2007-Jan-11
2075	Hosseini, Ali Branch: C// OLS, OLIP 2021-Jan-19	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
2076	Hubert, Shawn Branch: C// OLS, OLIP 2021-Jan-19	1425	Jason, Ronald M. Branch: C// OLS, OLIP, CLS, P.Eng. 1976-Jul-15
1534	Hunt, Douglas E. Branch: C// OLS, OLIP 1982-Jun-04	1927	Jeffray, Angela Branch: C// OLS, OLIP 2010-Feb-18
1582	Husted, Kimberly S. Branch: C// OLS, OLIP 1985-Dec-18	1550	Jemmett, Douglas W. Branch: C// OLS, OLIP 1983-Jul-12

1648	Jemmett, Shawn A. Branch: C// OLS, OLIP 1988-Dec-19	1557	Kasprzak, Adam Branch: C// OLS, OLIP 1984-Jul-04
1574	Jenkins, Kevin G. Branch: C// OLS, OLIP 1985-Feb-19	1985	Kasprzak, Simon A. Branch: C// OLS, OLIP 2015-Jul-20
1864	Jeraj, Alnashir Branch: C// OLS, OLIP 2002-Feb-21	2014	Kayuk, Andrew Wade Branch: C// OLS, OLIP 2017-Jul-24
1889	Johnson, James W. Branch: C// OLS, OLIP 2005-Jan-26	1883	Keatley, Gordon R. Branch: C// OLS, OLIP 2004-Jan-13
1626	Jordan, Robert J. Branch: C// OLS, OLIP 1987-Dec-14	2037	Kelsall, Jason Branch: C// OLS, OLIP 2018-Jul-25
1955	Kaczmarek, Rafal P. Branch: C// OLS, OLIP 2013-Jan-10	1352	Kerr, Brian W. Branch: C// OLS, OLIP 1973-Nov-22
2077	Kahue, Christopher Branch: C// OLS, OLIP 2021-Jan-19	2057	Keshavarz, Amir Branch: C// OLS, OLIP 2019-Sep-20
1922	Kalantzakos, Harry Branch: C// OLS, OLIP 2009-Jul-22	2078	Ketchum, Emmett Branch: C// OLS, OLIP 2021-Jan-19
2017	Kanaganayagam, Athiththan Branch: C// OLS, OLIP 2017-Sep-08	2063	Khosravirad, Fereidoon Branch: C// OLS, OLIP 2020-Jan-21

1972	King, Adam Branch: C// OLS, OLIP, BCLS 2014-Feb-27	1775	Krcmar, Saša Branch: C// OLS, OLIP 1995-Jan-25
1429	Kirkland, James E. Branch: C// OLS, OLIP P.Eng. 1977-Feb-02	1900	Krcmar, Tomislav Branch: C// OLS, OLIP 2007-Jan-23
1639	Kirkup, Roy S. Branch: C// OLS, OLIP 1988-Jun-07	1370	Krcmar, Vladimir Branch: C// OLS, OLIP 1974-Jan-22
1607	Kliaman, Cindy S. Branch: C// OLS, OLIP, CLS 1986-Jun-18	1722	Kristjanson, Tom Branch: C// OLS, OLIP 1992-Jan-29
1649	Knisley, Martin W. Branch: C// OLS, OLIP 1988-Dec-19	1865	Kubicki, Borys D. Branch: C// OLS, OLIP 2002-Feb-21
2064	Kosmachuk, Stephen Branch: C// 2020-Jan-21 OLS, OLIP	1564	Kuelling, Laurence J. Branch: C// OLS, OLIP 1984-Sep-04
1851	Kovacs, David A. Branch: C// OLS, OLIP 2000-Jul-22	1848	Kujala, Kevin P. Branch: C// OLS, OLIP 2000-Jul-19
2081	Krawczuk, David Branch: C// 2021-Jan-20 OLS, OLIP	1986	Kumar, Vaitheki Branch: C// OLS, OLIP 2015-Jul-20
1774	Krcmar, Maja Branch: C// OLS, OLIP 1995-Jan-25	2080	Kumaranayake, Aloka Udani Branch: C// OLS, OLIP 2021-Jan-20

1956	Ladines, Jayson F. Branch: C// OLS, OLIP 2013-Jan-10	1953	Lau, Jansky Tak Choi Branch: C// OLS, OLIP 2012-Jul-19
1898	Laframboise, Gabriel Branch: C// OLS, OLIP 2007-Jan-11	1906	Lawrence, Gavin Eldred Branch: C// OLS, OLIP 2008-Jan-23
2079	Lakhan, Satesh Anil Branch: C// OLS, OLIP 2021-Jan-20	1792	Laws, James M. Branch: C// OLS, OLIP 1996-Feb-22
1951	Lale, Goran Branch: C// OLS, OLIP 2012-Jun-06	1809	Legat, Jaro A. Branch: C// OLS, OLIP 1997-Jun-17
1729	Lamb, Peter B. Branch: C// OLS, OLIP 1992-Aug-04	1755	LeGrow, Neil A. Branch: C// OLS, OLIP 1994-Jan-11
1829	Lamont, David A. Branch: C// OLS, OLIP 1999-Feb-03	1896	Lemmetty, Anita I. Branch: C// OLS, OLIP 2006-Nov-10
1918	LaPointe, Stéphane Branch: C// OLS, OLIP 2009-Jan-15	2058	Leroux, Shawn Ryan Branch: C// OLS, OLIP 2019-Nov-29
1798	Larocque, Brent R. Branch: C// OLS, OLIP 1996-Aug-13	1694	Leslie, Craig Branch: C// OLS, OLIP P.Eng. 1991-Jan-29
1914	Lau, Francis Branch: C// OLS, OLIP 2008-Aug-28	1989	Levac, Patrick Branch: C// OLS, OLIP 2016-Jan-18

1830	Lin, Joseph Branch: C// OLS, OLIP 1999-Feb-03	1642	Lynch, Brian J. Branch: C// OLS, OLIP 1988-Jun-07
1825	Linhares, Eduardo J. Branch: C// OLS, OLIP 1998-Aug-12	1849	MacDonald, Christopher A. Branch: C// OLS, OLIP 2000-Jul-19
1963	Lise, Arthur J. Branch: C// OLS, OLIP 2013-Jul-22	2007	MacDonald, Gregory Michael Branch: C// OLS, OLIP 2017-Feb-07
2082	Liu, Guannan Branch: C// OLS, OLIP 2021-Jan-20	1822	MacDonald, Thomas G. Branch: C// OLS, OLIP 1998-Jul-22
2051	Liu, Leo Branch: C// OLS, OLIP 2019-Jan-25	1605	Macek, Michael Branch: C// OLS, OLIP 1986-Jun-18
1991	Loai, Amar Branch: C// OLS, OLIP 2016-Jan-18	1656	MacGregor, Susan F. Branch: C// OLS, OLIP 1989-Jun-19
1679	Lord, Rodney D. Branch: C// OLS, OLIP 1990-Jul-10	1246	MacMillan, Don J. Branch: C// OLS, OLIP 1969-Nov-17
2027	Losyev, Sofia Branch: C// OLS, OLIP 2018-May-31	1816	Magee, Bret G. Branch: C// OLS, OLIP 1997-Aug-13
2083	Luciks, Andrejs Branch: C// OLS, OLIP 2021-Jan-20	CR99	Mailhot-Aron, Ann-Marie Branch: G// OLS, OLIP 1991-Nov-19

1785	Mak, Ronald M. Branch: C// OLS, OLIP 1995-Aug-15	1907	Marton, Alexandru Branch: C// OLS, OLIP 2008-Jan-23
1546	Mak, Rudy Branch: C// OLS, OLIP 1982-Dec-06	2067	Masciotra, Michael J. Branch: C// OLS, OLIP 2020-Jan-29
2015	Malek, Maaz Branch: C// OLS, OLIP 2017-Aug-01	1339	Mascoe, William A. Branch: C// OLS, OLIP 1973-Sep-20
1549	Maloney, Brian J. Branch: C// OLS, OLIP 1983-Jul-12	1881	Matthews, Jeremy C.E. Branch: C// OLS, OLIP 2004-Jan-09
2000	Mantha, Alec Sloan Branch: C// OLS, OLIP 2017-Jan-30	1740	Matthews, Michael F. Branch: C// OLS, OLIP, CLS 1993-Jan-12
1744	Mantha, Andrew S. Branch: C// OLS, OLIP 1993-Jan-19	1884	Maughan, David U. Branch: C// OLS, OLIP 2004-Jan-20
1924	Mares, Viorel Branch: C// OLS, OLIP 2009-Aug-11	2012	Maulion, Keene Branch: C// OLS, OLIP 2017-May-31
1337	Marr, Douglas G. Branch: C// OLS, OLIP 1973-Aug-14	1548	Mauro, Frank Branch: C// OLS, OLIP 1983-Jul-12
1745	Martin, Robert C. Branch: C// OLS, OLIP 1993-Jan-13	1756	Mayo, Roy C. Branch: C// OLS, OLIP 1994-Jan-11

1966	Mc Rae, Reuben Branch: C// OLS, OLIP 2014-Jan-22	2084	McLaren, Robert Alexander Branch: C// OLS, OLIP 2021-Jan-20
1724	McConnell, Robert Branch: C// OLS, OLIP 1992-Jan-29	2085	McLean, Merrill Branch: C// OLS, OLIP 2021-Jan-20
1730	McDermott, Robert M. Branch: C// OLS, OLIP 1991-Aug-04	1874	McMorran, Douglas Scott Branch: C// OLS, OLIP 2003-Feb-20
2050	McFadzen, Nicholas James Branch: C// OLS, OLIP 2019-Jan-22	1558	McNabb, Marvin D. Branch: C// OLS, OLIP 1984-Jul-04
1751	McGuire, Gordon D. Branch: C// OLS, OLIP 1993-Sep-23	1840	McNeil, Trevor D.A. Branch: C// OLS, OLIP 2000-Jan-26
1583	McKay, Scott A. Branch: C// OLS, OLIP, CLS 1985-Dec-18	1780	Meldrum Smith, Julia M. Branch: C// OLS, OLIP CLS 1995-Jul-19
1949	McKechnie, Michael Branch: C// OLS, OLIP 2012-Feb-23	1903	Merrilles, John Branch: C// OLS, OLIP 2007-Sep-07
1708	McKibbon, Robert W. Branch: C// OLS, OLIP 1991-Aug-14	1559	Merry, William I. Branch: C// OLS, OLIP 1984-Jul-04
1709	McLaren, Daniel S. Branch: C// OLS, OLIP, P.Eng. 1991-Aug-14	1512	Miller, Paul A. Branch: C// OLS, OLIP, CLS 1980-Dec-05

1585	Miller, Richard D. Branch: C// OLS, OLIP 1985-Dec-18	1467	Mountjoy, Maureen V. Branch: C// OLS, OLIP 1978-Dec-14
1855	Milne, Neil C. Branch: C// OLS, OLIP 2001-Jan-31	1779	Muir, John W. Branch: C// OLS, OLIP, CLS 1995-Jul-24
1806	Miret, Dario A. Branch: C// OLS, OLIP 1997-May-13	CR136	Murdoch, Robert M. Branch: I// OLS, OLIP 2001-Sep-12
1923	Mirzakhani, Manouchehr Branch: C// OLS, OLIP 2009-Jul-22	1912	Musclow, Chris Branch: C// OLS, OLIP 2008-Jul-25
1946	Mitrev, Simeon E. Branch: C// OLS, OLIP 2011-Jul-29	2030	Musil, Andrew Branch: C// OLS, OLIP 2018-Jul-13
1980	Mo, Jason Chun-Ho Branch: C// OLS, OLIP 2015-Jan-29	2038	Muth, Nicholas Branch: C// OLS, OLIP 2018-Jul-25
1053	Monteith, John D. Branch: C// OLS, OLIP 1960-May-13	1658	Mwinyi, Omari B.S. Branch: C// OLS, OLIP 1989-Jun-19
1317	Moreton, Peter G. Branch: C// OLS, OLIP, CLS 1972-Dec-19	2021	Najjarbashi, Navid Branch: C// OLS, OLIP 2018-Jan-26
2086	Morgan, David James Branch: C// OLS, OLIP 2021-Jan-20	1870	Nanfara, Joseph Branch: C// OLS, OLIP 2002-Oct-03

1871	Ng, Foo Yip Branch: C// OLS, OLIP 2003-Jan-08	CR200	Osuchowska, Zofia Branch: P// OLS, OLIP 2004-Sep-08
1959	Nicol, James Andrew Branch: C// OLS, OLIP 2013-Jan-14	1936	Oyler, Christopher John Branch: C// OLS, OLIP 2010-Sep-08
1833	Niculae, Roxana Branch: C// OLS, OLIP 1999-Jul-21	1572	Packowski, Thomas J. Branch: C// OLS, OLIP 1984-Dec-20
CR199	Nielsen, Peter M. Branch: G// OLS, OLIP 2004-Jan-08	1834	Page, Dasha Branch: C// OLS, OLIP 1999-Jul-21
1682	Nisbet, T. Martin Branch: C// OLS, OLIP CLS 1990-Jul-10	2088	Paine, Adam Branch: C// OLS, OLIP 2021-Jan-20
1908	Nisioiu, Tudor Branch: C// OLS, OLIP 2008-Jan-23	1909	Papa, Valerio G. Branch: C// OLS, OLIP 2008-Jan-23
1867	O'Connor, Shawn M. Branch: C// OLS, OLIP 2002-Jul-16	1721	Parker, Bruce A. Branch: C// OLS, OLIP 1992-Jan-29
2087	Olender, Stephen Branch: C// OLS, OLIP 2021-Jan-20	1680	Pearson, Michéle M. Branch: C// OLS, OLIP 1990-Jul-10
1893	Osinski, Marek Branch: C// OLS, OLIP 2006-Aug-14	1670	Pearson, Robert G. Branch: C// OLS, OLIP 1990-Jan-23

1994	Perera, Wickramage Sunil Branch: C// OLS, OLIP 2016-Jan-27	1973	Popa, Dacian Nicolae Branch: C// OLS, OLIP 2014-Jun-12
1776	Pesce, David Branch: C// OLS, OLIP 1995-Jan-25	1891	Popa, Dorin Branch: C// OLS, OLIP 2006-Jan-13
1536	Petrich, Fred Branch: C// OLS, OLIP 1982-Jun-04	CR173	Power, K. Michael Branch: I// OLS, OLIP 2002-Jun-27
1970	Petrovic, Djordje Branch: C// OLS, OLIP 2014-Jan-22	1539	Preiss, Richard A. Branch: C// OLS, OLIP 1982-Dec-06
1586	Phillips, Gary W. Branch: C// OLS, OLIP 1985-Dec-18	1993	Pu, Tony Branch: C// OLS, OLIP 2016-Jan-20
1217	Piller, Helmut Branch: C// OLS, OLIP 1968-May-22	1683	Purcell, T. Murray Branch: C// OLS, OLIP 1990-Jul-10
2065	Pineros, Ricardo A. Branch: C// OLS, OLIP 2020-Jan-21	1965	Querubin, Ron Branch: C// OLS, OLIP 2014-Jan-22
CR171	Piraino, John P. Branch: I// OLS, OLIP P.Eng. 2002-Jun-27	1637	Quesnel, Paul M. Branch: C// OLS, OLIP 1988-Jun-07
CR130	Poot, Robin W.L. Branch: G// OLS, OLIP 2001-Aug-10	1579	Quinlan, Danny P. Branch: C// OLS, OLIP 1985-Jun-10

2023	Rahman, Shafic Branch: C// OLS, OLIP 2018-Jan-26	1766	Reid, Rodger J. Branch: C/G/ OLS, OLIP, CLS, P.Eng. 1994-Dec-01
2089	Raikes, Cole Branch: C// OLS, OLIP 2021-Jan-20	2055	Renaud, Tyler Branch: C// OLS, OLIP 2019-Aug-29
1841	Raikes, Peter T. Branch: C// OLS, OLIP CLS 2000-Jan-26	2039	Restivo, Ben Branch: C// OLS, OLIP 2018-Jul-25
1684	Raithby, David J. Branch: C// OLS, OLIP 1990-Jul-10	1386	Reynolds, Rodney G. Branch: C// OLS, OLIP 1974-Jul-25
2004	Rajakulendran, Shajeeshane Branch: C// OLS, OLIP 2017-Jan-31	1915	Rizk, Ashraf Branch: C// OLS, OLIP 2008-Sep-03
1968	Ramachandran, Piratheepan Branch: C// OLS, OLIP 2014-Jan-22	2091	Robbins, Phillip Adam Branch: C// OLS, OLIP 2021-Jan-20
1561	Ramsamooj, Sase N. Branch: C// OLS, OLIP 1984-Jul-04	1931	Robinson, Daniel Bernard Branch: C// OLS, OLIP 2010-Aug-18
1943	Rathnayake, Vineetha S. Branch: C// OLS, OLIP 2011-Feb-24	1725	Robinson, Gregory G. Branch: C// OLS, OLIP 1992-Jan-29
1872	Reed, Thomas R. Branch: C// OLS, OLIP 2003-Jan-09	2092	Rodger, Greg Branch: C// OLS, OLIP 2021-Jan-21

1804	Rody, Eric Branch: C// OLS, OLIP 1997-Feb-19	CR12	Sani, Anthony P. Branch: P/I/ OLS, OLIP, M.R.I.C.S. 1989-Nov-06
1856	Rouse, Tracy R. Branch: C// OLS, OLIP 2001-Jan-31	1842	Sankey, Alister D. Branch: C// OLS, OLIP 2000-Jan-26
1910	Roy, André Roger Branch: C// OLS, OLIP 2008-Jan-23	1895	Scott, John S. Branch: C// OLS, OLIP 2006-Aug-14
1733	Rudnicki, Les S. Branch: C// OLS, OLIP 1992-Aug-04	2008	Seaman, Gavin P.T. Branch: C// OLS, OLIP 2017-Feb-08
1541	Rueb, Erich Branch: C// OLS, OLIP 1982-Dec-06	2024	Sedaghat, Saeid Branch: C// OLS, OLIP, CLS 2018-Jan-26
1875	Salb, Thomas J. Branch: C// OLS, OLIP 2003-Jul-15	1920	Seguin, Ryan William Branch: C// OLS, OLIP 2009-Feb-19
2010	Salehi, Farzad Branch: C// OLS, OLIP 2017-May-29	1611	Senkus, Tom A. Branch: C// OLS, OLIP 1986-Dec-15
1523	Salna, Robert Branch: C// OLS, OLIP 1981-Dec-02	2040	Shanmugarajah, Ragavan Branch: C// OLS, OLIP 2018-Jul-25
1894	Salzer, Eric G. Branch: C// OLS, OLIP 2006-Aug-14	1857	Shanmugarajah, Tharmarajah Branch: C// OLS, OLIP 2001-Jan-31

1686	Shantz, Murray R. Branch: C/I/ OLS, OLIP 1990-Jul-10	1673	Sinnis, Spiro Branch: C// OLS, OLIP, CLS 1990-Jan-23
1719	Shelp, Andrew V. Branch: C// OLS, OLIP 1992-Jan-29	1699	Skuro, Peter M. Branch: C// OLS, OLIP 1991-Jan-29
1697	Shipman, Jeffrey P. Branch: C// OLS, OLIP 1991-Jan-29	1448	Smith, Andrew J. Branch: C// OLS, OLIP 1978-Jun-05
1904	Sibthorp, Raymond James Branch: C// OLS, OLIP 2007-Sep-14	1600	Smith, Anthony G. Branch: C// OLS, OLIP 1986-Jun-18
CR124	Silburn, James L. Branch: I// OLS, OLIP 2000-Jul-19	2090	Smith, Gerard Branch: C// OLS, OLIP 2021-Jan-21
1698	Simone, Roy A. Branch: C// OLS, OLIP MIS 1991-Jan-29	CR125	Smith, Ian D. Branch: I// OLS, OLIP 2000-Jul-19
1794	Simpson, Michael J. Branch: C// OLS, OLIP 1996-Feb-22	1960	Smith, Kevin R.D. Branch: C// OLS, OLIP 2013-Feb-28
1518	Simpson, Walter J. Branch: C// OLS, OLIP, CLS 1981-May-08	2093	Snow, Trisha Branch: C// OLS, OLIP 2021-Jan-21
1687	Singh, Tirbhowan Branch: C// OLS, OLIP, P.Eng. 1990-Jul-10	2094	Soltankhah-Bidkhti, Alborz Branch: C// OLS, OLIP 2021-Jan-21

2041	Sonier, Katherine Branch: C// OLS, OLIP 2018-Jul-25	1843	Stojanovic, Svetomir Branch: C// OLS, OLIP 2000-Jan-26
1799	Sperling, Ernest G. Branch: C// OLS, OLIP 1996-Aug-13	1783	Stringer, David B. Branch: C/G/I OLS, OLIP P.Eng. 1990-Jul-10
1570	Stanton, Chester J. Branch: C// MBA, CLS, OLS, OLIP, CLS 1984-Dec-20	1589	Suda, Philip Branch: C// OLS, OLIP 1985-Dec-18
1850	Starcevic, Dario Branch: C// OLS, OLIP 2000-Jul-19	2042	Sukumarsath, Surendran Branch: C// OLS, OLIP 2018-Jul-25
1948	Stephen, Adam Michael F. Branch: C// OLS, OLIP 2012-Jan-13	1969	Sundar, Ganesh Branch: C// OLS, OLIP 2014-Jan-22
1457	Stewart, Ronald J. Branch: C// OLS, OLIP, CLS 1978-Jul-05	2096	Surgenor, Jake Branch: C// OLS, OLIP 2021-Jan-21
1769	Stidwill, Grant T. Branch: C// OLS, OLIP P.Eng. 1995-Jan-20	1858	Sutherland, Bloss J. Branch: C// OLS, OLIP 2001-Jan-31
1588	Stidwill, Kirk L. Branch: C// OLS, OLIP P.Eng. 1985-Dec-18	1435	Sutherland, Norman Elliot Branch: C// OLS, OLIP, CLS, P.Eng. 1977-Jun-24
2095	Stirling, Tom Branch: C// OLS, OLIP 2021-Jan-21	1879	Swift, Phillip S. Branch: C// OLS, OLIP, BCLS 2003-Oct-01

1862	Talbot, Jeffrey P. Branch: C// OLS, OLIP 2001-Sep-12	1340	Torrance, Paul H. Branch: C// OLS, OLIP, CLS 1973-Nov-01
2097	Tandon, Mayank Branch: C// OLS, OLIP 2021-Jan-21	2098	Tremblay, Wayne Leslie Branch: C// OLS, OLIP 2021-Jan-21
1734	Taurins, Normans V. Branch: C// OLS, OLIP 1992-Aug-04	1938	Truchon, Mel Branch: C// OLS, OLIP, P.Eng 2011-Jan-17
2059	Tavallaee, Mojtaba Branch: C// OLS, OLIP 2019-Nov-29	1954	Tulloch, David Branch: C// OLS, OLIP 2012-Aug-13
1795	Thom, Kevin S. Branch: C// OLS, OLIP 1996-Feb-22	1905	Tulloch, Mark Kenneth Branch: C// OLS, OLIP 2008-Jan-15
1844	Thomsen, Paul R. Branch: C// OLS, OLIP 2000-Jan-26	2099	Tyler, Gavin Branch: C// OLS, OLIP 2021-Jan-21
1635	Tieman, Andrea E. Branch: C// OLS, OLIP 1988-Jun-07	1476	Urso, David S. Branch: C// OLS, OLIP, CLS 1979-Feb-20
CR148	Tierney, Kevin M. Branch: I// OLS, OLIP 2002-Feb-21	1935	van der Veen, Blake Campbell Branch: C// OLS, OLIP 2010-Sep-08
1911	Tomaszewski, Henry Branch: C// OLS, OLIP 2008-Jan-23	2043	Van Lankveld, Michael Branch: C// OLS, OLIP 2018-Jul-25

1515	Van Lankveld, Ted Branch: C// OLS, OLIP 1980-Dec-05	1929	Wahba, Christopher Branch: C// OLS, OLIP 2010-Jan-18
1777	Vanderveen, Gary B. Branch: C// OLS, OLIP 1995-Jan-25	2005	Wahba, Kevin Branch: C// OLS, OLIP 2017-Jan-31
2066	Vanderwoerd, Colin Branch: C// OLS, OLIP 2020-Jan-21	1845	Wahba, Youssef Branch: C// OLS, OLIP 2000-Jan-26
1757	Verdun, Michael D. Branch: C// OLS, OLIP 1994-Jan-11	1902	Walczak, Jacek Branch: C// OLS, OLIP 2007-Aug-23
2026	Vibert, Natalie Branch: C// OLS, OLIP 2018-Mar-01	1846	Walker, Darren R. Branch: C// OLS, OLIP 2000-Jan-26
1396	Visser, Raymond J. Branch: C// OLS, OLIP, CLS 1975-Jan-10	1056	Wallace, Ivan B. Branch: C// OLS, OLIP 1960-May-20
1417	Vollebekk, Dan R. Branch: C// OLS, OLIP 1975-Oct-27	1944	Wannack, Robert John Branch: C// OLS, OLIP 2011-Feb-24
2100	Vollebekk, Jon Branch: C// OLS, OLIP 2021-Jan-21	1660	Warren, Brad K. Branch: C// OLS, OLIP 1989-Jun-19
1765	Vollick, Stephen M. Branch: C// OLS, OLIP, ALS 1994-Aug-17	1735	Watson, Keith Branch: C// OLS, OLIP 1992-Aug-04

CR152	Watt, David R. Branch: I// OLS, OLIP 2002-Jun-14	1675	Williams, Edward J. Branch: C// OLS, OLIP 1990-Jan-23
2029	Webb, Todd Edward William Branch: C// OLS, OLIP 2018-Jul-12	1211	Williams, Peter J. Branch: C// OLS, OLIP 1967-Dec-18
1770	Webster, Brian J. Branch: C// OLS, OLIP, CLS 1995-Jan-20	1427	Wilson, Paul Branch: C// OLS, OLIP, P.Eng. 1976-Nov-11
1319	Webster, William J. Branch: C// OLS, OLIP, F.S.P.L.S. 1972-Dec-22	1612	Wilton, David Branch: C// OLS, OLIP 1986-Dec-15
1887	Werrell, Adam J. Branch: C// OLS, OLIP 2004-Sep-08	2025	Wood, Robert Branch: C// OLS, OLIP 2018-Jan-26
1696	Wiegenbröcker, Robert Branch: C// OLS, OLIP 1991-Jan-29	1645	Woolley, Patrick J. Branch: C// OLS, OLIP 1988-Jun-07
1877	Wilband, Jason P. Branch: C// OLS, OLIP P.Eng. 2003-Sep-10	1613	Worobec, Alan J. Branch: C// OLS, OLIP 1986-Dec-15
1996	Wilcox, Luke G. Branch: C// OLS, OLIP 2016-Jul-26	1820	Wylie, David J. Branch: C// OLS, OLIP 1998-Jan-27
1758	Wilkinson, Kenneth D. Branch: C// OLS, OLIP 1994-Jan-11	1866	Yadollahi, Seyed M. Branch: C// OLS, OLIP 2002-Jul-16

1916	Yalda, Bahram Branch: C// OLS, OLIP 2008-Sep-03	2052	Zhang, Yifan Branch: C// OLS, OLIP 2019-Jun-17
2101	Yao, Jing Branch: C// OLS, OLIP 2021-Jan-21	2013	Ziemlewska, Justyna Marzena Branch: C// OLS, OLIP 2017-Jul-24
1807	Yeo, Michael W. Branch: C// OLS, OLIP 1997-May-13		
1821	Young, Joseph R. Branch: C// OLS, OLIP 1998-Jan-27		
1964	Yuen, John Ho-Ting Branch: C// OLS, OLIP 2013-Jul-22		
1933	Zaharieva, Yordanka Nikolova Branch: C// OLS, OLIP 2010-Sep-08		
1979	Zapata, Juan Diego Branch: C// OLS, OLIP 2015-Jan-19		
1925	Zeng, Zhiqiang Branch: C// OLS, OLIP 2009-Aug-11		
1835	Zervos, George J.F. Branch: C// OLS, OLIP 1999-Jul-21		

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– Retired Membership –
(as of February 26, 2021)

Branches: Cadastral, Geodetic, Geographic Information,
Hydrography, Photogrammetry

1772	Agnihotri, Anil Branch: C// OLS, OLIP (RET.) 1995-01-25	CR83	Beck, Norman Branch: G// OLS, OLIP (RET.) 1991-Nov-19
CR203	Amin, Khairul Branch: I// OLS, OLIP (RET.) 2011-Feb-24	1502	Bezaire, Bernard J. Branch: C// OLS, OLIP (RET.) 1980-Jul-09
1543	Ansell, Eric Branch: C// OLS, OLIP (RET.) 1982-Dec-06	1593	Bishop, Gregory C.P. Branch: C// OLS, OLIP (RET.), P.Eng. 1986-Jun-18
1498	Aron, Douglas Branch: C// OLS, OLIP (RET.) 1979-Dec-07	1702	Black, David A. Branch: C// OLS, OLIP (RET.) 1991-Aug-14
1650	Astri, Dino R.S. Branch: C// OLS, OLIP (RET.) 1988-Dec-19	1651	Bogue, Colin B. Branch: C// OLS, OLIP (RET.), P.Eng. 1988-Dec-19
1525	Avis, Roger Branch: C// OLS, OLIP (RET.), CLS, MIAS, FRICS 1982-Jan-25	1440	Bowden, Graham W. Branch: C// OLS, OLIP (RET.), P.Eng. 1977-Sep-27
CR206	Baila, Mircea Branch: I// OLS, OLIP (RET.) 2013-Feb-28	1274	Brooke, Michael E. Branch: C// OLS, OLIP (RET.) 1971-Jun-07
1551	Baker, Bruce Branch: C// OLS, OLIP (RET.) 1983-Dec-21	1553	Brouwers, Bruce Branch: C// OLS, OLIP (RET.) 1983-Dec-21

1237	Brouwers, Harry A. Branch: C// OLS, OLIP (RET.) 1969-Jun-19	CR109	Carnegie, J. Trevor Branch: H// OLS, OLIP (RET.) 1992-Jan-01
1620	Brown, Donald H. Branch: C// OLS, OLIP (RET.) 1987-Dec-14	1531	Chau, Marvin M. Branch: C// OLS, OLIP (RET.), MHKIS, Accredited Mediator 1982-Jun-04
994	Brubacher, Wayne D. Branch: C/I/ OLS, OLIP (RET.) 1959-Jan-14	912	Clarke, Alvin J. Branch: C// OLS, OLIP (RET.) 1956-Aug-15
1295	Buck, William D. Branch: C// OLS, OLIP (RET.), P.Eng., CLS 1971-Dec-17	1443	Clarke, Carlton H. Branch: C// OLS, OLIP, (RET.) 1978-Jan-18
1323	Bunker, Thomas A. Branch: C// OLS, OLIP (RET.), CLS, P.Eng., C.A. 1973-Jan-29	902	Coe, William R. Branch: C// OLS, OLIP (RET.) 1955-Nov-28
1034	Burton, Ross I. Branch: C// OLS, OLIP (RET.) 1959-Nov-25	1413	Cotterill, J. Stanley Branch: C// OLS, OLIP (RET.) 1975-Oct-08
1314	Cameron, Andrew Branch: C// OLS, OLIP (RET.), P.Eng. 1972-Nov-06	1608	Coulas, Timothy A. Branch: C// OLS, OLIP (RET.) 1986-Dec-15
1566	Card, Steven J. Branch: C// OLS, OLIP (RET.), CLS, ALS, BCLS 1984-Dec-20	CR161	Crann, Wayne F.R. Branch: I// OLS, OLIP (RET.) 2002-Jun-27
1269	Card, William H. Branch: C// OLS, OLIP (RET.) 1971-May-26	791	Crewe, Richard H. Branch: C// OLS, OLIP (RET.) 1952-May-05

1537	Czerwinski, Tom Branch: C// OLS, OLIP (RET.) 1982-Dec-06	CR35	Erickson, Caroline A. Branch: G// OLS, OLIP (RET.), CLS, P.Eng. 1990-Feb-19
1304	Daniels, William J. Branch: C// OLS, OLIP (RET.) 1972-Jun-20	1424	Fencott, Robert J. Branch: C// OLS, OLIP (RET.), P.Eng. 1976-Jul-15
1939	Davidson, Steven Palmer Branch: C// OLS, OLIP (RET.) 2011-Jan-21	1059	Fenton, William M. Branch: C// OLS, OLIP (RET.) 1960-Aug-26
1630	Delorme, Line G. Branch: C// OLS, OLIP (RET.) 1988-Jun-07	1615	Ferguson, Kerry D. Branch: C// OLS, OLIP (RET.) 1987-Jun-17
1692	Denis, Ronald A. Branch: C// OLS, OLIP (RET.), CLS 1991-Jan-29	1436	Force, Robert T. Branch: C// OLS, OLIP (RET.) 1977-Jun-24
1521	Dolliver, Dan Branch: C// OLS, OLIP (RET.) 1981-Dec-02	1311	Forth, Paul F. Branch: C// OLS, OLIP (RET.) 1972-Jul-24
1125	Donaldson, Bruce A. Branch: C// OLS, OLIP (RET.) 1962-Nov-17	1359	Fulford, Bruce F. Branch: C// OLS, OLIP (RET.) 1973-Dec-27
1309	Douglas, Robert G. Branch: C// OLS, OLIP (RET.) 1972-Jul-11	1644	Galati, Pasquale Branch: C// OLS, OLIP (RET.) 1988-Jun-07
1115	Emo, Ronald J. Branch: C// OLS, OLIP (RET.) 1962-Jul-04	1545	Gaspirc, Robert J. C. Branch: C// OLS, OLIP (RET.), CLS 1982-Dec-06

1332	Glassford, Thomas L. Branch: C// OLS, OLIP (RET.) 1973-Jul-24	1528	Hartley, Timothy D. Branch: C// OLS, OLIP (RET.) 1982-Jan-25
1111	Good, Gordon S. Branch: C// OLS, OLIP (RET.) 1962-Jun-19	CR135	Henrickson, David R. Branch: I// OLS, OLIP (RET.) 2001-Sep-12
1132	Graham, Howard M. Branch: C// OLS, OLIP (RET.) 1963-May-07	1058	Hermanson, Glenn D. Branch: C// OLS, OLIP (RET.), CLS 1960-Jun-21
1945	Green, David Branch: C// OLS, OLIP (RET.) 2011-Apr-07	1078	Hill, James L. Branch: C// OLS, OLIP (RET.) 1961-May-10
1595	Gregoire, Paul J. Branch: C// OLS, OLIP (RET.), CLS 1986-Jun-18	1617	Hogan, J. Russell Branch: C// OLS, OLIP (RET.) 1987-Jun-17
1516	Gunn, Robert C. Branch: C// OLS, OLIP (RET.), P.Eng. 1981-Feb-06	1360	Hume, Darrell L. Branch: C// OLS, OLIP (RET.), CLS 1973-Dec-31
1118	Gurnett, Edward G. Branch: C// OLS, OLIP (RET.) 1962-Sep-17	1797	Ims, Theodor H. Branch: C// OLS, OLIP (RET.) 1996-Aug-13
941	Hadfield, Colin D. Branch: C// OLS, OLIP (RET.) 1957-Jun-19	1728	Irwin, Bruce C. Branch: C// OLS, OLIP (RET.) 1992-Aug-04
1503	Halsall, John R. Branch: C// OLS, OLIP (RET.) 1980-Jul-09	1688	Johnston, Kerry S. Branch: C// OLS, OLIP (RET.) 1991-Jan-15

CR128	Jones, Darrell W. Branch: I// OLS, OLIP (RET.) 2000-Nov-17	1622	Kreze, Daniel Branch: C// OLS, OLIP (RET.) 1987-Dec-14
1282	Jones, Russell W.R. Branch: C// OLS, OLIP (RET.) 1971-Sep-13	1401	Krupicz, Joseph A. Branch: C// OLS, OLIP (RET.), P.Eng. 1975-May-09
1950	Jones, Tom Dixon Branch: C// OLS, OLIP (RET.) 2012-Mar-26	1368	Kupferschmidt, Martin Branch: C// OLS, OLIP (RET.) 1974-Jan-10
1678	Keat, John C.G. Branch: C// OLS, OLIP (RET.) 1990-Jul-10	1257	Larocque, Richard Branch: C// OLS, OLIP (RET.) 1970-Aug-25
1442	Kennedy, John H. Branch: C// OLS, OLIP (RET.), CLS 1977-Sep-27	1610	Lawlor, Michael J. Branch: C// OLS, OLIP (RET.), A.M.C.T. 1986-Dec-15
1577	Ketchum, Kenneth J. Branch: C// OLS, OLIP (RET.) 1985-Jun-10	1367	LeGris, Murray J. Branch: C// OLS, OLIP (RET.) 1974-Jan-04
1609	Kidd, Paul Branch: C// OLS, OLIP (RET.) 1986-Dec-15	1198	Legros, Leo A. Branch: C// OLS, OLIP (RET.) 1966-Aug-03
1299	Kirstine, B. Gary Branch: C// OLS, OLIP (RET.), P.Eng. 1972-Feb-14	1997	Leiper, Rob Colin Branch: C// OLS, OLIP (RET.) 2016-Jul-26
1488	Kowalenko, Walter Branch: C// OLS, OLIP (RET.) 1979-Aug-15	1940	Leslie, Jamie William Branch: C// OLS, OLIP (RET.) 2011-Jan-26

CR167	Li, Songnian Branch: I// OLS, OLIP (RET.), Ph.D., P.Eng. 2002-Jun-27	CR101	McElravy, Gordon D. Branch: P// OLS, OLIP (RET.), C.C. 1991-Nov-19
1664	Lo, George C.M. Branch: C// OLS, OLIP (RET.) 1990-Jan-23	1508	McKechnie, Stewart D. Branch: C// OLS, OLIP (RET.) 1980-Oct-09
1459	MacIntosh, James A. Branch: C// OLS, OLIP (RET.) 1978-Jul-19	1137	McKibbon, Ronald G. Branch: C// OLS, OLIP (RET.) 1963-May-07
1489	MacLeod, Alistair M. Branch: C// OLS, OLIP (RET.), CLS 1979-Aug-15	1741	McLeod, Daniel J. Branch: C// OLS, OLIP (RET.) 1993-Jan-21
1535	Mansfield, Peter J. Branch: C// OLS, OLIP (RET.), CLS 1982-Jun-04	1109	McMurchy, Bruce I. Branch: C// OLS, OLIP (RET.), CLS 1962-Jun-19
1540	Marlatt, Michael E. Branch: C// OLS, OLIP (RET.), CLS 1982-Dec-06	1584	McPherson, Bruce G. Branch: C// OLS, OLIP (RET.), P.Eng. 1985-Dec-18
CR70	Marlow, Robert M. Branch: P// OLS, OLIP (RET.) 1991-Jan-29	1710	Minnie, Steven J. Branch: C// OLS (RET.) CLS, BCLS 1991-Aug-14
920	Maughan, Michael J.M. Branch: C// OLS, OLIP (RET.), P.Eng. 1956-Aug-15	889	Moffatt, W. Harland Branch: C// OLS, OLIP (RET.) 1955-Jul-05
CR181	McCausland, Alvin D. Branch: I// OLS, OLIP (RET.) 2002-Jul-17	1681	Molloy, Perry A. Branch: C// OLS, OLIP (RET.) 1990-Jul-10

1746	Mountjoy, Robert G. Branch: C// OLS, OLIP (RET.), P.Eng. 1993-Jan-12	1290	Patterson, Douglas W. Branch: C// OLS, OLIP (RET.) 1971-Nov-29
1341	Murray, Richard W. Branch: C// OLS, OLIP (RET.) 1973-Nov-08	1695	Perkins, Kevin D. Branch: C// OLS, OLIP (RET.) 1991-Jan-29
CR170	Nadiwon, Cathryn A. Branch: I// OLS, OLIP (RET.) 2002-Jun-27	1787	Pettit, Bruce D. Branch: C// OLS, OLIP (RET.) 1995-Oct-19
2016	Noman, Juzer Branch: C// OLS, OLIP (RET.) 2017-Aug-15	1752	Preston, Gary L. Branch: C// OLS, OLIP (RET.) 1993-Aug-18
1420	O'Donnell, J. Hugh Branch: C// OLS, OLIP (RET.), QLS 1975-Dec-10	1421	Pun, Yip K. Branch: C// OLS, OLIP, (RET.) 1975-Dec-30
1010	Ogilvie, Donald W. Branch: C// OLS, OLIP (RET.), CLS 1959-May-06	1318	Rady-Pentek, Joseph Branch: C// OLS, OLIP (RET.), P.Eng. 1972-Dec-19
CR208	Oren, Nedim Branch: I// OLS, OLIP (RET.) 2016-Jan-20	1731	Ray, Gordon A. Branch: C// OLS, OLIP (RET.) 1992-Aug-04
1169	O'Sullivan, Michael J. Branch: C// OLS, OLIP (RET.), CLS 1964-Dec-14	1342	Redmond, Donald A. Branch: C// OLS, OLIP (RET.) 1973-Nov-16
1182	Parr, Robert B. Branch: C// OLS, OLIP (RET.) 1965-Nov-12	1495	Reitsma, Douglas P. Branch: C// OLS, OLIP (RET.) 1979-Dec-07
1410	Patten, Lynn H. Branch: C// OLS, OLIP (RET.) 1975-Jul-11	1474	Renaud, Marcel E. Branch: C// OLS, OLIP (RET.) 1979-Feb-20

1001	Roberts, Anthony F. Branch: C// OLS, OLIP (RET.) 1959-Apr-22	1633	Sheehy, Paul J. Branch: C// OLS, OLIP (RET.), CLS 1988-Jun-07
1176	Roberts, Donald E. Branch: C// OLS, OLIP (RET.) 1965-May-17	898	Smith, Ralph A. Branch: I/C/P OLS, OLIP (RET.), CLS 2003-Sep-11
1472	Robinson, Ian D. Branch: C// OLS, OLIP (RET.) 1979-Feb-07	1601	Snell, William D. Branch: C// OLS, OLIP (RET.), CLS 1986-Jun-18
1587	Roccaforte, Alfonso Branch: C// OLS, OLIP (RET.) 1985-Dec-18	CR176	Springate, Mark C. Branch: I// OLS, OLIP (RET.) 2002-Jun-27
1140	Roeser, Heinrich L.S. Branch: C// OLS, OLIP (RET.) 1963-Dec-04	CR52	Srom, Jaromir Branch: G// OLS, OLIP (RET.), P.Eng. 1990-Jul-10
1544	Sam-Guindon, Kathryn Branch: C// OLS, OLIP (RET.), CLS 1982-Dec-06	1365	Stassen, Bastian J. Branch: C// OLS, OLIP (RET.) 1974-Jan-03
1260	Sauvé, Peter I.R. Branch: C// OLS, OLIP (RET.), CLS 1970-Nov-17	1469	Statham, James S. Branch: C// OLS, OLIP (RET.), CLS 1979-Feb-07
CR122	Sauvé, Sheryn I. Branch: I// OLS, OLIP (RET.) 2000-Jul-19	1672	Stauskas, Tony Branch: C// OLS, OLIP (RET.) 1990-Jan-23
1890	Seleem, Nahed N. Branch: C// OLS, OLIP (RET.) 2006-Jan-13	1164	Stewart, Robert Craig Branch: C// OLS, OLIP (RET.) 1964-Nov-17
1188	Sexton, Christopher A. Branch: C// OLS, OLIP (RET.) 1965-Dec-13	1513	Stirling, Robert D. Branch: C// OLS, OLIP (RET.), CLS 1980-Dec-05

1428	Strongman, Charles T. Branch: C// OLS, OLIP (RET.) 1976-Nov-11	1279	Trivers, Colin G. Branch: C// OLS, OLIP (RET.), P.Eng 1971-Jul-30
1659	Suppa, Pasquale Branch: C// OLS, OLIP (RET.) 1989-Jun-19	1348	Turpel, Wayne D. Branch: C// OLS, OLIP (RET.) 1973-Nov-20
1326	Taggart, Ross W. Branch: C// OLS, OLIP (RET.), P.Eng. 1973-Feb-04	1259	Vinklers, John Branch: C// OLS, OLIP (RET.), CLS, P.Eng. 1970-Nov-16
1426	Tamblyn, Bryan W. Branch: C// OLS, OLIP (RET.) 1976-Jul-15	1369	Wall, Francis Edward Branch: C// OLS, OLIP (RET.), CLS 1974-Jan-18
1563	Thaler, Robert C. Branch: C// OLS, OLIP (RET.) 1984-Jul-04	1504	Watson, Mark T. Branch: I/I/ OLS, OLIP (RET.) 1980-Jul-09
1603	Thorpe, Peter Branch: C// OLS, OLIP (RET.) 1986-Jun-18	1035	Welsman, Roger R. Branch: C// OLS, OLIP (RET.) 1959-Nov-25
1823	Ting, Eric Branch: C// OLS, OLIP (RET.) 1998-Aug-12	783	Wiseman, Kenneth M. Branch: C// OLS, OLIP (RET.) 1951-Dec-10
1279	Trivers, Colin G. Branch: C// OLS, OLIP, (RET.), P.Eng 1971-Jul-30	856	Wood, Gordon H. Branch: C// OLS, OLIP (RET.), P.Eng. 1954-May-20
1823	Ting, Eric Branch: C// OLS, OLIP (RET.) 1998-Aug-12	1344	Wyman, Paul C. Branch: C// OLS, OLIP (RET.) 1973-Nov-16
		1493	Young, John F.G. Branch: C// OLS, OLIP (RET) 1979-Oct-16

