ANNUAL REPORT

Proceedings of the
120th Annual Meeting
Since Incorporation
Held at Ottawa, Ontario
February 22, 23 and 24 2012

President's Opening Remarks

The following proceedings, transcribed by ASAP Reporting Services, have been edited for publication
(A full transcript of the proceedings of the Annual Meeting can be obtained through the AOLS Office)

Wednesday February 22nd 2012 Ottawa, Ontario

--- Upon commencing on Wednesday, February 22, 2012 at 8:48 a.m.

PRESIDENT'S OPENING ADDRESS:

MR. BRUBACHER: Welcome ladies and gentlemen, if I could get you to take your seats. Welcome. I am David Brubacher, your President for the next couple of days. It's now 8:49 and time to commence our 2012 Annual General Meeting.

The 120th Annual General Meeting since incorporation of the Association of Ontario Land Surveyors will please come to order.

Proper notice has been given. The meeting has been scheduled within the terms of our governing legislation, the Surveyors Act, and a quorum of at least 15 people are present as defined by AOLS By-Law 2004-1. I therefore declare this meeting properly constituted.
As with all AOLS meetings and seminars, and in consideration for our speakers and fellow participants, I ask that cell phones and pagers be silenced. The AOLS Educational Foundation will be very pleased to accept your donation of at least $100 should communication devices interrupt our proceedings.

Welcome all to this 120th Annual General Meeting at the Ottawa Marriott Hotel. To our out of province guests seated mostly over there but variously around the room, I hope you enjoy the beauty and hospitality that Ottawa and the region has to offer.

I am wearing the Presidential Chain of Office which is the official symbol of authority of the President. This particular chain was first worn in 1986 and replaces the historic chain now in the Association archives.

Now at this time, I would ask that you all stand for the singing of "O Canada."
--- (Canadian anthem played)

MR. BRUBACHER: Please be seated. Also symbolic of our Annual General Meeting is the original solid brass Standard Measure used to control the accuracy of surveys in Upper Canada. This Standard Measure was deposited in 1851 with the Board of Examiners at Toronto. Engraved on the plaque on which the Standard Measure is kept is the following creed:

"May the presence of this ancient Standard be a continuous measure of our deliberations and achievements, a perpetual symbol of truth, honesty and accuracy."

It is a treasured artifact of our Association and traditionally signals the commencement of our Annual General Meetings. The Standard Measure will be set out at the call to order of each session of our meeting.

Our Sergeant-at-Arms for this meeting is Julia Meldrum Smith. The responsibility of the

Sergeant-at-Arms is to maintain the schedule and decorum of the meeting. She has been given the authority to use whatever means necessary to achieve this purpose. It is also her duty to present and guard the Standard Measure.

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

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

MR. BRUBACHER: Please stand while the Sergeant-at-Arms presents the Standard Measure. Thank you, Sergeant-at-Arms.

Julia is dressed as Queen Juliana who was first Queen regnant of the Kingdom of the Netherlands between 1948 and 1980. During the Second World War, she lived in exile here in Ottawa with her children. Queen Juliana, would you care to come up and explain a little bit more about what you are wearing and who you are.

SERGEANT-AT-ARMS: The significance of Queen Juliana to the City of Ottawa besides the fact that she lived here in exile during the Second World War was that she was so grateful for the hospitality she received, and more importantly, for the sacrifice of the Canadian soldiers as they freed the Netherlands that she has every year given hundreds of thousands of tulip bulbs to the City of Ottawa. She committed that every year she would give them during her reign, and that's why Ottawa has the Annual Tulip Festival.

MR. BRUBACHER: Thank you. As with all official meetings, certain rules will apply. This meeting will be conducted in accordance with the Sturgis Standard Code of Parliamentary procedure.

Past President Jack Young is our Parliamentarian and we shall abide by his interpretation of the Code should the need arise. I would like to review some guidelines for this meeting.
The business portion of our presentations are being recorded, and in order that the minutes and proceedings of this meeting can be properly transcribed, I ask that anyone wishing to speak during the course of the meeting approach a floor microphone and wait to be recognized by the Chair.

After being recognized, please state your name and hometown or affiliation before speaking. I may find it necessary to restrict speakers to one appearance on any given subject. All motions presented during this meeting must be in writing and signed legibly by the mover and seconder and forwarded to the Resolutions Committee and Chair before discussion.
The Resolutions Committee includes the two newly elected Junior Councillors Travis Hartwick and Richard Murray.

As Chair, I will determine the method of voting. This will normally be by raising of hands, but I would like to remind you that this time, only active licensed or registered members of the Association are entitled to vote. Scrutineers other than members of Council will be assigned if the need arises.

We have planned an AGM that will present opportunities and address the challenges that we are facing. We have left ample time for discussion and urge all of you to contribute to that discussion and provide feedback.

Please participate to the fullest. It is your meeting, and it is only as good as you make it. We will continue with the remaining segments of the opening ceremonies tomorrow morning. Our discussions today are part of our Annual General Meeting because the course we take here and now will change surveying in Ontario forever.
The Ontario Cadastre 2.0, or OC2 as we have come to call it, is the sole topic of discussion

today and I expect a major topic of discussion between all of you over the next few days, weeks or perhaps even years.

That name we have come up with, OC2, is very important. Today we have a cadastre of sorts. It is designed to serve as an index into our land registry, and in that capacity, it has served reasonably well.

But unfortunately, it looks like; it smells like; it tastes like and most importantly is perceived by the public as something completely different.

The public, or everyone who isn't a surveyor, let's say, wants more than that. They want to overlay some lines that look like boundaries onto an air photo and not have those lines go through the middle of their house, or they want to show their infrastructure with some property lines and have it appear on the right property, within a hockey stick as we heard last year.

Many, many groups are trying to wrest as much value as they can from what we have today, and unfortunately, they aren't getting very far because the data, the pseudo-cadastre that we have today, is holding them back.

I have a personal example that I would like to share with you. Six years ago, I worked in Jordan for about four months. One of the government agencies within Jordan had the responsibility for creating and maintaining the topographic maps of the kingdom.

You can buy a paper map for about a buck, very cheap. You could buy the digital version of the same thing for about $500. Labour rates in Jordan are pretty low and every government agency, every consumer of that data that needed it digitally bought the paper and digitized their own version.

Unfortunately, my job was to get them all working together and get all of their data working together, and because each and every one of them was working on a different base, none of it worked.

So many lost opportunities because they couldn't make their data work together. So many lost opportunities because they couldn't work together. They had protected their own little store of data and there was so much they could have done had they just opened the gates.
They really were their own worst enemy in that case. I could actually leave it there and I'm tempted to, but we have some speakers today and they have put a lot of work into things and I think that they deserve some time to explore this more fully of opening the gates and sharing your data and making it work together.

But really, let's be honest, the situation here in Ontario is not all that much different. We have people who are building their own cadastral bases upon which they add their infrastructure, whether it's a town, whether it's the Teranet data, or utility. They don't care about the cadastral data by in large. They care about what they have built on top of it and they are losing the opportunity to push it further because their data does not fit their neighbour’s data.

Even in this room, we do not work together nearly as well as we could. We do not have an expert agency to handle the creation and maintenance of a common cadastre. We don't even have a painless way to search each other's records so that we can do our jobs to the best of our ability. This new cadastre we are proposing, OC2, changes all of that and today is all about learning how and when.
First we will hear from Izaak de Rijcke, seated in front of me, who will set the stage for us, answering questions like what is a 100-day project, why are we doing them, and what are we

trying to accomplish with these projects. We embarked on five over the last year and we are here to present three of those five to you.

The first project team we will hear from is with MPAC. Their presentation will follow Izaak's and will lay out the objectives, anticipated benefits, conclusions and next steps. There will be a few minutes at the end of each presentation and about an hour at the end of the day for discussion.

At about 10:15, we will break for coffee to be followed by the 100-day project presentation from Union Gas and from a company called RMS. They will follow the same pattern as the MPAC presentation.

After lunch, our keynote speaker for this meeting is Luc St-Pierre, Q.L.S., Executive Director and Secretary of the Ordre des arpenteurs-géomètres du Québec. Luc will be speaking to us about the implementation of Quebec's digital cadastre, and what he sees as exciting opportunities here in Ontario.

The exhibit hall is in the Cartier Ballroom 1 and 3, which is two floors down. At every coffee break, you are invited to go there; at lunch, you are invited to definitely go there.

Out in the lobby we have seven elevators. There is another one around the corner that comes up to this level and can be used. There is a stairwell as well. Please visit the vendors. Without them, we would not have the kind of AGM that we were going to have today.

Lunch will also be served in the hall adjacent to the exhibitors, so there is a good reason to go downstairs. Make sure that you have your lunch ticket. It's the brown one, I think, because that will be taken at the door for all events. I encourage you to visit the exhibitors during lunch and make yourself known to them and learn about what they have to offer.

After Luc, I will talk about digital plan standards and how all of our efforts together will, by necessity, change how the Survey Review Department works and how we can use these new tools that we are going to give to you to enable easy and complete research which leads naturally into a discussion on the necessity for a provide wide survey records index. That will be led by Mike Power and Ron Mak.

Following that, I will present some questions to Mike and Izaak and other presenters on the business plan. I have received a number of questions by e-mail from folks over the last few weeks and months and I would like to present those questions to the Panel and get some answers to those. I also have a little surprise for you at that time.

After our coffee break, Izaak will lead us along a discussion on the road ahead, what comes next. That takes us to about 4:00 p.m. We were scheduled to adjourn at about 5:30. I'm hoping that that entire hour and a half will be available to us for questions and answers and discussion.

I would now like to introduce Izaak de Rijcke who will join me on the podium and give us a bit of history and context to the project that we are presenting today. Thank you, Izaak.

HISTORY AND CONTEXT OF 100-DAY PROJECTS:

MR. DE RIJCKE: Thank you. Thank you very much, David. Colleagues, ladies and gentlemen, this morning I have the privilege of reporting to you on the work of the Digital Cadastre Task Force, sometimes referred to as the Task Force; sometimes we call it OC2.0 as David calls it, I'm not sure if anyone calls it that, but in any event, it seems to be a handle that captures the effect of what essentially is possibly a whole new generation in a brave new world that is in the not too distant future.

I acknowledge the opportunity today both as a privilege because I have been fortunate to have been able to work with some committed volunteers who have an incredible amount of talent, so what we have been able to share and be able to work on together has been the product of quite an amazing talent pool and some very gifted people.

A report today that gives you an overview, it gives you a context. It is referred to as how did we get here and where we are at right now. One thing that we will not be giving you today, at least it's not my expectation because I certainly cannot do this, is here is a fait accompli, here is a magic recipe, here is how we have arrived and this is what it looks like.

None of that you will be getting from me. Other people may want that or try to communicate some of that, and I think as the day moves along, we will very quickly begin to appreciate why that is or in fact is not possible.

One of the other benefits of today and this morning in particular is the ability to begin to see some of these 100-day projects. Before the meeting began this morning, there was a video that kept playing and these various scenarios and vignettes of members who have been participating in these 100-day projects were interviewed and it was played out in the flat screen, if you will, that saw these interviews actually captured and then played back to you. Those interviews are also very important, and our hope is that you are going to see them again and again in the coming days. It isn't just a one play and that's it. We would like to see these videos repeated because they do reaffirm and give you better insight as to what some of the reactions have been.

Not so much a disclaimer is the fact that, you know, this is a work in progress. This isn't necessarily the Association of Ontario Land Surveyors speaking and we are here to try and communicate what in fact is a work in progress.

Let's go back a few years, and in going back a few years only to 2010, we were at an AGM in Huntsville. I was asked to address the question of what the profession was in fact facing at that point in time. There was an awareness of demographics. We were facing numbers, enrolment, and a future that looked nothing less than shocking.

Our average age was about 50, and that might, even in this room today, seem kind of young. Our numbers had declined. We were below 700 and they were continuing to drop. Recognition that some kind of change had to happen was part of this sense of urgency because if it wasn't going to happen, the linear projection of where things were going to go meant the end of our profession. It was on the horizon, so that not only was the very survival of our profession in the future a question, a question that was faced, kind of bluntly at the AGM in 2009, but we also ended up having to re-evaluate and question what this slide talks about, and that is the role for the cadastral surveyor in the future.

In 2009, there was also a preoccupation with the question why. We had a suspicion, because obviously if things were going bad and if things were not looking good, there had to be someone to blame. Somebody caused this. Somehow there was something that was at fault, and the culprit was quickly and had been already identified for the last decade as probably being title insurance.

Traditional work had dried up. We had come to see a tremendous drop in the demand for traditional products like the SRPR. It was going the way of the dinosaur, and this was the cycle that was described in 2009. There was a risk to the survey fabric. As the real concern, it also invoked questions of public interest. Fewer up-to-date SRPRs being done meant less visits to the field in order to verify, document and even restore evidence, monuments, which in turn meant that people who came after looking for evidence in the field faced a more daunting task than ever before, which of course had financial implications; and so the client, the customer, was faced with this escalating cost, in fact, an exponentially escalating cost for an SRPR that nobody wanted to pay and in fact also because of title insurance was seen as becoming irrelevant.

The pressure to find alternatives increased to the point of people substituting, and successfully, title insurance marketing different tools for the risk of not getting an up-to-date survey when people bought property.

For surveyors, this caused a problem in the form of research. Can you imagine what would happen if this trend, if this cycle which is self-perpetuating continued to happen and the research activity in terms of up-to-date information in the field, field notes of visits that weren't taking place anymore, field work that wasn't being paid to be done anymore, was being searched for? Where would one find it? It didn't exist. Eventually, we would see a serious compromise of the survey fabric itself.

Only a few weeks ago, there was an issue of the Economist which had this graph in it. The graph illustrated something that was happening to a multinational corporation called Kodak. Everyone here in 1980 owned an Instamatic camera? I did. Anyone else?

Today, who uses their Instamatic Kodak camera? Who uses it? In fact, who still has it? Even if it were a dust collector, where is it? The problem faced by Kodak when it was at the top of its industry just before the year 2000 was that it had crested; it had crested with over 140,000 worldwide employees. Its share price had peaked at $95 in 1997.

I invite you to look at this graph and ask yourself the question: If title insurance had arrived in the year 1997 in Ontario, could this be the picture of the survey profession? Membership, workforce declining -- plummeting. Share value, the value of your product, your traditional product as a commodity facing a decline in value.

Today, Kodak faces bankruptcy and Chapter 11 and all kinds of other consequences are happening in the U.S. Fortunately for us, the survey profession doesn't necessarily face bankruptcy or a similar fate. Kodak failed to see the future and they failed to embrace a digital future with what it is that photography had become. Sure they made some changes. Sure they put bells and whistles on the Instamatic camera. They even marketed digital camera products, but what they didn't realize is that their basic platform of taking pictures and having a picture in a photo album as a family keepsake, that basic platform had changed. It had changed because the photograph had become not only a digital item, it had become integrated in with Facebook, you didn't need an album because it came to be posted, you didn't need to have it shared and pulled out around the family dinner table at Thanksgiving because you could send your family and friends over the Internet whatever pictures you took in real-time with your Smartphone.

Let's go back and take a look at title insurance. If true, namely, that it is to blame for a crisis in the profession, then it means the profession has placed all of its eggs in one basket. It became vulnerable just like Kodak, but it might not be a matter of looking for blame.
In my view, I think if that were the question, it's the wrong question to ask. It's not about finding who is at fault for causing this problem, and this is what we have looked at in the last number of years.

There in fact is still a parcel fabric out there. Ontario homeowners, they transact in home ownership every day of the week, hundreds of deals close. They mortgage their homes. They collateralize their ownership equity by financing it with mortgage tools. So what might we be missing? What was starting to occur among us in the year 2010?

The following year in 2011, we had another AGM and we considered more carefully what was happening to both the parcel fabric and the survey fabric, and I think we all came to realize that the world had changed. Much like customers of Kodak not buying Instamatics, our clients were being seduced by digital products. Seduced, if you will, wooed by Google Maps. They could buy at Canadian Tire a GPS device to put in their car and it came to be a location software tool that had immediate application. Members at that AGM began to realize that we ended up needing to look at locational information and a digitally-based and maintained cadastre that would be built by surveyors.

In 2010, and this is only two years ago, there was a Task Force that was formed, and this is what we are here to talk about today. This is a Task Force that retained a consultant. Ed Kennedy and Gary Kirstine, as a volunteer, were retained and hired to prepare a report. The feasibility study produced all kinds of preliminary business opportunities that were actually quite interesting and looked like it would get legs; it had traction.

At last year's AGM, we confirmed members' commitment to change. Things really could not stay as they were, and so this Task Force tried to forge a new relationship with Teranet. What loomed large in the months that followed was the class action by the Copyright Enforcement Group and Teranet's response.

Given those circumstances, this Task Force in August last year recommended that the focus of its efforts move to one of the other options that were looked at in the feasibility study which essentially was a go-it-alone strategy. This is a strategy that didn't necessarily close the door on Teranet; it simply perked the possibility of a relationship with Teranet and their involvement at a future time.

The presentation today, and this is made clear at the bottom of this slide, is an interim update. It's a work in progress and, again, I'm going to labour this point over and over a few times today, this is a work in progress, we are not here to roll out a fait accompli.

So what happened, then, in terms of what this Task Force came to realize in defining its own mandate and objective was to identify and promote the public interest, and this is something that had, of course, to be balanced with the future and sustainability, the profitability, if you will, of private practitioners in the profession.

These are core objectives for this Task Force, and believe me, it has been a struggle to balance these. It isn't as if they are mutually exclusive. We never treated them as being that, but being able to balance them and do both justice has been a challenge, an exciting one all the same.

This kind of a diagram was shared with you at a previous AGM as well because when you look at the business case, the objectives clearly had to respect the commercial viability. This was captured in this particular slide where no change at all meant no profit and ultimately a business collapse.

The teeter-totter weighs, the balanced weighs in favour of no profit when price point reflects the cost, work is too labour intensive, there is no demand for the service, as in the case of an SRPR, and there is too much competition or quasi-competition as it turns out in the form of title insurance as a substitute solution.
Profitable items, the light weights, basically see what you have as residual value or IP being retained; you hold on to it, it's protected, it's sheltered, kept in the piggy bank, and the value-added opportunities aren't realized or utilized in any way. They are squandered.

With an SRPR as a core product but as a one-off product, this of course became an expensive item to focus on. Once done, it ends up in the client's folder, it ends up in a lawyer's file if it's for a real estate deal or a mortgage, it ends up in your filing cabinet and it becomes inaccessible to the public -- useless, a very, very expensive item to produce if that is the end result.

One of the books that were referred to in a previous AGM and one of the books that some members of the Task Force have had the benefit of looking at as well is The Mystery of Capital by Hernando de Soto. One of the underlying theses of Professor de Soto is the fact that real estate land, property in real estate is one of the vast, untapped assets in modern society, and for society to develop economically, this is an asset that has to become unlocked and made available.

His book was written in the year 2000, but what we have seen today in the year 2012 is a migration away from looking at taking real estate and untapping the asset value of real estate and looking instead at information about real estate. IP has become the new untapped capital. It is the asset that is available and is possible to leverage into a whole host of applications.

You cannot sell what you cannot market to a public that doesn't know you have something to offer. If the public doesn't know enough to care, and this isn't just about education, the public needs to know that this is important. The public also needs to know that this is something worth caring about and it's more than just a public relations job or challenge.

The Task Force embarked on a series of 100-day projects. These were facilitated initially by a consultant and we had a number of possible commercial clients identified as part of the Kennedy and Kirstine feasibility study. The purpose was to try and harness the need for these indexed digital plans on demand in order to get some internal traction to this idea of an Ontario cadastre.

It was an attempt to transform the content and IP into some commercially valid applications. First of all, let's face it: How can you talk about this as if it's just some kind of a fictitious idea? We needed to determine early on whether or not there would be traction in any of this. Would this get legs? Was there a future commercially as well as in so many other ways for such a concept to take form?

We wanted to know whether or not a beta test or some kind of a dry run would work for us. In doing so, we looked again at this little teeter-totter and recognized that there was some commercial viability if we shifted our view, our perspective, to a longer term investment and vision.

What came to be profitable was seen, first of all, as focusing shifts away from the immediate cost, focusing on the fact that the price point includes more than just the immediate cost. Residual value or the IP was something that needed to be unlocked just like Hernando de Soto wrote about; it had to be leveraged. There were many, many value-added opportunities that were identified by us -- oh, I think we have a donation. I think we do.

We also realized that those items that were not profitable were the things that were left or left us thinking only inside the box. Old business models, if we stayed married to them would inevitably lead to no profitability, and, of course, not understanding what the public wanted, where the public was heading meant sure financial disaster.

What has merged now as a mission for the Task Force, which can be summarized in this way: Our goal was to change markets and client communities that really were there all along but we just didn't necessarily realized they existed and they certainly weren't serviced by the cadastral surveying profession in Ontario.

It also meant that we needed to look at how surveyors manage, share, distribute, sell and price their work and take the risky step of actually revisiting that whole platform. It also meant that a digital survey fabric was to be maintained on the ground because Google Maps wasn't doing that; no one else was doing that. Everyone painted many, many pictures, many fictitious substitutes, if you will, but the real connection with the ground is where surveyors were still getting it right.

You may well ask: What is a 100-day project? We wanted to establish the viability of supplying these digital products in a way that could meet and satisfy the requirements of certain selected customers. It was about enhancing the customers' business process rather than focusing immediately on how do we end up getting money for the work we do. So the focus shifted immediately to what is the business process at the client end that can be enhanced by what surveyors have to offer.

It started as an exploration of possibilities. What if there was an opening up of surveyors' data and knowledge? Would there be a demand for it? Could it be integrated, and would there be an interest from money paying clients? So the industries that were first approached were the ones that were identified and selected in the feasibility study.

What were some of the benefits that we identified early on from doing these 100-day projects? Certainly for AOLS, there was an ability to see how surveyors could leverage what they had digitally available in their databases. It certainly accelerated the development of a digital cadastre. It certainly opened the door to new opportunities and recognizing that there were new clients out there that were keen to do business with us.

In turn, for the customer -- because let's face it, it's always about the customer. Their business process identified all kinds of opportunities and efficiencies that would come from having access to surveyors' data.

There were also benefits that were identified early on for the public. These 100-day projects showed how it would improve the response to general public enquiries, issues like zoning, information about property, municipalities were excited about being to offer this to their clients, members, rate payers in their community.

It demonstrated how public awareness could enhance response time to risks and hazards. It certainly ended up responding to environmental risk management and it also worked towards a restoration of trust in the legal correctness of information about property lines.

Ultimately, we started to see convergence. Convergence actually started to happen as integration and standardization began to set the stage for the harmonized thinking in the mind of the public.

What were some of the key steps? These were uniformly applied to all of the 100-day projects that you are going to hear about today. We started by trying to shape what a project would look like. In that way, we, first of all, assessed whether or not the client or the surveyor were ready to try out this beta test, we identified what the mutual benefits would be, and then we developed a project charter that worked very much like a mission statement. In launching these individual projects, we started out by refining what the outcomes came to look like, and we then asked ourselves questions of how do we get there. In moving forward with the joint test plan, we actually launched the 100-day project.

Moving forward, we very quickly found ourselves almost two months down the road. Fifty days in, half-way through, we wanted to essentially evaluate what the results started to look like. The prototype delivery system started to either affirm or revisit how the design of service and product delivery needed to occur.

Test results and the customer's process itself, the business process, either validated that we are on to something here and we keep going or it meant that, no, this is something that needs to be seriously rejigged, rethought, and let's go back to square one and retool and how we actually do this one.

At the end in 100 days time, final conclusions were considered, an expansion strategy was developed, and these results were ultimately mapped into the business processes for the clients that worked and could be made into information. The mapping of how these results worked into the customers' own business process was, of course, the foundation, the platform, if you will, for a potential commercial agreement.

What kind of outcomes were we seeing? After 100 days or a little over three months into each one of these, we were able to identify workflow efficiencies for the client. There was the saving of money by avoiding wasteful processes, this is an improved planning result, and we also learned, as surveyors, we began to see how the future could open up into all kinds of new opportunities; looking to clients that we never knew were out there, responding to demands that were clearly out there but were not being serviced.

This is important because developing the capacity and building within our own community, within our own profession, the ability to think outside the constraints, the size of a small sandbox called an SRPR is about everything; it's all about that.

Within each of these industries, there came to be broader and broader applications as they ran with the ball. They picked up the ball, they ran with it, and there was almost a snowball effect, so you will hear about some of the results from these 100-day projects where the client, the organization that has worked with the surveying community, has actually taken right off and expanded beyond what had been first contemplated.

We have a number available presently underway. There is certainly the one with MPAC, and you will hear from them next. Union Gas also has some startling results to share with you and I really am excited about what some of these projects will identify as constituting elements that a digital cadastre can and will respond to.

RMS. Again, a resource and a potential client that was out there all along and we never knew it. Work is under way in trying to develop 100-day projects with TREB and I'm pleased to report that LawPRO, a title insurer, has just signalled at the start of this month that they want to do a 100-day project.

They are in. They are excited about this and they want in. They want to understand how new survey products can augment, can make them better in the title insurance business. Thank you.

MR. BRUBACHER: Thank you very much, Izaak, for that review of how we got to where we are today, and, actually, I have a little something for you.

MR. DE RIJCKE: Thank you.

MR. BRUBACHER: You are very welcome. All right. As Izaak showed you on all of those slides, it was a difficult road. It may have seemed at the time like there was nothing happening because there was no information coming out, but I can tell you that it was exactly the opposite. There were things that were happening so quickly that by the time we would craft a message, the world had changed again, and it was very, very difficult and we had to keep our cards close to our chest for a number of reasons, but we are here today.
We are laying the cards on the table, and the next card that we will be laying on the table will

be presented by Antoni Wisniowski, the CEO of Municipal Property Assessment Corporation.

He was a huge and an important member of our Task Force. Came into the Task Force, I have to say, quite reluctantly. Within probably less than an hour, I would say he was one of our biggest fans. He really immediately saw that this was not just a bunch of guys trying to poke away at something and without a real plan, without a real desire to move down that road.

I think he saw right away that there was value here for him, there were wins for MPAC, and there were wins for a lot of other people as well. So with that, I would like to introduce Antoni. If you can come up and give us your presentation.

MPAC PARTNERING PRESENTATION:

MR. WISNIOWSKI: Thank you. I have a bit of a preamble anyway. I certainly was happy to attend last year at the AGM, and for those of you who recall Dan Mathieson, who is the Mayor of Stratford and the Chair of our Board of Directors, provided a keynote address to the Members.

When I was reflecting back on that, I recall his story about Stratford and the fact that Stratford had this opportunity to make decisions at a pretty critical portion of its evolution. One decision was made which was that rather than converting lands down by the water into a railway switching station, someone actually bought up those lands and held them in prosperity for what is now the Stratford Festival; and the other story that he told was about how the first portion of the Stratford Festival really evolved by someone being given a few hundred dollars to travel down to New York and try to convince some rather esteemed artists to come up and put on one play.

It made me think about the similarity of that story to what we have tried to do with these 100-day projects. We aren't trying to build the Stratford Festival. We haven't figured that out yet. We are really trying to do a first play and we have taken a modicum of effort and a modicum of time and energy and money and we have invested it to prove out there is actually some viability in putting a play together, and if you put all these plays together that you are going to hear about today, you are actually going to see that maybe a festival will arise.

Following on what David said, when I came last year, I certainly came to the table as a skeptic. I joined the Task Force at the request, really, in place of Dan Mathieson who had been invited to come to a preamble on the feasibility study. I attended and certainly saw some opportunity with that, but I really came with only two hats in mind.

The first one was the protection of MPAC's interests, so I wanted to make sure that nothing was coming out of the feasibility study that would in any way be counterintuitive to our organization, and the second one was, as an executive responsible for the Ontario Parcel Alliance, and I wanted to ensure that nothing was going to happen with respect to the evolution of a new cadastral fabric in Ontario that would somehow undermine what has been an incredibly successful project that I have certainly been part of both with my time at Teranet and since my time at MPAC, so I really came with those two views in mind.

I stand before you today certainly less skeptical and far more enthusiastic and optimistic about what these endeavours over the last year have brought us, but I'm still here looking after MPAC's interests and I'm still here fervently expecting that there is going to be some great way that this aligns and integrates with the Ontario Parcel in the long run.

With that, I will now go forward on my presentation. Our partnership was to look at the mechanism by which we might be able to look at data coming from the surveyors as it related to severances for our organization.

In the assessment business, there are five key contributors to the valve of a property. The first is the size of the lot, the second is the square footage of the building, the third is the locational attributes in terms of what kind of neighbourhood it's in and where it's located in Ontario, the fourth is the quality of construction, and the fifth is the age of the construction and the structures.

Those are the five things that drive out 85 per cent of the value, and then the rest of our modeling really deals with secondary attributes, proximity to risks or high traffic or proximity to parks and things like this.

As you can imagine, certainly having lot dimensions is a pretty key element for us, so the area or lot dimensions of a property are central to us to determining value and realistically a severance is the start of an assessment record.

When a new property is severed, we create the first assessment record for that property. Municipalities rely on that, it actually starts the whole municipal taxation process around a property, so it's quite central for us.

I was sitting at a Task Force meeting and we were talking about various things and how we are going to integrate various data sets, and I remember sitting there and just asking -- Bruce was there, and I think Dave was there, and I said, "You guys actually have a tabular set of data that relates to all these frontages and depths because we are spending an awful lot of time transcribing off of plans?"

Of course, they both kind of looked at me dumbfounded by my ignorance and stupid question and they said, "Well, of course, we do," so this is the story.

The first thing you are going to see are some numbers appearing. Don't worry. We will come back to these numbers in the presentation. Our business challenge was to determine if a partnership with AOLS could reduce the elapsed time to process severances and M-Plans.

This is a critical thing for municipalities. There are actually portions of legislation which if we don't get the severances done in a timely fashion; the municipality is in the potential position of not getting the associated taxation associated with the severed property until the following tax year, so timeliness is very important in this. Our 444 municipal shareholders effectively as a non-share capital corp really think this is important.

Our goal statement was to achieve an acceptable current value assessment accuracy, so that's the valuation on a property, using a uniform OLS data set for 20 existing M-Plans in London and Kitchener to improve the land parcelization unit and valuation process within 100 days. The model was that we were going to look at 20 plans and see whether we could actually prove out the technical viability of this method.

Before we go into what we did, I'm sort of bringing out some of the family photos as we were talking earlier to Izaak's point, so here are a couple of family photos from our shop. This is our land parcelization unit. This is a person having now plotted a subdivision plan and busily scouring that plan for information on frontages and depths. The person then goes through an elaborate process of keying in all this information and transcribing it back off your plans into our various systems.

If we ever run into a lot which looks a little bit odd and maybe irregularly shaped, we actually send it off to a different group in our organization who then go from the plan and actually create an AutoCAD rendering of that irregularly shaped lot and then actually calculate the area.

It's quite incredible how silly this is, isn't it, with the room of people here? But how is it that this is the 120th AGM of the surveyors and this is the first time we are discussing a different way in which we exchange this information between our two organizations. Assessment has been around as long as surveying, and certainly the government has been around for a long time and surveyors have been around for a long time, so it's incredible that we sit here finally having an interesting conversation about this.

What are the benefits to MPAC? Certainly we ended up with increased site dimension accuracy and consistency. This is really important because we are about uniform assessment, so we have to ensure that across the province, the mechanism by which we determine site dimensions is consistent. We have a manual that's about this thick that tells people how to deal with site dimensions on various types of irregular lots.

Under this model, we are not going to worry about that anymore. We receive our plan data up to three weeks earlier, which means we can get it on earlier, we can get it valued faster and it's a great improvement for our municipal stakeholders.

We don't have to calculate irregular site dimensions and we don't have to figure out area calculations, so that's a benefit to us. More important almost in the site dimensions is the fact that we get preliminary zoning information, and so because in a lot of your reports, in order to fulfill the planning application and the like, we actually get to know what the intended use is on every lot as well as, more importantly, some of the blocks, and that has been a big impact for us as an organization.

We get consistency in frontage calculations, and that means we can assess new homes faster, so it's all about the efficiency of our process and the ability to raise the assessment values and get the taxes paid accordingly and uniformly.

For the AOLS, first of all, if you watch the video and later on when you listen to it, both Bruce and Ron sort of incredulously speak about the fact that we already have this data. These guys want it, so we gave it to them, yet there wasn't really that much work involved on the surveying part, but it does imply that if we work collectively with all the surveyors, we will actually have a standardized mechanism by which this data is exchanged which likely will mean that there is an increased quality control study aspect in each of your operations and a standardization in the way zoning compliance reporting occurs.

So it may actually have a trickle benefit to yourselves and the fact that you will have a standardized approach for doing that. We certainly are going to end up with a standardized database and some sort of standardized mechanism for exchange of these attributes. You are reusing internal information. It's going to be a new revenue stream. And potentially one of the things we recognize is that often surveyors may want to use the roll number as an indexing mechanism, so we can certainly discuss the way that could work. It's certainly a building block for future partnerships, and I will give you a little insight into what that could be next, at the end of the presentation.

But what's important from the public perspective? Art has been our star person on our Committee who is always ensuring that we always think about the public interest -- so there is not a project up here that is not going to talk about public interest, and so this is really important for us.

New homeowners will receive an accurate tax bill. This is really important for developers. When a developer subdivides land and we end up putting back all the new severed values, they get to pay the tax bill for a long period of time until the development is complete and until they transfer, so the fact that that's more accurate is important, and that at the time of transfer that the assessment is done correctly is important to the person who ends up buying that new home.

The consistency and frontage calculations, and the fact that we are going to end up with a consistency not only between MPAC but the builder's view of what frontage is, the developer's view of what frontage is, the municipality's view of frontage is really important and will eliminate all the back and forth on why is that a 50-foot lot, I thought it was a 45-foot lot, so we eliminate that. Certainly it's going to increase our municipal tax revenue, so we end up with a timeliness and completeness benefit for the public as well.

Our team structure. This was jointly sponsored by myself and Blain as a supplier/consumer relationship of a 100-day project. This is the way you normally structure them. Our team was quite extensively made up of people from Chris Fusco, who is in the audience -- maybe, Chris, you just want to stand up just in case people want to see you. Chris is back there. Chris was our internal project manager and he is with the business development group.

And then we had Bruce Baker and Ron Mak who were involved, from the two surveying firms we worked with. And then we had a cross section of staff from inside our organization, so this included our IT folks, it included some of our land parcelization people, included people from municipal relations and quality specialists, so we made sure we had a complete representation from our team and everyone who would be involved in our process.

Our test methodology was pretty simple. First thing we did is we sat down, and basically in one launch meeting, we determined what attributes we would exchange, so what were the key data elements we were seeking. And then what we wanted to do is we picked M-Plans that we had already assessed. So we had taken M-Plans that we had already processed, had already been through our system, had already been quality checked and had already been valued and actually distributed.

And so we went back and then asked for those same data sets to be delivered to us so that we would have a complete control framework, so good testing is you have a control set, and then you redo your test. So our control set was our existing valuation and our existing approach, and then the intent was to get the same 20 plans coming in from the surveyors.

We received the data in Excel format and we re-created the plans in a test environment of our core system, so we basically took that information, put it back in, put the plans into our system, applied the models for evaluation, and then did a comparison to see where we were on the current value assessment, so we wanted to ensure that we ended up with a consistent treatment on value, and then we also were doing some internal studies to determine if the process was more efficient.
Here are a couple of excerpts from the Excel files. So as you can see, this is pretty rudimentary information delivered to us. Typically surveyors are collecting it in metric format. A lot of our system and a lot of our modelling is still based on imperial measurements, especially on frontage and depth.

What we end up doing is once we receive the information, we would do an in-house conversion, actually the spreadsheet does a conversion to imperial units, and then attached to the imperial units piece, we also had attached a number of other attributes.

For us, this is all critical information. This is stuff we were all transcribing from the plan, so if there was a street name, we were transcribing the street name if there was addresses already -- the fact that we get the zoning now, and what's really important on the very end of this is what's referred to as the area apportionment.

When you sever land from an assessment perspective, all the lands that are non-assessable, so anything that is a municipal road and the like, has to be extracted from the area calculation, and then we have to ensure that until the property is conveyed after the severance, we have to basically allocate back all of the existing valuation against the current value of the property, so the area apportionment is a calculation that we do and it's now being supplied directly by the surveyors for us.

So this is a very large collection of information that takes us quite a lot of time to produce and so now we can get it delivered directly from the surveyors.

What are our results? First of all, the sites are accurate. Surprise, surprise, the people responsible for boundaries and definition of land get the site dimensions correct. We don't have to calculate site areas. We don't have to calculate frontages. It's interesting that the only place where we ended up with value impacts at all is where we might have had some cases where we were using a frontage rather than a site area and predominantly as it related to irregular lots, or what we would have considered perhaps not so irregular, so instead of using the area piece, we would have used frontage and depth, and I will show you an example of that in a minute.

Here is the first number you saw on that first slide, the 78.92. One of our largest impacts we saw on the plans was a 30 per cent impact on value and it related to the irregular lot that is shown here. As you can see, this lot ends up coming back. It's basically a pie-shaped lot, or I guess an inverse pie-shaped lot -- sorry. This is a pie-shaped lot.

As you can see, because it comes to a point at the end, we have various rules, and depending on the interpretation, someone may have actually determined that the way this should be calculated is they take the actual road frontage, they take zero at the back, and they average the two and say that's the effective frontage of the property for assessment purposes. That's how we came out with 35.20 feet.

The AOLS frontage which was actually based on the way in which the subdivision would have been laid which would have been something like 80-foot lots was the effective place at which the building would be placed on the property to ensure it met the planning application, and so that value was 78.92.

So if you imagine a valuation calculation where you move from 35.20 as a variable to 78.92, you can see that the value is going to shift quite dramatically. In this case, the associated value, $19,500, which from a taxation perspective is $195, so it's nothing massive, but it is about being consistent, and it also ensures that that property and its adjacent properties which are probably sold on the same basis are going to be valued on the same basis, so that was a pretty simple outcome.

This is a really, really important number for us. Remember the control set? We had already valued all these properties and now we are dealing with your data set as source. The ratio of the value generated using the AOLS data as compared to our existing evaluation practice was 1.004285. We added all the decimal places because you guys are all about accuracy.

But the reality is that we are basically at a ratio of one, so that means there is no valuation impact to us, so this green lights the use of this data for our entire system. Because we use 20 plans and we did enough properties, we certainly believe that this thing has strong legs going forward.

Here is the other big one for us: Block valuation, so blocks that come out of a plan. It was really important for us to end up with two things: One was the accurate municipal zoning on these blocks. In many instances, as we would interpret the plan, it wouldn't be specified on the plan what the block was, so our natural tendency is to default to assume that the plan is going to be treated as residential.

In the little table at the bottom, you can see how a number of these blocks were set up on these different plans. We identified them as RT, which is residential taxable, but actually three of them should have been multi-res taxable, which means they will be taxed at a higher rate because the highest and best use of that property will be a higher value. What it implied was that actually we ended up moving the value, so the assessed value increased by almost $2 million across these blocks for this number of plans, and that absolutely would have resulted in additional taxes being levied and received by the municipality of almost $58,000.

You think, okay, it's $58,000, it's not a huge amount, but you think about something like running a program in a school or running a community service program or doing something. It's money in the pockets of municipalities and it means it's money back into our communities, so this is a fairly significant impact.

Our recommendation is we want to get going, so we want to formalize a commercial agreement between MPAC and AOLS. A critical mass is essential to us. We are not interested in a deal where we are going to have to cherry pick around the province.

If you don't deliver us enough data for the critical mass of the province, we are not interested. If you don't come together as an Association to do it, we will end up finding the ten largest firms and we will form a consortium there. This is important to us. It's valuable to us, so we are ready to go.

We want one coordinated service. We are not interested in having to organize your companies. We are looking to interface in one place. We are looking for one system that we are going to connect to and we want one agreement, so we are not looking to have to formulate 200 agreements with people to get this data, so we want it simplified, all encompassing service delivered to us as an organization.

Our intention is to use a phased approach. The first thing we are going to do is just continue with a spreadsheet model. That will allow us to move quickly on a commercial agreement and start executing on the business value to us, and then we are also going to define a B2B service definition that we are going to build to move forward on a go forward basis.

Next steps. We ideally would like to formalize a commercial agreement in April. We would like to implement Phase 1 using spreadsheets by Q2, have our data requirements for this business to business exchange mechanism articulated by Q3, and have that implemented by a Q1 of 2013.

What's next? Of course the next thing we want is lot grading plans. The reason we want these is that for us right now, especially for layout of new subdivisions, we send people into the field to determine which model got put on what lot, so I see many of you going what? Again, you guys have this information; you guys have to do lot grading plans for approval. We are completely content to pay you for that information and receive it. Now that we have nailed the severance one, we just add to our contract and that will start getting lot grading information that we need related to model types delivered, so that we can do the evaluation. That's it. Thank you.

MR. BRUBACHER: Thank you, Antoni. Just before you leave, you said in one of your last slides that you need to come to a commercial agreement shortly.

MR. WISNIOWSKI: Yes.

MR. BRUBACHER: That would imply you need a body to come to an agreement with.

MR. WISNIOWSKI: Yes. True.

MR. BRUBACHER: So the Ontario Digital Cadastre Corporation, a wholly owned for profit corporation by the Association of Ontario Land Surveyors was incorporated yesterday. We have that corporation.

MR. WISNIOWSKI: Excellent.

MR. BRUBACHER: I will give you a little bit of information on that later. We are running a little bit early, so there is time for questions for Antoni if you want. We are going to have coffee in a little under ten minutes, and also before you go, I have a token of our appreciation.

Questions for Antoni? Helmut?

MR. PILLER: You spoke primarily of subdivisions. We are surveying in the City of Toronto. We are creating a lot of new properties to severances with enormous improvements over the -- what exist in our new houses in Toronto.
What I want to emphasize is that we as an Association, as a professional organization, that when we move forward that these surveys are properly done and not dismissed by the survey that creates it. But this is not a final survey within the meaning of the survey. Do you want accurate boundaries? Do you want to accurately reflect what was on there? I think that's an important aspect.

I mean, through the municipal process, it would take a long time before it comes to you. If a new house is put on, but all those other properties in Forest Hill that have a value of 1.5 million all of a sudden becomes 7.5 million, so this is the information you are looking for?

MR. WISNIOWSKI: I will answer that question in a couple of fronts. We initially focus predominantly on M-Plans, on subdivision plans. However, we also are interested in plans and general severances because we deal with those as well. In fact, in retrospect, as we considered the project, we should have actually taken a number of our plans and actually tried to implement those as well.

So certainly that's something we are looking to test going forward. One of the things people have to realize is that the method that's utilized for assessing property is to come up with a reasonable approximation of value based on market conditions, so the way in which our modeling is built, predominantly for residential properties, is we use multiple regression analysis, so we look at all the sales that have occurred within a geographic area, the geographic extent.

We then look at the characteristics on property that would have driven out those values, so to be completely frank, we are not looking for centimetre accurate descriptions of frontages and depths. We need uniformity and consistency in the definition.

Ultimately, what we are interested in is it is interesting for us to understand where structures appear on properties and especially when there is renovation work or redevelopment work going on on a property. Understanding the building footprint, understanding the total size of that property is invaluable information for us as well because, then, that starts putting us on notice that in fact the value should be shifting on this, and especially when we see a complete redevelopment of a property where there is actually a demolition and a reconstruction, then we will actually be sending an inspector out to look at that.

We are coordinating currently with municipalities to receive their permit information, and at the time of them issuing an occupancy permit or closing the permit for the purposes of construction, we will also send out people.

The confluence of being able to get the survey information early when the plan is being put on that property will just be a very early trigger to us that in fact change is happening on that property, and then the confirmation of structure is really important.

Similarly when you sever off lands, one of the key things for us to understand is which portion was the remainder and which structures went with which portion of the property, so particularly of severing slightly larger lands and farmlands, sometimes predominant structures go with one portion of the land, and then there might be an outbuilding that ended up transferring to another portion of the land.

It's important for us to know that. If we can sever the land and know what structure moved, we don't have to send a field assessor out. We can actually just move the structure to the appropriate property, produce and revise the assessment and send that out. For us, the efficiencies come certainly from the access to the information.

The accuracy piece for us, I would say, we are not a high accuracy user, so we are interested more in consistency and uniformity. Certainly we would like to have parcels that overlay better with aerial imagery because when we go to court to talk about the valuation of a property, we often want to be able to present the lot boundary and aerial image of the structures of the property and have that conversation with the taxpayer, so it will benefit us, but yes, certainly we are keen on all those things. Any other questions?

MR. HARTLEY: Tim Hartley from Windsor. The lot grading plans, you probably don't need all the information of the lot grading plan. You probably just need, I would think, the building envelope, is that correct?

MR. WISNIOWSKI: So a subdivision is a little bit different. We normally get from the municipality, and actually from the developer, we will actually get all their models, so we will receive the actual detailed drawings for every model that is going to be put on to the subdivision.

We normally pre-load those into our valuation system as what we refer to as model structures, so we will have a model home type, seeing whether it's the Fairmont style or whatever they call them in these various subdivisions, then what we need to know is we just need to know which model was placed on which lot. And then what we are able to do is simply take that structure information, we copy it into that property, and then we recalculate the total value of property based on land combined with structure, and that will allow us to get a first assessment out.

Clearly if someone ended up doing some minor improvements or did some developer upgrades, I have a different type of kitchen or I finished my basement, those will have a much lower percentage of value for us. To be honest, we are looking for -- we are so pedestrian, right? We are so pedestrian in our ask. We want to know what model falls on what lot and are there any additional outbuildings, like, we are so simple.

MR. HARTLEY: In an area, say you are putting a plan in a subdivision and it's not developed by one developer, by many developers, we can produce a plan that showed the lot, and then the proposed or the building envelope on that lot. You don't know what house is going to go on there until the lot is sold, but that would certainly give you a jump on assessing that. Just a simple thought.

MR. WISNIOWSKI: It's interesting, yes. I think that would be helpful to us as well. One of the things we are trying to avoid, though, is I'm trying to get ideally a stream of data coming to us, not maps because maps require interpretation and transcribing. I just want to see a stream of data that says here is a subdivision, here is the lot, and if you want to send me initially an envelope dimension that says we know the envelope is going to be whatever, 2,000 square feet -- perfect. That helps us right away.

Any other questions? I'm around all day. I'm happy to drink beer.

MR. PILLER: Privacy issue. Subdivision and so on is one thing. As I said before, we deal primarily in infill re-development and so on. If I provide you that information, do I have to get the permission of my client? The client might say, "I don't want you to give this information out."

MR. WISNIOWSKI: I don't know about your relationship with the client. We are a statutory entity. We have a right not only to access data about information; we actually have a right to enter property. Our powers under the Assessment Act are not small. Municipalities have an obligation to provide us information on every permit that's issued in Ontario and we have a right to demand it.

My assumption would be that at the point at which someone applies for a permit, they are submitting plans. We would have a right to those plans under the Planning Act and the Assessment Act regardless, so I do not believe that there would be any sort of issue with us being able to receive it directly from surveyors in advance of it being registered with the municipality.

Whether we decide that the appropriate time for release to us is only when you as a firm are actually submitting it for permit or submitting it to the developer. To me, that's going to be a timing question as to what point it sort of enters the system officially versus being purely just the prospective plan on how it might redevelop a property.

MR. BRUBACHER: Thank you very much, Antoni. One more question.

MR. GELBLOOM: Jaime Gelbloom, Oakville. You are going to ask for this data. It sounds cool what you are asking for and it's all good. But you are going to be asking for this data from the surveyors, and I can tell there are quite a few surveyors that are a little excited, like, you know, this is new business or we can get some money out of this and stuff like that. Do you have a rough idea of how much you think maybe getting data on a 150 lot subdivision? Are you going to be offering one of us -- because I'm sitting there and I'm thinking, 150 lots will give you 20 bucks.

MR. WISNIOWSKI: Sold. 150 lots, 20 bucks. Let's not kid ourselves. We are not going to pay you $100 a lot for information, right? We believe this is relatively commodity based information. We have our internal costing. We have done a full cost analysis. We know where we have room to move off of our costs.

All I can really do is reference back to Bruce and Ron in the video telling me how you already have this stuff, how all you really need to do is just open the doors and hand it off to us, so the 20 bucks is appropriate.

However, I think what we are more interested in is how do we ensure that there is enough monetary exchange between our organization and this new entity so that it makes it worthwhile for you guys to participate.

I'm more interested in establishing sort of an annualized fee that we pay to all of you for all of it, and then you guys figure out how you divvy up rather than me starting to negotiate individual deals, whether yours is 150 for 20 bucks and someone else says, "Well, mine is better, so it's $30," and someone else says, "Mine is $50."

MR. GELBLOOM: Have you gone through a study or a very preliminary study on what you would figure a per parcel would be? You have done some number work over there?

MR. WISNIOWSKI: This is the art of negotiation. I'm not going to disclose –

MR. GELBLOOM: Sorry to interrupt. You showed that AOLS number 1.0004853, whatever it was, so I look at that and I know that's really not what we are talking about.

MR. WISNIOWSKI: Without prejudice, I would tell you we are looking at something -- certainly what we are talking about in the dollars range, not in the tens of dollars range on a parcel basis for sure.

MR. GELBLOOM: I apologize.

MR. WISNIOWSKI: That's okay. These are good questions.

MR. GELBLOOM: I guess the question might have been asked already. Right now when we do subdivisions, we are always giving our digital plans -- I do anyway, and I'm sure a lot of us do -- to the municipalities along with through the client, lot for frontages schedule, et cetera, et cetera. You said you do get that right now?

MR. WISNIOWSKI: Our access to plan information, and even our plans is also facilitated essentially through access to land registry. We have a right to receive it from municipalities. We have a right to receive it from land registry.

Again, we have these rather broad powers that we flex our muscle on only a little. So we have a right to get it from both. Right now our method is that when the plans are registered, we receive notification that the plan has been registered. We then go up to Geowarehouse, we pull down the plan. If it's a simple severance, we just look at it online. If it's a larger subdivision, we will plot it out and start working off the plan.

MR. GELBLOOM: But you don't get it from the municipality, then, obviously.

MR. WISNIOWSKI: No. We don't get it from the municipality typically because it's easier for us to get them all central. Again, it's the exact same approach we are trying to do here. Did I answer your questions?

MR. GELBLOOM: Kind of, yes.

MR. WISNIOWSKI: Good.

MR. BRUBACHER: Thank you very much. We are perfectly on schedule. It's now 20 minutes after 10. We are going to adjourn for a coffee break in the Cartier Ballroom. That is downstairs, two levels. We talked about the elevators already. Go and see the exhibitors, talk amongst yourselves, and get back here for, let's say, 10:45, 10:50 in there.
Thank you very much.

--- Recess taken at 10:20 a.m.

--- Upon resuming at 10:56 a.m.

MR. BRUBACHER: Please if everyone could take their seat. We would like to get going. Welcome back from coffee. We have the next presentation all cued up and ready to go.

This is the Union Gas partnering presentation. Here we have a few of the folks who took part in that 100-day project, and I will turn it over to Paul Benedict now to carry us forward.

UNION GAS PARTNERING PRESENTATION:

MR. BENEDICT: Thank you, Dave. For those who don't know me, I'm incoming President Paul Benedict. I am the Project Co-chair for the 100-day Union Gas project with Laverne Hanley.

By way of introduction, similar to what MPAC had done, we had a 100-day project and it involved Union Gas. The Committee was looking at a utility with the GIS base and we wanted somebody that was somewhat willing and Laverne had been here at our AGM last year, so it was a little bit of a willingness to partner with us.

Our business challenge for this 100-day was to determine the viability of supplying surveyor's digital draft plans, draft plans of subdivision, draft plans of condominium and site plans to Union Gas to help improve their efficiency and help improve the accuracy of their digital environment.

Our goal statement was to deliver 20 integrated draft plans and site plans in a CAD format for the Hamilton, Milton, Burlington area. Union Gas had chosen that geographic area because it's a growing area in the province. They wanted to see how that integrated into their existing process and GIS mapping and within 100 days.

Our project team consisted of myself and Laverne Hanley as Project Co-chairs, Dasha Page, and Barry Clarke from Hamilton, sitting in the back there, were the surveyors involved, and Timothy Hu, Mike Power from iLOOKABOUT, sort of did the digital conversion from the surveyors' standards over to what Union Gas' standards had used. Lastly, Frank Seguin from Union Gas who is their GIS expert.

Discussion started and sort of continued on roughly after the last AGM with the Task Force and who we could partner with. Rudi Siddik was a consultant that we had hired. He provided some of the project management coordination to help us out.
Not quite 100 days ago, we had our kick-off in Milton and it was a successful kick-off, and that's where we developed all our terms of reference, came to an agreement of what we were going to supply, who was going to supply what, and in what format.

Since then, we have had conference calls, e-mails to exchange those plans and get them into the format that Union Gas requires. We had our 50-day project review at Burlington, and actually by 50 days, we pretty much completed the initial test phase of our project. I won't steal Laverne's thunder. I will let him explain the success. So here we are today. Our 100 days will actually end up just outside of the AGM. I will turn it over to Laverne.

MR. HANLEY: I'm going to keep it simple. It's great to be here again. This is my second AGM. I was at the one in London last year, so thanks very much for inviting me back. I'm also pleased to be back in Eastern Ontario. I'm a Kingston boy originally. I live down in Chatham with my family where I work at Union Gas, that's our head office for our organization.

Part of coming to Ottawa is also taking in a little bit of culture, so I shared a couple of stories with a few other folks going to the Lafayette in the Byward Market last night. I hadn't been there for a while and ironically some people are still there from when I used to play rugby in

Kingston and came up here a few times a month and we would go there and I'm pretty sure I was served by the same person.

Anyway, I'm here to talk a little bit about what we did with the draft plans of subdivision work through Union Gas and through the AOLS, and Paul is absolutely right. The effort came together really quick. I was very fortunate to be at a summit or gathering a couple years ago and then through the AGM and through some of the fact finding from some of the Task Forces. It moves very quickly and it sounds like MPAC has moved extremely quickly as well.

The interesting thing is probably at the 30-day mark of our effort, we pretty much already determined it was a success, so what I'm going to do today is talk you through leading up to some of the technical side of things. I'm going to turn it over to Frank to really speak and show you a nice little demo around what we did and how we did it and how the technology will work for you, in fact, how the technology takes care of all the heavy lifting. Then I will wrap it up, and then I think, Paul, you are going to field questions, right?

I won't go into details about Union Gas. However, we are about a 100-year old company. We were established in 1911 based out of Chatham. We are owned by an American company now called Spectra Energy. We have about 2,200 employees and we serve communities across Ontario.

I will flash up a map here in a second, but we have about 1.3 million customers, and really our focus at Union Gas is to provide energy to Ontario. What we try to do is bring gas from the Western Basin of Alberta, move it through a variety of pipelines, and then hand it off to customers in Ontario, and then also customers outside of Ontario. In fact, our single largest customer is Enbridge Gas Distribution based in Ottawa, Toronto, and the Niagara region, so we have an integrated network of delivery storage gathering lines and distribution as well as our internal customers.

The next slide will show our coverage area. Pretty much if we start on the top left-hand corner, we start at the border with Manitoba and we work our way easterly then southerly into about the Orillia area. We jump over Toronto and start heading westerly out of Oakville down to Windsor, Sarnia, upwardly toward Wiarton, and then southerly from there to Long Point.

We pick up in eastern Ontario, go from Port Hope to Cornwall, so that's kind of our coverage area. It's important to note that we have about 280, 285 municipalities, communities that we serve, so it's a very broad spectrum, and like Antoni, who is talking about this, it has to be kind of a collaborated full on effort.

We are not looking for one-offs, for side deals, four or five deals here and there. We have a large coverage area. We want to work collectively with one group.

We don't want to continue on with the way we are managing it today, which is working with 283 municipalities and multiple engineering firms, consultants, land developers, that sort of thing, so we are really trying to bring focus to working with one group, one set of hands, one delivery point.

I think that's it. The only interesting fact there if you are into mapping, you will notice that we have four UTM zones, so that is sometimes a bit of a challenge, but, however, we will show you later on how the technology solves that.

How do we do mapping at Union Gas? Draft plan management. I have said since way back. We have been doing this since as long as you guys have been doing some of the work with assessments and some of the surveying work, so we have been in this for a long, long time.

We have got very strict and structured business processes internally. We have work flows. We have organizational structure set up to manage this, but the interesting part is this isn't just unique to Union Gas. Almost every utility company in Ontario, and I would say probably across North America, has similar types of challenges. They have had to respond due to lack of having available access, to build up infrastructure internally.

From a mapping perspective and from a technology perspective, we were paper-based up until the early 90s, and then we converted to both automated mapping and facilities management. That was the early terms of GIS, AM/FM, and also from a CAD. I think that's important because later on we talk about the technology and how that has to work through.

We were one of Teranet's first customers, so when we built up our mapping system in the early 90s, there was no provincially available parcel cadastre mapping, so we bought it where we could and we built it where we didn't have access to it, so a lot of our internal mapping outside of the core counties that were Polaris-based Teranet, were in fact built up by Union Gas to about approximately what I would consider the BIM to kind of pre-BIM standards of Teranet, basically using the MNR OBMs as control and then layering on the, at that time, OPAC assessment mapping, now MPAC, for control.

And then we stopped being a Teranet client because it was really tough to manage and detect the changes as things were happening with Teranet and they were very, very expensive, so we dropped them. So at that time, we actually then had to further change our internal processes to start to manage cadastre and parcel mapping internally.

Some of the benefits that we have realized already, obviously, having access to an integrated plan in the GIS is a huge value to us. The fact that the surveys that you are now completing, if they are integrated, it will basically drop right into our GIS to, as someone said, within a hockey stick, I think, earlier on. That's all we are really looking for.

We are not looking for centimetre level of accuracy. We are not looking for decimetre level. We are just trying to get close because we are just mapping where our infrastructure is relative to parcel fabric and topographical features. We are not looking for really, really tight control.

Obviously, the other benefit is having an earlier awareness of what's going on in a general area. If there is a lot of draft plans coming in, a lot of severances, more condos, it helps us internally to drive different planning processes for infrastructure, reinforcement, replacement, even collaborating on multiple projects because there is future development going on.

It allows us to streamline our business processes so we can start to cut things out, and I think Frank is going to show that in a couple of minutes where we are going to kind of show the current process and the process we developed with the AOLS.

We already heard about response times. Knowing that something is being developed even if it's from an economic development perspective, knowing that there is some type of development going on in an area will allow us early on in the process to work with that municipality or that developer to ensure that we provide them with the energy that they need. There is also a huge trend, and I'm not sure if you guys are aware of it, I know many of you are because I recognize several of you and certainly there is another committee I sit on that a few in the crowd are part of, but there is this huge momentum and a strategy around having a composite mapping in Ontario, kind of that one map kind of a vision.

This certainly is a nice pathway towards that. I guess the last one, obviously, is one point of contact. We have heard that already. I think you are going to hear that again from somebody else as well. The keynote across the bottom is you guys have a high degree of accuracy. In fact, when we take your plans, we probably distort that accuracy and generalize it. We are dealing with a province-wide infrastructure and we can't keep it to the three or four decimal places of accuracy. We have to generalize, and that's okay for us.

The fact that we are getting accurate, complete plans more timely in a format that's usable for us -- perfect. We may have to do a few things to fit into our system, but you guys certainly can provide that for us.

The other thing that it allows us to do at Union Gas is if we get this information more accurate, more complete, more timely; it allows us to release ourselves of the internal processes and focuses us on our core which is surprisingly a gas company, we are not a mapping company. I think we fancied ourselves for awhile as that, but that's not our core, and it's your core, right? That's your accountability, not ours.

This is a bit of my own language as far as how I think it's going to benefit the AOLS. Obviously, it's going to leverage something you have already developed or created and you got stored away. It unlocks that and for very little effort. I think you are going to see that in a few minutes.

I think it can standardize some of our processes internally. Certainly it's going to help us collapse some of our processes and keep it simple. Obviously, we already talked about the acceleration of that development and I think we already heard this morning from Antoni that certainly they are moving things along quite nicely.

Also, I think it starts to attract from a broader strategy growth of the membership. In fact, Frank and I have already joined AOLS. I think it's in the process of joining. The application is in. Anyway, but I was attracted to that. I thought, hey, this is pretty cool. This is a good association now. I didn't know much about it, kind of a little bit of mystery around the AOLS, but the fact that you are reaching out to companies like ours and you are starting to be a bit more innovative, more strategic, looking at the path forward, that's very appealing to a company like ours, that an association is being very progressive, so we have decided to become members, so thanks for that.

Also, too, I think from a public perspective, it increased the value of the surveyor. I think that might have been lost in the past. From a partnership perspective, this is perfect, and I think it's strategic to your association is that you can't do it alone and you need those partnerships and it certainly brings value to that.

Again, back towards the composite map strategy and I'm going to harp on that a couple of more times, I think. At Union Gas, we have to tell ourselves things seven times before we retain it, so you may hear that seven times today.

Again, very strategic association positioning, and again, it brings value. So from a benefit perspective, obviously, we talked about the society and the public. We work with a very dangerous substance, so we are always at a heightened awareness around safety.

We have a lot of history with working with our product and it's actually extremely safe. It's very easy to work around if you have the right protocols and the right systems and checks and balances in place.

Right now, our number one biggest problem with Union Gas with line hits continues to be people that don't call before they dig. Right now, we have some pending legislation towards having some kind of legislation for an Ontario One Call or at least a One Call-type basis. But having that ability to serve this data up back through that type of association, that type of organization will in fact reduce line hits.

In fact, probably since the time we have been here so far today, Union Gas has been hit three times. We typically get seven line hits a day. 50 per cent of those are because people didn't call before they dug. That will allow us to have faster response times for those locate requests when they do come through.

Obviously there are some One Call initiatives I have already talked about. I guess the last part across the bottom is really we are talking about safety, reliability, accessibility and collaboration, so those are kind of the key concepts from a public safety perspective.

I'm going to turn this over now to Frank. He is kind of our GIS guru at Union Gas and he is going to take you through some of the processes as well as the technology. I will kind of get back up here to wrap things up and then we will have some questions.

MR. SEGUIN: Good morning, everybody. I started with Paul as being an expert, now I'm a guru, so I don't know where this is going.

Right now, I'm just going to set the stage a little bit. In the next few slides, I will be talking about some process flows internally at Union Gas, and then what we did for the 100-day project or the 50-day project, and then after that, I will also show what happened, so the black voodoo magic that happened in the background for sending the files from you to the AOLS and then back to us. We will dim the lights after, and then we will show a little demo of how that did.

There is no narration, so I will have to keep up with my mouse clicks at the same time, so hopefully it's not too fast for you, but I'm here for the rest of the day and tomorrow as well. So if there are any questions, I will be available.

If we look over here at the slides here, this is our current, if you would like to call it, land base process internally. On the left hand side, we have different roles within the company. On the right in the swim lanes, we see there are actions, so what they need to do to provide to the land base.

As you see, if we move about four blocks down, so this is where most of the work is done, so from these slides here, the ones that I have circled are the reduced effort from partnering with the AOLS.

As you see, this streamlined a little bit for the AOLS project of the submission of draft plans. As you see, if we start at the top left, it starts with the submission of the plans, so it could be a new subdivision plan or a condo plan, and then that gets submitted to the AOLS for processing; and then the next box over, if there are any issues, then it goes back, it circles, it can circle a few times if there are any issues, things don't re-project properly or if there are elements that are locked or anything can happen in the digital world.

Once that process is done, then it gets moved to a notification to Union Gas, and this is where we pick it up. We go through the FTP site, download the files, and then bring into our environment, so the next step after that would be to bring it into your CAD environment and do some exploration, do some Q/A on the file. If there are any issues, then we see that little arrow that goes back to the issue box.

Again, if we detect something that is not jiving right with our land fabric, then we just pick up the phone or the e-mail and we discuss, and it can go back to the surveyors as well, so that loop is in progress until it's done and is resolved.

Once it's resolved, then it goes back to us again, and then once we are satisfied in the CAD environment, then we move it to our GeoMedia environment, which is our GIS platform that allows us to migrate our CAD format into a different format.

Union Gas is a little bit complex when it comes to land base. We migrate it to a new system, so we are going from a CAD to a GIS system, so there are different processes along the way, so that explains the many boxes there. Once in the GeoMedia environment, we can bring it in which is in a different system, which again the demo will attest to, then we are able to fine-tune the cadastral fabric and then move it to our GTech environment. And then once everything is into our GTech environment, then we can add streets and the lines, the intelligent features, so the streets and the lines, the addresses and so on, and then close the job.

Here is the black voodoo magic I was talking about here of what's happening. If we start at the top left hand corner here, we have the survey firms. All they have to do is just submit the plans, submit the plans through our FTP site, just your untouched CAD file.

If we move to the right-hand side, so that FME ETL workstation, that's what does all the heavy lifting. That's where all the work gets done. It takes a source CAD file, whether it's an AutoCAD format, or a MicroStation format, georeferenced or not, and then there is a layer discovery.

There is some data cleanup that happens in the background and there is a projection of datum -- again, confirmation. And then feature grouping, so every firm is different. They have their own special way of labelling things and organizing things, so all that is sorted out into Union Gas' format which is great. And then the process keeps following until the cleanup and it's cleaned up into Union Gas standards then it moves back to the server and we get your notification that the file is ready.

Again, the key point here is that technology simplified the effort. There is a lot of work being done, but this is all automated, which is great, so there is not much work to do. Now if we can dim the lights if it's possible and we will start the demo.

It all starts with the notification e-mail from the AOLS. Again, here is just from Outlook. So there is an FTP site. I select the files and download it to my machine to the specific server. Here we see that we get all the files that were submitted. I'm just going to select one randomly and then start the inspection to see how it looks.

Here we see that there are some roads, some property lines. On the left hand side, you would see there is some information about the surveyor, there is a location map, a key map, so here we see all the levels. I'm tentatively taking a point and looking at the data. Here again, this is bringing it into our environment. Is it possible to maximize the screen because right now we are missing half of it? No. Okay. Right now what I'm trying to show here is that I'm referencing the CAD file into our environment, and here I have some preloaded files just to make it a little faster here.

As you can see at the bottom screen, which I'm going to zoom in a little bit, it does fit into our land fabric, so entry points. Unfortunately the resolution of my screen is a little bigger than what this is, so it doesn't give it justice. I'm going to zoom into a few areas just to show the accuracy, how things look.

If I zoom in a couple of areas here, we can see that the purple is actually the unconverted surveyor's file that we received, so there is about 0.3 of a metre and 0.2 of a metre discrepancy between the areas. And then here I'm going to select another point just to look at the differences here. Again, we got 0.6 of a metre, so I just go around and take a look. Again, none of these files were altered in any way, shape or form, so they were taken raw, unconverted. At this point, this is just a Q/A, so I'm just looking around and looking at the information, the content and the accuracy.

Again, there is a little bit of discrepancy there, but nothing that we are alarmed about. Again, everything seems to be georeferenced properly. Everything seems to fit pretty good. So now I'm going to switch over to the GeoMedia environment. Again, the same idea, but now instead of being into a UTM format, I'm showing that it's a Lambert conformal conic projection.

I will be connecting also to our GTechnology platform which is in Intergraph product and it is our main GIS. Here is the GTechnology connection, and I have a series of CAD files for this exercise.

I'm taking the same exact same file and I'm going to bring it into our GeoMedia environment to see how that fits. At this point at this stage, this is the converted file that went through that black voodoo magic box that Tim created.

As you can see, it fits in the same location, so I'm going to look into those same areas where there were a few discrepancies and take some measurements. Unfortunately it just goes off the screen a little bit, but it looks like it's 0.6 of a metre again in the same area.

Again, the accuracy, the conversion and everything, I didn't lose anything in translation which was great. Again, here, I'm only displaying the property fabric and road allowances. These are some of the most important items that we were looking for. The rest are just points, so I'm not concerned at this stage. I just want to see how the translation happened, so here we see the easement that came across. We have some road allowance and then some property line fabric as well.

I think my next stage here is still doing some measurements here. I'm just going around. Again, our GeoMedia environment is the environment where it's kind of our sanity check. So once it went through that conversion process, then we do again another Q/A to see how things are progressing.

I'm now flipping over to our GTechnology and this was done live. This is showing how to connect to a CAD file and this is the actual CAD file that has been converted. That is what we will be using into our GTech environment, so basically the end product.

Over here, I'm just clicking on a series of selecting the file and selecting the appropriate coordinate system files. Again, unfortunately, I apologize, it's off the screen. To the right hand side, it would have showed us that it docks itself to the legend on the right hand side, which we can't see unfortunately, and then I'm just going to zoom in into the area. Again, this is the projection for our GTechnology. It's a Lambert projection, so we are getting rid of the four UTM zones and here we go.

The end product here, you will see it is very similar to our GeoMedia environment, but the only difference here is that we see our gas facility, so we have our gas facility, our addresses and so on.

Here, the same area, so I'm zooming in the same area just to show you the accuracy and the completeness of the data that has been submitted and converted. There are a few little discrepancies here. There are a couple of extra lines here, so what do we do here at this point?

I'm going to turn on our aerial imagery to confirm a few things so that, to us, it's an extra tool that we use to justify where some of the lines may or may not belong. In this case here, I would just turn off some of these lines. I would just not use them. Again, I applied a transparency so we can see both our land fabric and the surveyors'.

Over here, I think it's just imagery itself that tells the whole story that we are pretty much on the same page here. So the digital file that was submitted and converted actually fits pretty good with what we already had. Again, here, I'm just going a little closer. We can see the boundaries between the conservation areas going in and out, so we are crisscrossing ourselves, but it's a little boundary so we are not too concerned about that.

Also what I'm trying to show here on the right hand side that we can't see is that the CAD file that is attached to our GTech environment. I have the ability to turn off all these levels, so the border and the legend and the location map that we had originally, I can turn that off because it has been processed and to a level that we don't necessarily need, so I can turn it off.

Our results now. I have captured all the files that we had into an Excel format and I have looked at every single one of them, and I just opened the original one, an AutoCAD file. Was it complete? Yes. Did all the levels meet our requirement? Yes.

We did the same thing with the converted files into our MicroStation environment, so did it fit? Yes. Was it complete? Yes. Are the levels that were assigned correct? There is a few discrepancies here and there, but nothing that we can't fix.

Going off to the right again, there is the GeoMedia environment and the GTech environment as well that we have done the same process. In total we had about 20 files that we have looked at for the project. I have used the same approach for all 20 of those files, so I went through all 20 doing the same thing, open the original, look at the converted one, bring it into the GeoMedia environment and then the GTech environment to see how it fits.

I have to say that it was pretty good, so if you could please turn back to the presentation. Can we go back to the slide presentation, please?

The next slide would have been the test results. Out of the 20 files that we were able to test, we accepted them within the 50-day project. All files met our requirements, which was great. They all fit. They were all complete. The accuracy was good. We had new issues with the accuracy and there were a few, as you saw, but for us, that was acceptable and we were able to do something with it.

In most cases, we would adjust our files to yours as yours is a little bit more precise than what we had. Again, the completeness, the content is all there. That is exactly what we are looking for. The converted files from AutoCAD to MicroStation had minor glitches on some of the levelling and some of the features that were things projected out in space, so things did not fit properly into the environment. But again, it's nothing we can't fix, so those were things that an expert or a guru could handle, or again, picking up the phone and asking that some of these areas are fixed or corrected.

As you can see, the converted files, levelling, all the Teranet files and the standards and everything was great. That's the end of my presentation, so I will turn it back to Laverne.

MR. HANLEY: I'm just going to get into some results here. Obviously from Union Gas' perspective, we got exactly what we wanted. That was early on in the process, probably, like I said, around the 30 day point, we got exactly what we wanted. We evaluated with 20 plans and the pilot was a success, so that was the key message there is that with very little effort in a short timeframe, we achieved the expectations of the pilot.

We also know that from an efficiency perspective that we are going to be able to reduce some of the upfront work. From our perspective, we are going to in fact eliminate, in some cases, some of the boxes in that one process that Frank had circled four times.

Obviously it's time saving the planning and a faster turnaround time. In fact, at Union Gas, what we do is we intentionally sometimes delay development projects until we get these plans in digital format. Maybe not from you, but maybe from the developer, the owner, the municipality, so we can't do anything internally in our design process until we get the digital fabric anyway, so sometimes that can take several months, right?

Sometimes we end up getting it in paper, and then we have to redigitize it, so that's an onerous process, so if we can start to get things within two to three days, maybe even in the same business week of when that draft plan was approved, that would be fantastic.

I think from an integrated survey perspective, I know that you guys have some bylaws around that. This effort really supports why that integrated survey has a lot of value and it's about CAD standards. Certainly, I think, at Union Gas, we probably don't even follow our own standards and I think this initiative showed that in some cases you may not follow your own.

One of the things that we have to do now that's in progress is we have to widen the sample. We worked in a couple of areas, Burlington, Hamilton area, so we want to widen that. You saw our coverage across the province, so we have asked for a few more firms to participate in that.

We are really close to a 100-day closure. We are going to set that up in early March, and obviously there is going to be a formal report to the executive. I think there is some refinement of that black box technology that the AOLS has developed, but certainly it's pretty mature already, and then obviously there are ongoing investigations from a commercial opportunities perspective.

Just to come back to the business challenge. Yes, it is viable and beneficial to all key stakeholders to take existing and new surveyor draft plans and easily, effortlessly integrate into a utility company's processes and systems, so we certainly met that challenge.

Integrated surveys are a lot less effort. Technology does all the heavy lifting. The big thing is there is no incremental work and we heard that from Antoni this morning too. You people so far that we have seen any way that we have worked work in this pilot didn't have to do anything extra other than attach a drawing to an e-mail. Somebody did some technology processing in the background, that's for sure, but really, there is no effort to us and there is no effort to you.

I do think that the incorporation into the Ontario Parcel is vital. These draft plans, although we get them in advance and we start to design and construct and operate our infrastructure, sooner or later, they become registered, so we have to back those back out, so their draft plans, it's more of a temporal thing, maybe two to three years before we fully see it registered, but at some point, we have to back that back out, so I think the full integration of draft plans into the Ontario Parcel is absolutely vital.

Again, I will put on my other hat where I'm involved in the CSA Committee S250 around mapping of underground utility infrastructure. In that standard, we put some clauses into that standard around exactly what we are doing here today. The fact that we should use a common land base with composite mapping, the fact that the cadastral parcel data should be derived from provincial sources, so all these things we are doing here are in fact in direct alignment and a great line of sight to some of the things that are happening maybe not directly that you are involved in, but outside in other industries.

I think I'm going to turn it over to Paul to start to field some questions if we have any.

MR. HARTLEY: Tim Hartley from Windsor. As we see technology advancing and the ease of integration advancing, I'm wondering if by sort of something that the AOLS are using a sharp pencil and Union Gas we can rubber sheet stuff in and we don't need the accuracy. I'm wondering if you are cutting yourselves short.

Don't throw those decimals away because down the road as the cadastre becomes more accurate, there won't be need to rubber sheet, and suddenly if you know this to maybe a decimetre, then when you start layering, here is the sewer, it fits right, and here is the bell line and it fits right, so you have to keep that accuracy in the back of your mind because if not, things will be crossing if it gets too blurry, right?

If you say, "We only need to a metre and a metre and a half," and the utility says, "We only need that to a metre and a half," suddenly, they start crossing, so if you keep in the back of your mind, yes, maybe we should look at the decimal or decimetre of accuracy, then as we start layering these different utilities, they will start to work and that's just my opinion. Thank you.

MR. BENEDICT: A great comment. You are absolutely right. As far as the accuracy goes, in fact, one of the things that we struggle with is as we get more accurate mapping, the effort is not to get that accurate mapping or in fact tighten up our accuracy, it's all the other effort to move our infrastructure that we have mapped and started to realign it.

In the industry, I think the term is called "conflation," but, really, it's that ability, then. As you are getting more and more accurate mapping to move your infrastructure to the right spot, that S250 standard talks about four levels of accuracy, in fact, because of that very reason where your critical infrastructure should be very, very bang on, and I think that's really important and we have been doing that for a number of years, for decades probably, but as you get into the more the less critical infrastructure and the lower risk infrastructure, you can apply that more generalized approach.

It's to find that balance between cost and effort and risk around the accuracy of your mapping, really, it's an ongoing thing. I know we are all struggling with it, and through this process, we wouldn't throw out the decimals, so to speak, we would keep those source files so that at a later date if we needed to, we could conflate.

We are hoping that there is technology out there down the road to move possibly counties, townships at one set level where there is less and less effort because we have a lot of coverage that we would have to move if we were to even get to sub metre accuracy because a lot of infrastructure that we have is based on the MNR OBMs as control, so we are getting tens of metres in some areas, so I appreciate that. We are very aware of that. It's just trying to find the right balance.

MR. BRUBACHER: Unfortunately I'm going to have to step in. We started a little bit late and I need to keep us on schedule here because of lunch. Thank you very much, Laverne. I have something for you. Frank, thank you very much.

With that, I would like to call on the RMS project team to give us a presentation on what RMS has achieved in their 100-day project. I'm going to allow Mike to introduce himself because he can talk far better than I can.

RMS PARTNERING PRESENTATION:
MR. POWER: We have had some wonderful opportunities to work with commercial clients who have an interest in the data that surveyors produce. Equally as important, we have had some tremendous contribution from the members of the Association who took their own time out to deliver the data to make sure these projects were successful.

Part of the key of selecting the 100-day projects was, as you heard from Izaak at the outset, the sense of readiness. We didn't want to be force-fitting anything upon the commercial client and begging to evaluate it, and by the very same token, we wanted to work with some surveying firms who believed in the vision that they would contribute their time and their data to determine whether or not the initiatives could be successful.

These next three projects that I'm going to talk to you about are in an earlier state of the 100 days than the two that you have seen to date. However, like the two that you have seen to date, they are provincial in their nature. They have an opportunity for a subscription, and in this case, also a transactional component. Quite frankly, just like the two previous discussions, they rely upon the collaboration on the entire membership for them to be successful.

When we looked at the three projects, one for RMS, Risk Management Services, LawPRO, and of course the Real Estate Board initiative, what we wanted to do was determine whether or not there was an opportunity to establish a view-only service that they and their members who service the public would effectively get access to the data, look at it, make a decision, mitigate the risk in the one case, and then where it made sense, access the plan transactionally from several of the commercial repositories that already exist, obviously the one in LSR, perhaps Pimarc or from your own repository for that matter, and then look to see whether there was an opportunity to facilitate a subscription and transactional service for these organizations.

The benefits, as we started looking at what they might be able to achieve in the case of RMS, and that will be the one that I spend the most amount of time on, is much like they did at MPAC and of course at Union Gas, as well is was there an opportunity to effectively save the time and the effort associated with searching and accessing plans? RMS is involved in environmental assessment.

I will show you some plans, in a few moments, of environmentally damaged areas across the province that they have some historic plans for, but their key was they needed to get access to some current plans as well so that those engineering firms that were doing, Phase 1, 2, or 3 environmental assessments, also had access to your current plans on top of the environmental plans that they had.

LawPRO, and you will recall Ray Leclair being at this AGM just a year ago as he called himself the elephant in the room. We are not sure whether or not there was an opportunity for title insurers to be able to take advantage of the work that you do, and as Izaak and I have spent a great deal of time with him, what we have discovered is that they love to have the opportunity to utilize the plans as a measure of determining whether or not there is a risk associated with the property, both ahead of time before they issued the title insurance policy as well as after the case, so if in fact there is no risk to the property, their actuaries and underwriters can actually take down some of the insurance reserve that they place against every policy that they write.

In the case of the real estate boards, they are very, very anxious to differentiate the service that they provide to the members. In the wake of the first sale by owner, I guess, they will call it a plague across the province. They want to make sure that their members have the opportunity to be smarter than the average bear to access the information so that they can do a better job of servicing the public.

In every case, what they are after is a subscription service and a subscription service irrespective of whether or not your particular plan is touched may very well provide the royalties and the revenue back to the independent firms that would fundamentally support the business cases associated with scanning and indexing or georeferencing those plans.

And then finally, a reasonable or uniform transaction service that would support the business model of managing and of course maintaining the existing repositories that exist in the province and the business case associated with continuing to scan and index the plans.

The team structure for RMS composed of David and myself. We got some data contribution from some organizations, surveying firms in Hamilton, and Dasha and Barry were good enough to send us the plans associated with the areas that RMS identified.

Some key stakeholders from RMS themselves who wanted to evaluate the merit of having your plans in conjunction with their own and certainly at the Real Estate Board and the title insurance side, a couple of very senior entities who were interested in evaluating the results.
The anticipated test methodology was to georeference the plans that were made available to us and utilizing the Bing and where we had access to it, the First Base Solutions imagery in the test areas.

Evaluate the utility of a degraded view-only service with transactional access and whether or not that meets the requirements, and for that matter, determine whether or not there might be different classes of service that those users might otherwise be interested in.

An example of the RMS environment, they have 75,000 plans across the country, about 50,000 of them in Ontario. They were all in the books very similar to what you have in the AOLS office. They date back to the 1890s. They have been encased with cardboard in the back or a placard, but they still have some value for environmental assessment purchases.

They were all imaged and then georeferenced utilizing Bing across the province of Ontario. Because there weren't coordinates, we couldn't tie them to a horizontal or vertical control, but what we could do is look at the information on the plans to identify effectively the streets or the intersections that the plans came across.

By doing that, we were able to very seamlessly, almost automatically, integrate the plan to the Bing so that any time that one of their environment assessors went to their site, by clicking on anywhere in the map that they had an interest in, any of the environmental plans would show up as the rectangle that you saw, giving them the ability of zooming in, having a look at, in this case, a plan that dates back to 1911, tying it in with the aerial and orthoimagery beneath it so that they can see what effectively is there now.

While the project is not completed yet, then bringing in the plans that Dasha and Barry were able to supply and then underlay them so that you can see the extent of the current survey.
This is work done currently for their environmental engineering firms that rely upon their data. It takes them 10 to 15 days to go to a municipality to try to find your plans given that they don't know that you actually created the plan in that area, and by integrating them and making them available in both the view only and transactional service, they have saved a great deal of time. They deliver a better product to their client who will ultimately, of course, serve the needs of the developer or the public for that matter.

In the case of the Real Estate Board environment, what we are looking to do is to try to develop an index system that would tie the plans to a particular neighbourhood that would provide the realtor with a view-only service that they would subscribe to, and then obviously acquire the plans as it made sense for them.

The results. RMS saves a great deal of time and effort. The realtors become more knowledgeable, and by that, I also mean, as Jaime has helped me understand, not all SRPRs are available for every property, and so to that end, finding the surveyor who actually did the work there so that they can seek their opinion. Again, LawPRO would be able to improve their service to their clients. The georeferencing provides an integrated view not only for the end users, but for the surveyors as well for that matter. The AOLS demonstrates a full service offering to their client community.

Fundamentally, the value is heightened not only for these commercial clients who would naturally be remitting royalties back to the Newco and back to the surveyor, but also, of course, to the surveyors themselves from a research integrity perspective.

These projects will be completed over the course of the next month and we hope to have the opportunity through Blain's weekly memo to be able to update you in terms of their progress and hopefully the success that each of the clients experience with. Thank you.

MR. BRUBACHER: Any questions for Mike? I know that one went pretty quick and you got us back on time. It is now 11:52. My schedule says that at noon, we have lunch in the hallway outside, so I think that we are very much on schedule.

One thing I did want to point out is that out in the hallway, you will see -- I'm sorry. The hallway is downstairs, but I also want to point out something outside the hallway here is our poster session.

We will be judging those posters. They are from York and Ryerson students, I believe, submissions, so take some time, have a look at what these students have done. Have a look at their work. You might notice the name of a future employee in there. Please visit that.

Downstairs, we have lunch. It is a stand up talking lunch and you must have your ticket. There are a few more people in here than we were expecting and we have ordered some extra food to make sure, but please bring your ticket to make sure that everyone gets the lunch that they should be getting. If you don't have a ticket, you can buy a ticket at the registration desk downstairs for lunch.

We are just ahead of schedule. We will back here at 1 o'clock to hear from our keynote speaker Luc St-Pierre. Thank you very much.

--- Recess taken at 11:53 a.m.

--- Upon resuming at 1:08 p.m.

MR. BRUBACHER: If I could get everyone to sit, please, we would like to continue with the afternoon session. Good afternoon, everybody. I hope that lunch was good and you had an opportunity to visit the exhibitors downstairs and to look at your presentation out there in hallway and also had an opportunity to talk to your fellow surveyors about what we presented this morning. I have noticed a lot of excitement in the room and I think people are feeling pretty good about what they heard in general this morning.

At this time, I would like to introduce our keynote. As I said before, our keynote speaker is Luc St-Pierre. He is the Executive Director of the Ordre des arpenteurs-géomètres du Québec, and as a third generation land surveyor in the St-Pierre family, Luc graduated with a

Bachelor's Degree in Geodesy from Laval University in 1983.

He has been a member of the Ordre since 1984 and has worked as a land surveyor in a multidisciplinary firm in the area around Victoriaville, Quebec for 12 years before joining the Ordre as a professional services director in 1986 and as such his two responsibilities were professional peer review and continuing professional development, so he came to the office with a fair amount of experience in both of those sectors.

Since 2001, he has served as Executive Director and Secretary of the Ordre. He also spent some of his spare time as the interim director of Professional Surveyors Canada on the development program of its future continuing professional development program.

Luc will be discussing the implementation of the Quebec digital cadastre and how it benefitted Ontario Land Surveyors.

Luc, if you will join me. Please welcome Luc St-Pierre.

KEYNOTE ADDRESS BY LUC ST-PIERRE:

MR. ST-PIERRE: Ladies and gentlemen, fellow land surveyors. First of all, I would like to thank the Association of Ontario Land Surveyors for giving me this opportunity to be here today and talk to you about the digital cadastral plan in Quebec City.

This afternoon, I will have two challenges. The first one will be to speak in English non-stopping for about 40 minutes. The second one is the fact that I'm speaking to you right after lunch and every speaker knows that it's hard to keep the attention of a crowd right after lunch.

To solve the challenge number two, you will see in my presentation some visual effects. The objective here is to keep you -- I would not say awake -- let's say interested.

First thing I would like to tell you here, and I use that slide to represent what I'm going to talk about. Before starting my presentation is the fact that the development of the cadastral plan in Quebec is a titanic project. It has been going on for 20 years. As we are talking, almost a billion dollars has been spent and thousands of different kinds of professionals have been working on this, and I'm talking here about surveyors, IT specialists, project managers, GIS specialists, so I just want to make sure that you understand that here, Luc St-Pierre, for about 40 minutes is going to try to describe this huge project.

If some of you are familiar with the cadastral plan in Quebec, it could be possible that you will say at the end of my presentation that there are many topics that you didn't talk about. The thing is, I could talk about this with a bunch of specialist for probably about a few weeks, so in 45 minutes, my objective will be that at the end, you will understand exactly what we did, but mostly, what are the benefits for the land surveyor and the profession, so having said that, I'm going to try again.

Let's start with the Quebec cadastral plan from paper to digital and global. The cadastral plan originates from a big project called the cadastral reform. Why a cadastral reform? In the 80s, the government realized, and they talked about that before, they realized that the original cadastral plan made in 1860 shows only 50 per cent of the Quebec properties. Private properties in Quebec are about 8 per cent of the total area of the province. So on the cadastral plan, you were finding only about 50 per cent of the property.

One big problem about that was the fact that you could prepare a transaction on part of a lot, so as you probably know, also in Ontario, you could have 85 properties on lot 20 and you have the mandate to go and stake one of them, so all those transactions were made on part of the lot, so you had no cadastral plan for those properties, so that was a big problem. It was not really up-to-date, on paper, and it consists of original and parcel plans, about 1,400 original plans and 400,000 parcel plans.

When did the government decide something had to be done? It started in 1985 officially, but three years later, there was a moratorium. The thing is the government found out that a few things had to be changed in some of our laws. The initial estimate of the cost of the work had to be revised and some methods of doing the work had to be also revised, so it started again in 1992. At the time, the estimate was not 29 years, it was lower than this, but recently, they estimated that in fact in 29 years, it would be done, so it's in 2020, 21, the work should be all done.

How are we going to do this? There was some objective on doing the cadastral reform. First, it was to reconstruct the complete picture of land fragmentation. Sometimes I might not be using exactly the good word, but I understand that you probably know what I mean. The thing is it was, like I said, we had about 400,000 parcel plans, so one of the objectives was to only have one plan. In Quebec, you must know that before the cadastral reform, we had many cadastral names like "parish" and "county," so know there is only one name for all the cadastre. It's the same. It's called plan de cadastre du Quebec. There are not even any more parishes around.

Ensure a continuous updating of the global plan; that was an objective. Also, ensure the versatility of the cadastre. The government and the land surveyor working there decided that, sure, the new cadastral plan will serve with the registry office to illustrate the deeds and the title, but also, we must make sure that we have a format that will permit other professionals to use it, so those were some of the objectives.

Still in the "how" category. Put contributions of over 3 million land owners and about 1,100 municipalities. What that means is that during the process of building the new cadastral plan, land surveyors must consult the owners when the plan is ready to be officialized.

We are saying 3 million land owners, that's the theory. In fact, when land surveyors organize public consultation, I'm being told that there is about 10 to 15 per cent participation from the landowners.

Anyway, those people will meet the land surveyor and will see the work that has been done, and if there is any kind of problem, they can write to the land surveyor.

The land surveyor, the work is being done by the land surveyor in private practice, so the land surveyor receives contracts. It says plus or minus 3,500 lots per contract, but in one mandate, you will receive three contracts. Usually it's around 2,000 lots, so you will end up with a mandate of 6,000 lots, and usually the amount of money you will receive for doing that work is 1.5 million, so land surveyors across Quebec, not everybody though, because some choose to not participate in the work, but many of them got contracts from the government to realize the cadastral plan in the region, but always with one objective, producing one global plan.

The cadastral reform program is self-financed through a tariff applicable to real estate transactions at the registry office. I was reading reports from the department a few weeks ago and the money generated from that special tariff does in fact bring the amount of money needed for the program. What is interesting also now is that since a few years, the government is selling information. We will come back to this later on.

The result as of 2012. The global plan is called plan du cadastre du Québec, one plan, digital. So at this time, we have 364 contracts that were awarded and there was an estimate that we will go up to 500 contract awards. 2.5 million lots were formalized on the 3.8 million forecast, and of those 2.5 million lots, 85 of them are in urban area, 35 in rural area, 19 in forest land. Near a billion, I was saying that early on, a billion has almost been spent and the estimated final cost is 1 billion 2 hundred and 58 million dollars.

Still in the result category. While the cadastral plan has been built by recognized professionals, and we all know what that means, I mean land surveyors. We have land surveyors at the cadastral department who work on that project and we have land surveyors like I told you that receive the contract in private practice.

It is like, as I said, digital and constantly updated. It has a strong legal base. Many laws have been changed to produce that cadastral plan and it allows the representation of condominiums both horizontal and vertical, so you don't have just the lot number on the plan.

The digital cadastral plans are an incredible basis for GIS applications. I was listening to the speaker that came before me this morning. It's interesting because, first, they are the project that you did, the 100-days project, and the fact that you anticipate that it's going to be good for GIS. I'm going to convince you that it is great for GIS application.

It's uniform throughout the province, so when we had parcel plan, sometimes it's on paper. You have different kind of format and everything. Now you have one digital plan, the same across the province. It's available online -- we will see this in a few seconds -- 18 hours a day per working day.

Like I said, the estimated time to finish all the work should be in 2021. At this moment, most of the major cities in Quebec have been reformed, so we have cadastral information, we have cadastral plans for all major important cities in the province. Now they are starting work in rural areas and in forest land.

Here is a map showing in yellow the part of the province where the reform is completed, so we see that every time you have a city, like, we have Quebec City, Trois-Rivières, Montreal, Sherbrooke, Lac-Sergent up north where you have a lake and some yellow around it just below Sherbrooke, Rouyn-Noranda on the west part of the province. Those are places where the reform is over, and for those territories, you have access to the cadastral plan online.

I was thinking of making a live presentation with the website and everything, but you know what, I believe in the Murphy’s Law. I spent 15, 20 minutes testing everything and I was there and everything was working and I come here and I started, it doesn't work, so I said, "No, no, no, no. Nothing live today."

I encourage you at the end of the day or this week or when you find time. It's easy. It's called Infolot in French. Just go on Google, type Infolot, you will have the website. You go there and just browse around and you will see how it works, but I'm going to give you a quick tour of Infolot.

Infolot is definitely the product for consulting the cadastral database in Quebec. When you get there, right away you have some options. Like I say on the slide, one option that is free is to consult the database to see exactly where the reform has been done, that is at no cost. You can also consult up-to-date cadastral data including lot description and image, but then you are going to pay a daily fee, a monthly fee, an annual fee.

If you are a business, then you are going to pay an annual fee. I will give you an example. For a year, I think it's around $13,000 plus $120 for every member of the firm that is going to use it. If you want to try it there is a daily fee.

I tried it last week just to make sure that I remember exactly how it was working, and it was $6, so you will pay $6 and you will have it for 24 hours. If you pay that amount of money, then you will access to another menu. This menu will give you a tool like you see at the bottom of the slide on the right corner, a tool to navigate across the cadastral plan. We will see it in a few seconds.

Just over the tool, there is another accessory like the first one is a search accessory, so you can -- suppose you know the postal code, suppose you know the name of the municipality when you want to find specific lot, if you know the lot number, so those are ways to get right away to the lot you are looking for.

You can also in fact print the information that you are going to get on the website. I'm back on Infolot. Here, I'm going to make a small demonstration. I'm looking for a lot in Quebec. First thing I'm going to do is click on the cities so there will be a zoom. You have the result now because it's a fast demonstration. Then you will have the territory. We can see Quebec, a few cities there.

I was going to say that the circle was the territory where I knew that my lot was, and then I made a search by a postal code, so the postal code gave me this image. I added the arrow just to show you that it was the third lot from the corner of the street that I want the information for. I get the area, the lot number, I get the measurements. Everything is positioned.

If you compare with the ground, I'm told, because I talked to a land surveyor, I don't do it anymore, and they said that you should be around 20 centimetres from the right position, and in some cases, you could go down to 10 centimetres from the exact position.

One important thing. That cadastre doesn't fix the limits of the property. It's an image, an accurate image though, but it doesn't fix the limits of the property because there are some countries, Sweden, I think, the cadastre is the limit of the property. It's not the case in Quebec, but we are not too far from this, but it's not the case.

So I got the lot. If I click again, I identify the lot in which I'm interested in. Here I'm getting geometric data like the area and everything. If we click again, I'm going to get descriptive data, so I'm going to get the lot number. I'm going to get when was the lot officialised. I'm going to get the data. I'm going to get the name of the owner of the land. I'm going to get the number of their deed.

In Quebec, while they were doing the cadastral reform, they digitized every content of every registry office, so I can open my computer here and I would say, "Okay, this is Mr. David Howard, the owner with Anne Lamey, and their title number is 450,000 something," and I type this here, and I would have their contract on the screen probably within 10 minutes if everything works fine. You have a lot of descriptives available on the site.

Up to now if you are a land surveyor, if you are, in Quebec, a notary, a land planner, the public, maybe and you need some information right now. You will go on that website and you can scale the document you want. Do you want a close up or you want a territory? You can have the descriptive data that I just showed you. You print everything and you have this in your file, so that's the way of working.

The other slide was just to show you that once you are on the map, you can choose -- I call them -- layers, so what kind of information you want on the plan you are seeing.

If we go to the next slide, I was talking about using a postal code or an address or a municipality to find the lot, well, you could use a cartographic grid also to find the thing you are looking for.

That's great for consultation, like I just said, for obtaining information, but suppose that I need more. I'm a utility company and I'm doing a project in a territory and that territory will include three or five municipalities and I need the cadastral plan updated digital for that section.

While this is small, I'm going to explain what you find on this. The government has a website where you can order -- I think it's about 20 different products from the cadastral plan, but let's get back to my example of a utility company.

I could do it myself if I want to pay. I could do it and go to the site and ask for a map that would include not more than 6,000 lots and get all the geometric information of that territory and all the descriptive information for a lot on that territory. I will receive a DXF file and a CSV file to import in my data system.

But I call the land surveyor in charge of public relations for the folks that are buying that stuff and I said, "What's the biggest order you got, because on the website, you will go up to 6,000 lots? If you want more, you have to open an account directly at the government and they will send you what you need." He said, "I have a mining company. I have a utility company. They buy le plan du Quebec, le plan de cadastre. They buy all because they have projects across the province and they don't want every time to download a small part."

So they have contracts with the government, and let's say every three months, they will download the entire cadastral digital plan of Quebec, and then they put that information in the GIS system, and every time they do some work, they know that they have a location of the lots within -- in urban area, you will be around 20 centimetres. In forest land, you might go up to 2 metres. But 2 metres, that's not so bad. They have what now? Maybe 30 metres, so that's interesting.

I can confirm to you that the land surveyors -- you know, I cannot reveal to you all the companies make business with us, but he did confirm that he had many, many utility companies, many municipalities and other kinds of organizations who have projects in the province who need to update frequently their GIS systems and they use the cadastral plan.

What's interesting now is that every time since June 6th, everything is digital, so if you are a land surveyor and you are producing a lot number, there is nothing on paper anymore since 6th of June of last year. Your cadastral plan is always updated, daily updated. Every time a land surveyor goes through a cadastral operation and it's officialized, it's in the global plan right away. So if you need that information, you know that it's up-to-date.

Here I just wanted to demonstrate that since the digital cadastral plan is georeferenced, if you have a photo on this, you can put the two of them together and then you are just getting more information for your GIS system.

The benefits. Like I said, I made a small survey last week, called a few friends, land surveyors, and I said, "Listen. Tell me what's the biggest advantage of that plan for you?" Most of them said the fact that it is a global digital plan, always updated and available online. You know the example I gave you at the beginning of my presentation when I said when you go to the registry office and on lot 25 then there are 85 parts of lot and you have to stake one of them and then you have to spend two weeks at the registry office or at your office analyzing all the titles to try to find exactly where is my parcel going, the fact that now we have a global cadastral plan, that time consuming work is not -- you have to do some of it, but you start it's more easy because each parcel now has a number and there is only one number for one lot. If somebody sells a piece of land, well, that's a new number. So land surveyors told me it's easier for us to make our search and to analyze the title since we have all the property now that has a lot number.

Let's go back to the other one. For the surveyors, the notaries, lawyers, urban planners realtors, appraisers, they all use that new tool. Government department, municipalities, like I said, utility companies, forest industries and geomatic companies are big users of the cadastral plan.

They say that the success is not in the destination, it's in the journey. As the Executive Director of the Quebec Land Surveyor Ordre, I can tell you something: I saw with my own eyes the impact that working and doing the cadastral reform had on land surveyors for the last 15 years. I said that one benefit is larger firms. I don't say that it's only due to the cadastral reform, but the cadastral reform did play a major role.

Before the cadastral reform, if you would ask me how many firms in Quebec have more than five land surveyors, I could name them. Today, I could not name them because there are too many. Today, you could ask me how many firms have ten land surveyors or more. 15 years ago, I would say, I don't think there are any, and now I would say I'm not sure I have enough of my two hands to count them. There, it had a major impact.

Partnership. I don't know here. I don't know if it's a characteristic of land surveyors, but I will talk about Quebec. Often, land surveyors, it's not a solitary profession, but they used to do their things and those were small firms and everything, but when the government came and said, "Okay. Now I have a contract. It's 6,000 lots. About a million. Who is going to do it?"

The land surveyor didn't have the choice to call themselves and say, "Listen, how about doing business and everything," because, alone, they could not do it. So it had a major impact on building partnerships across the profession, new business opportunities also.

During the process at the Ordre, we saw that the municipalities were kind of worried. They were worried because they have lots of land, roads, rivers and everything. They say, "Wow, they are going to come here and do the cadastral reform and then we will be called to go to the consultation and check to make sure everything is okay," but it's not the mayor that is going to check if the legal plans are okay, it's not the executive director, it's not the secretary. "Hey, how about hiring a land surveyor? He will be on our side and he will go to the consultation and make sure the municipality is not losing any piece of land or rights."

We decided, the Ordre, to organize a course for the municipality, how to deal with what's coming, how to prepare to the cadastral reform. We did those courses for three years in a row and we did them five times a year.

The one doing the course, it was not me, it was a land surveyor doing cadastral reform, so there was a market. Major companies owning a lot of land engaged -- they decided to have land surveyors working for them to make sure that at consultation, all their land, all their rights would be protected, so that gave lots of opportunities for us.

And when I say public relations and visibility, even though we didn't have the 3 million owners coming to the consultation, okay, we just got 10 per cent of them. But 10 per cent of those people, they didn't really have to deal with land surveyors, so they met land surveyors and now they know that we do this. Those were great opportunities for land surveyors.

When I say that the success is not only on the destination, I mean the fact that we had that big project in that it involved so many land surveyors in the province and I could also say that part of the reform was being done at a bad time. I remember in the 90s, job was slower, and the fact that the reform was going on, helped many land surveyors stay in business.

The fact that we did have that project and that we did it and are still doing it had a major impact on the visibility of the company. So when I see the scenarios that you are working with, well, I can confirm all of them. When you wonder, “Is somebody going to buy this information?” The answer is "yes."

The other interesting thing is that you are going to plan probably the utility with buying some information and those and those, but during the process, other folks are going to come up and say, "Well, you know what? We need that information." And never in your mind you would have thought that those organization would have been interested in the information, so it's only when you are going on and working on this project that you realize all the other opportunities that you never thought of that are coming from everywhere.

New expertise. When I say that, it had an impact on the profession. I'm talking about surveyors and government also because there is a bunch of our surveyors who are working hard on their projects in private practice on technology. It's something to have technology to do your day-to-day work, but it is something else to have technology that's able to treat 6,000 lots in a specific format. You have to deliver descriptive information, you have to deliver geometric information, so that's another ball game.

Land surveyors didn't have the choice, and our partner in commercial IT specialist, well, they saw the opportunities, so they knock at the door of the land surveyor and they said, "Hey. Listen. I can help you here."

But the thing is: Land surveyors had to work on this, so they developed a new know-how in technology. Project management is something to do your day-to-day, but for most land surveyors, having a contract of 6,000 lots, it's a big contract.

Deed and title analysis at a large scale. I'm not sure if I'm using the correct expression, but what I mean is it's something to do work in a small territory, but now when they produce the plan, they have to analyze all the territory of the 6,000 lots they are producing, so let me tell you that at the Ordre, we were organizing courses to make sure that the concept of doing surveys and analyzing title and deed stay the same if you are in a big territory or a small, so I think in the last 15 years at the Ordre, we probably organized almost a course a year on the cadastral reform to make sure that it would be correctly done.

Finally, a boost to the geomatic industries. I just read a few reports lately and there is no doubt that the fact that we now have a digital cadastral plan did help many, many geomatic industries, because now they have a base to put everything and they know that there is a kind of precision with that information, that data, so it's helpful for them.

That's my last slide. Special effect, so stay awake. This was our team. Five years ago, we made a PR stint across the province. The effect is not the same though in English, because the French -- there is two sense with the word "world," you can do something with it, but whatever. In English, it's the same.

Land surveyors see the world before anyone else, and what we represent is that before there was a big city with big buildings, there had to be a cadastral plan, and I think that the project that your Association is having is great. I know because I see what's going on in Quebec. There will be obstacles, but they won't be obstacles; they will be challenges.

I think that land surveyors, I saw it in Quebec, and I must say that I saw it in France because in France, they had the association build a system like you want to build here in Ontario for a population of around 65 million folks there. They did build a system for all the country and I saw it and it's great.

There is no reason that land surveyor cannot build that kind of system in society I can tell you, appreciate it and I find many uses for it.

Thank you very much again for that opportunity. I hope this will help you in your reflection about all this and good luck in your project.

MR. BRUBACHER: Are there any questions for Luc? I think we have some questions.

MR. MURRAY: Richard Murray from Windsor. I had a question: When I was on council, this was being discussed. This was about two or three years last, and a fascinating project. You should be incredibly proud of what you have accomplished. We have not seen this project of this magnitude in Ontario, but who instigated the province's involvement to finance this? How did that come about? What was the process?

MR. ST-PIERRE: That's a good question. I must admit that I didn't -- it's an initiative of our government of our cadastral department. I know that many land surveyors were occupying high function and decided that it should be done, but I think it's more than that. I don't have the specifics. I'm sorry. I don't have the specific answer, but it would be easy for me to get it though.

MR. MURRAY: If you can find that out because I have done a lot of lobbying myself personally at the province with MPPs here in Ontario and they are quite receptive, but I just wanted to know how the process occurred in Quebec. I'll be on council at the next meeting, so you can always inform us through that process. Thank you very much.

MR. ST-PIERRE: I will get you the answer.

MR. MURRAY: Excellent presentation. I really do appreciate it. I have been hearing about it for so long and I was just thrilled to have you come down and give us this presentation because we do need something of this nature. It would be nice to have that $3 million contract too, wouldn't it?

MR. BRUBACHER: Any more questions? Thank you very much.

UNIDENTIFIED SPEAKER: Who fixed the 20 centimetre accuracy?

MR. ST-PIERRE: The surveyor at the cadastral department at the government did in fact establish instruction to do the work. So what did they say to the land surveyor? They said, "Listen, you have your surveyors, you are a professional. You know how to do surveys, okay?"

But for the product we want, we want some precision, some additional information. You got the information and you get some instruction. In those instructions for getting the precision on the field, they will request a number of control points that are on the field, so you cannot just decide, well, this is the city, I have a point there, a point there. I get my reform cadastral there. No, no, no, no. They will give you a minimal of instruction to respect.

I must say that those instructions evolved a lot. If we compare the first book and the one they are using today, it evolved a lot because they saw that they had to be more specific on some specific item in the instruction, so it's the government with land surveyor over there.

We are lucky because we have the director of the department who is a land surveyor and many of their folks who are working just under him are land surveyors also, so we still are dreaming of minister land surveyor, but we are not there yet.

MR. BRUBACHER: Thank you. Since we are about four minutes ahead, I'm going to go off script a little bit.

About an hour ago, I was handed four tickets to Senators versus Washington tonight. These are in the section D224, so pretty good $75 tickets, and I was wondering whether we could have a quick auction for the Educational Foundation. I would like to open bidding on one pair of tickets just below the ticketed price.

Let's go with $125. Do I have any takers on that? Surely some of you Ottawa people want to go and see the Senators versus the Capitals. No? I see. We have Julia opening the bidding at $125. Do I have $130? $150? All right. Can I get $175 from anybody? No? I don't want to take you away from the welcoming party tonight.

I think I have to do on one pair of these going once, going twice. Sold on a pair of these tickets. I do have one more pair. If you travel together, maybe you should, all four of you. I also have a free parking pass.

Let's open this bidding at $150? Do I have any takers for that? Come on. This is unbelievable. I would have thought there would be some hockey fans in here. You go $150? I've got a bid on the floor for $150. Can I get $175, two Senators tickets, you are going to the Educational Foundation, and you will get a tax receipt, the whole works.
I'm going to have to imagine I see some hands out there. I'm looking at my clock and we are almost out of time, so I think going once, twice, sold.

Thank you very much. I will get these to you shortly.

DIGITAL PLAN STANDARDS PRESENTATION:
MR. BRUBACHER: The next item on the agenda is digital plan standards and we have that broken down into three categories. The first is there is the submission and the digital quality insurance and the integration of plan information. I think that we have all paid a fair amount of attention this morning to what was going on especially the Union Gas presentation where we had that phrase, "the black box technology" that the AOLS has developed.

What does that mean? What it means is that what we will need to do to be able to build this cadastral database is to be constantly improving and constantly submitting our data. The only way to do that efficiently, cost effectively is through a digital fashion.

Every one of you in here probably does things a little differently. That is the major challenge that we have to overcome. But in fact, it's that black box technology that was described that will in fact be the saviour, and over time, we can work to a common standard, but out of the gate, it's very easy to implement these, essentially, translation rules that take it from your standard and put it into the common standard that we developed for the Association.

Where does that common standard come from? British Columbia has an excellent standard that is in use. Alberta has an excellent standard that almost was implemented here in Ontario, and so I think that most of the work on that front has been done for us. It is something, and you will hear from Izaak near the end in terms of the road ahead. This is very much one of our road ahead pieces, but the idea is for all of us to begin to submit our plans digitally. Every single plan that would normally go under the registry office, and maybe even more than that, comes in digitally.

When we do that, how does that affect what happens at the Survey Review Department? Because we have already got some kind of rule-based system that turns your version of a plan into the common version of the plan and hopefully one of these days you will see, "We might as well migrate all to the standard because this seems to work," but nonetheless, we have this rule-based system that does that work for us. The very same system can begin to do that kind of technical analysis that happens. That is part of what the Survey Review Department does, it can do that technical analysis very, very, easily.

In fact, you saw that again in the Union Gas presentation where they had that loop that was going around and they had some checks and it would kick it back out if it wasn't matching those technical requirements of their input stream. So what is that? That is a quality insurance program on the front end as opposed to what we are doing now with the Survey Review Department on the back end, so the overall quality of our product improves.

The ability for us to provide a quality product to the public goes up drastically and the consistency of our product from surveyor to surveyor gets better and better as we move down that road, so it's a huge benefit. There will be a little bit of short term pain, of course, because this is a slightly different process, but we have already seen from our 100-day projects that a lot of what had to be done, by what Dasha was doing and Barry was doing, there really weren't a lot of changes that were going on, but it is something that we need to be implementing with this process.

The next part of this is research for survey projects. I think that what we are going to hear in a little bit, the next piece of this is the necessity for a province-wide SRI. If we think about what is going to happen down the road, entering all of this data, what is that except an easy button for your searching? Put in your data. Searching your own records becomes infinitely easier. You want to do a project on this lot. Some of you have done a lot of the digitizing already, you already realize these benefits. Some of you who have not realized these benefits, but searching your lots, searching a neighbour's lot for your information for your neighbour's information, much, much easier.

Responding to those faxes, responding to those e-mails about, "Do you have any information here? Do you have any information there?" Much, much easier because the system, as you will see with the SRI demonstration, the system handles it.

I think with that, I want to pass this over to Mike Power and to Ron Mak to talk about how this province-wide SRI works and to really get you excited and understanding where the foundation for what we are trying to do, where that foundation sits. Mike?

NECESSITY OF A PROVINCE-WIDE SRI PRESENTATION:

MR. POWER: Thank you very much. What we heard about this morning is that there are a large number of unserved markets. I don't know that there is anyone in the room today that is selling any of their data to MPAC. There may be few who are selling it to Union Gas, but Union Gas is one of 100 utilities in the province of Ontario.

Ron, if you engage him at the welcoming party and if you listen to his clip on the video that circulated earlier, will tell you that his involvement has actually opened up some opportunities for him. In fact, the municipality in which he is located has now expressed some interest in his firm actually managing and maintaining the cadastre on their behalf.

If you find Larry Maughan in the room, he will tell you about what's going on in the District of Muskoka and how they are also saying perhaps it's time that we looked at a surveyor collaborative or a consortium that actually maintains the cadastre for us.

I have been in touch with a number of other municipalities who much like Laverne at Union Gas manages a one or two or three man shop trying to integrate the new plans of a subdivision into their fabric who have also said, “If I could get the information reliably, consistently, and it was integrated into my environment, I can redeploy those staff to do other work for the municipality.”

I can certainly find money to pay for the data to come in and to be integrated, but I can't get money for a new head count, so I love to have the opportunity of deploying. We have also heard at least philosophically that this will all generate new revenue. One of the things that Bruce Baker will remind me of each and every opportunity he has on the Task Force is that the surveyors will pay attention to you as long as you can show them where the new cash is.

As we look at these opportunities, these markets that are currently being not served by you, we are looking for the royalty revenue and the opportunities for a new-generation of cash back to the surveyor, not just a one time, but on an ongoing basis. As you heard me talk a little bit this morning and the same with MPAC, this could very well be a subscription service. So irrespective of whether or not your particular plan in Manitoulin or Rainy River is ever touched. The fact that you are participating, that the information goes into the environment actually allows you to participate in some of the revenue.

Finally, with Art Leitch on the Task Force, he reminds us each and every day that we get together is that you can't lose sight of the public service that the surveyors are mandated to protect and serve. All of the communities of commercial clients that we have talked about today, and by the way, they are just the tip of the iceberg, this wasn't an exhaustive list. We only began the 100-day projects in the late fall. We only got two of them actually almost completed, three more are pending, and there are other clients or perspective clients of yours who would love to participate in a similar pilot project if we can in fact roll that out in the coming year.

But what we are looking at is an opportunity for revenue for the surveyors, address the needs of the public, and on an ongoing day forward basis, creating the new cadastre and one that the surveyors retain their IP and one that the surveyors are able to generate some value-added products and services from and one that the surveyors have a stake in.

What we have received from the Task Force is we have gotten some e-mails from some of you and your colleagues and they tell us it can't be done; it can't be done because it has never been done. We commissioned a feasibility study. We looked around the world. We didn't find another association of surveyors anywhere in the world who actually created and held and owned the cadastre to go on a go forward basis who actually generated revenue from their work after it was done for the developer or the homeowner or the builder. They have done their work; they are on to the next project.

What we are looking at here is an opportunity to create an environment that gives you the opportunity for downstream products, derivative products, and, of course, service revenue to new market spaces.

What we have effectively been looking for is an opportunity to collect the data seamlessly, to find an index that will allow those who are searching for the information, whether they be commercial clients or you in this room for that matter, to be able to point to where the plans are.

What we have done in the 100-day project so far is we have not asked the surveyors to do anything they don't already do. So for the Union Gas initiative, there was no transformation. I hope you got this from Frank's presentation. There was an AutoCAD file, there was MicroStation file, different levels, different symbology, different line weights, different datums simply uploaded to an FTP site and the FME were fundamentally transcended, took that data and took it and put into the GeoMedia format that Union Gas needed it in and put it in the right place for them so that fundamentally there was no work for them to do beyond the QAQC.

One of the outcomes that may not have been clear in Frank's presentation is that we actually found a plan that was underway that wasn't in their environment. So there was some benefit beyond the fact that there was some efficiencies to be achieved from the operational perspective. There was also the fact that here was the plan that might have otherwise been missed, there wasn't a Union Gas somewhere, it just wasn't in the land parcel group.

So the purpose of the next 20 minutes is to talk you through a provincial records management system, which fundamentally is a survey record index. We are not espousing the notion that all of the plans have to sit in one spot. There are some very, very capable repositories inside of LSR, inside of Pimarc. You may be maintaining and managing your own, but what we are looking for is a mechanism so that we can discover your work so that we can make it available with your permission of course in safeguarding your intellectual property, make it available to those commercial clients who would like to purchase the work that you have already done that you might not otherwise reach if this new organization that the Association has formed doesn't reach out to them on our behalf and make your information available.

Just quickly, in summary, what we found is that there is a practical need that exists for markets that aren't currently being serviced for you. Clearly, cash, public interest, longevity of your firm, the opportunity to diversify, to embrace the GIS capability should you so desire it, all exist with making the data available.

What we found is that there is also a role for subscription and transactional revenue. I have harped on this a couple of times, but it's important to note that even as a single entrepreneur, serving a particular area in Northern Ontario where you don't think there may be an opportunity for some downstream benefit from your plans. Your participation in this model could very well generate royalties for you irrespective of whether or not your plans are actually touched.

But it's all dependent upon, just as Luc talked about a few moments ago, surveyor collaboration. We need to get together and recognize that we are much stronger as a group than we are as 250 individual firms. There has to be a single point of distribution. You certainly heard Antoni say that. He didn't leave a fishbowl up here for your business card saying, “If you are interested, drop your card and I will call you when I get back to the office.”

What he said is, "I'm looking for a single point of distribution so I can get access to the information. I will pay for it. That's not an issue at all, but it has to come to me from a single spot." Laverne indicated the very same things. And also as Laverne said, we have to integrate the CAD plans in some fashion.

But from the NEWCO's perspective, they have to be able to find your plans. They have to be discoverable, so this whole notion of a provincial survey record index is particularly important.

When we looked at the logical next steps, as your Task Force, we looked and contemplated an AOLS administered provincial index for all surveyors and all plans. Again, this isn't to suggest that all the plans reside inside the index. They can continue to go to LSR and Pimarc, but what we want to do is to facilitate a web service between the survey record index and wherever you choose to deposit your plans so that they are discoverable. They can be distributed from a single point.

We want to create a mechanism for digital CAD plan upload and the integration by the surveyor firm. In fact, if you had the opportunity during the welcoming party, a prototype of this exists. It will be at the Association's booth. The Association of Ontario Land Surveyors has a booth in the exhibit area and will be demonstrated if you wanted to see it.

What we will also do is look at the facilitation of the integration of other data sets. One of the points that came across loud and clear is that the surveyors need to do a great job of research before they go out to the field. Everybody does that of course, but what we want to do is make available to you data sets that are readily available in the industry which are less expensive to acquire on behalf of 250 firms than they are individually.

Rather than having the surveyors rush off to the municipality or the local Ministry of Natural Resources office and do some research, why isn't that data available to you in some single spot? So it could be the Bing orthoimagery with a digital global satellite coverage. We have been fortunate enough to get a very attractive price from the folks at First Base Solutions to bring in their orthoimagery so that you can search that where it's available.

We have been able to access the information from Land Information Ontario, from the Ministry of Natural Resources and integrate that so that not only can you georeference your plans by lot and concession, but you can also look by lot and concession for plans that have been done.

And then finally, empower the membership to take advantage of market opportunities both collectively and individually. This isn't a program. Whether it be the MPAC one or the utility one or others that were contemplated, we absolutely require every firm in the province to participate in, and we certainly do, and there is certainly going to be advantages to those who get on the train first as it leaves the station.

It doesn't mean that there isn't another train coming along, but by gosh, as long as we protect the data, as long as the NEWCO protects the data, licenses it properly, the IP isn't compromised, there shouldn't be really any reason, perhaps, for you not to want to contribute the information into the vehicle to facilitate its commercialization and hopefully enrich your firm in doing such.

The current survey record index, and there are five or six of them across the province, are all similar. The user interface is a little different. This happens to be the one that has been put together for the South Central Group. No rocket science here. Find a surveyor. Enter in a name. Find the surveyor. Get his e-mail address if he has made it available. Get his phone number. Lots of people use this because this is the way that you a make a request for their plans, right?

You find them. "I'm going in and doing some work in your area, can the plan be made available to me?" But by the same token, you can go the next step and say, "I need to find a firm." So again, nothing particularly unique about this. It's simply an index. This again happens to be the South Central Group, but there is no reason why you can't otherwise go and find a firm across the province.

And then finally, of course, the survey record index typically ends at now we will find the actual plan. Search for it by municipality, search for it by plan, lot and concession, perhaps by legal description, perhaps by PIN; it all depends on the implementation of the survey record index in each one of the areas.

But this for the most part is what exists today. This is where it stops. What I believe we can do is we could take a provincial survey record index to facilitate access to all surveyors in the province. We can take that South Central Group and can expand it to the complete association membership. We can facilitate connection to all survey record indices, so if in fact the one that is operating in Parry Sound is the love of the surveyors up there and they want to continue to make use of that, then we need to create a mechanism so that every time a new record is entered there, it also comes back and its entered into the provincial index as well.

We want to make sure that there are data sources inside of the indices for the purposes of research. And where it's properly licensed and with the permission of some other organizations, we want to look at how we could otherwise bring in that parcel fabric or the metadata that would allow us a better job, perhaps, of georeferencing our plans.

There is a great monumentation index. Probably everyone has one in their office. It's a yellow book, and if you thumb through it, you can find the monument perhaps that you come upon in the field. There is no reason that that couldn't also be part of the index and a searchable category. Again, that's available in a prototypical fashion and you can look at that in the booth during the welcoming party.

And then of course georeferencing the SRI so that once the information is put into the index, all you have to do is request to map it, find out where it shows up on the map and then should you so choose, put a polygon around the area that you are about to do some survey work and find all of the plans that have ever been done in that area, who has them and either click the order button and have LSR fulfil it directly, pay for those that you need to pay for, get those for free that are otherwise made available to you in a sharing basis.

You might also suggest that maybe there is an opportunity for some notification services so that if you are about to do work in an area, you have already done your research, but another surveyor does some work in the interim, maybe the survey record index should send you out a note to suggest to you that there is another plan there that you should otherwise go and have a look at.

By the same token, those who are interested in new plans of subdivision or draft plans of subdivision may not necessarily have them integrated into their environment like the Union Gas world, but perhaps they get an e-mail to suggest to them that there is one available and you can now come and get it from a repository or repository that is operated by the NEWCO. Finally, as you heard Laverne and Frank talk about and as I have alluded to, some digital transformation services so that nobody here in this room has to worry about how they are going to have to confirm to an Union Gas GeoMedia environment if they ever hope to be able to get their plans in use by Union Gas.

The fact is as long as they upload them into an environment like this and the Association has created the tools necessary to transform the data, they can be delivered to any of the 100 utilities or 440 municipalities that might otherwise want to avail themselves of your plans in your data.

You could take it to the next step, and here is the simple monumentation index. It identifies the monuments in the province which surveyors put in. The monument ID and the phone number, and again, facilitating the research either when you are in the field or before you go into the field for that matter.

The opportunity to upload and georeference the plans. Simply by looking at the plan, finding the appropriate parcel that's supplied by the municipality or the utility or again under licensing, be able to go in to identify the location that it sits in inside the survey record index. Being able to, if you so chose, to create some polygon in the index for other surveyors to look at with some specific notation. It may not be your plan, but there may be some information that you want to be able to pass on to another surveyor and the ability exists to do that.

By the same token, for plans that can't be georeferenced or can't be geocoded, there aren't any coordinates on it, just like I showed you today with the risk management services implementation of their 50,000 plans across the Province of Ontario. Being able to take the plan by street reference, tie it back to the Bing maps so that you can georeference it to the right location.

Obviously, making use of some of the land registry plan information so that you can tie it in by PIN, by the correct parcel, to the correct area as well, and making use of the Land Information Ontario information that's available so that you can provide a geographic reference to lot and concession or part lot for that matter. Again, tying your plans back to it.
So the index facilitates the opportunity for you to map it to the correct location by establishing a push pin there. The connection to the repositories in the province allow you to potentially bring the plan back so that you can reference it in conjunction with the aerial imagery or the spatial imagery as well, allow you to tie it back into the parcel as well, so it's georeferenced not only for your firm's use, but for the use and research of other firms for that matter as well. Of course, bringing it together with the Bing, and in this case, the first base aerial imagery so that you can georeference the plan, overlay is on top of the aerial, preserve the scale, preserve the north arrow so that the plan in fact fits into the area in which it's destined.

For those that need to do research, the opportunity to pull in multi-vantage orthoimagery for a particular area and turn on whichever of the vintages you are interested in, in side-by-side screen, so all of these capabilities exist. All of them can be easily integrated inside of the survey record index. All of them simply require your agreement ultimately that the movement towards a provincial survey record index is in fact the first step towards the commercialization of the data and capturing some of the commercial opportunities that we have talked about today.

It allows us to capitalize on those opportunities. It facilitates the utilization of web services to bring the plans to the index. Obviously, a delivery service to key stakeholders, this can be the location to which the plans go. You don't need to know how they get to a Union Gas or to an MPAC other than the NEWCO facilitates that redistribution in the format that Union Gas or MPAC or another utility would otherwise want to put them in.

What we actually demonstrated to ourselves particularly as part of the Union Gas experiment is we began to build the digital cadastre. The plans that Dasha's and Barry's firms were able to supply to that 100-day project and the fact that they were georeferenced in space was actually the first parcel in the digital cadastre that ultimately the Association wants to build.
It gives us the opportunity to build on a day forward basis and you don't have to build or rebuild the entire province before anyone realizes their first dollar of revenue. It facilitates the georeferencing and the indexing of existing plans and it's extendible to some commercial client communities.

Finally, an old saying: you don't have to boil the ocean before you can have your first cup of tea. You could actually begin to make revenue on a day forward basis on the plans and on the data and on the new severances that you are creating day in and day out right now.

No one here today has asked any of you to reach into your pocket to write a big cheque. There is still start-up funding required quite frankly. There is an opportunity to use the infrastructure that already exists to start to push this out to the client communities that have already expressed an appetite to you that they can use your data.

The data through the NEWCO would be properly licensed. The IP is protected. Ultimately you still own the data that you push in there. The NEWCO enters into a license agreement with the survey firm. The NEWCO enters into a license agreement with the end user. You decide in conjunction with NEWCO which client communities you want to make your data available to and effectively establish the price point with them as well, and then the client community enters into the end use agreements on a predetermined basis with NEWCO.

Finally and in summary, new opportunities await those who are interested, but the key to it all is that we have to know what you got and where it is and how can it indexed and potentially with your permission of course, how it can be delivered to those end customers, and the notion of the Task Force for the moment is that we need a provincial survey record index in order to make that happen.

Any questions at all? I appreciate your indulgence and your patience.
MR. BRUBACHER: Thank you, Mike. The next piece of the program is about the business model. We have got a few things that we want to do in here. One of them is I will want to have Mike and Antoni and probably Izaak come up, probably come up maybe not right away, but at some point, I have received e-mails from members, from you, with questions.

I received questions at regional group meetings with respect to the business model and I thought that at this point, what I would like to do is present those questions to the group as a panel and have it almost to the point of the open forum kind of discussion.

We will be following that with coffee break, and when we come back, we will hear from Izaak on the road ahead and it's looking like we will have a good chunk of time for our open forum on this topic. With that being said, let me talk to you right now about the company that I referred to earlier this morning. Unfortunately, this is only available on this device.

Let me read to you a motion. This is motion 11-74 moved by Paul Benedict, seconded by Art Leitch. This was from the February 6 council meeting.

Whereas the Ontario Digital Cadastre Task Force has recommended the formation of a new company to operate the digital cadastre. Be it resolved that Council direct the Executive Director to engage legal counsel specializing in commercial practice and to seek advice from the AOLS accountants to form a new corporation to operate the digital cadastre.

Be it resolved that the new corporation be named the Ontario Digital Cadastre Corporation or something similar at the discretion of the Executive Director.

Be it resolved that the suitable classes of shares we put into place to allow for various future operations and business structure and that in the interim, the corporation will be wholly owned by the Association of Ontario Land Surveyors.

Be it resolved that the Board of Directors will be ratified by Council.

Be it resolved that the Ontario Digital Cadastre Corporation make quarterly reports to Council.

That was carried February 6, 2012.

As I said, yesterday, we received another e-mail from one of our lawyers, Bob Fenn, who has been working with us on a couple of other projects and I have the Certificate of Incorporation as well.

So this company was set up quite quickly, obviously because of people like Antoni at MPAC and Laverne at Union Gas because they need a commitment. They needed somebody to negotiate with. This company has not been set up with a lot of structure already. The idea behind it is that there is a body to negotiate with. What that final company looks like, how that company evolved is completely open to us.

The only commitment at this point has been the incorporation of a company. There has been no commitment to a share structure that will lock us into a particular course. It is completely open in that fashion. However, it does signal very, very strongly, I hope, to Antoni and Laverne that we are serious about doing some business here. I think that that has been a very critical -- I think you got that as a critical factor out of both of those presentations.

I hope you have also realized from our presentations that the surveyors' IP, your intellectual property has been first and foremost in our concern building this model. It appeared virtually in every conversation that we have had at this point. It will continue to be at the top of the list. It will continue to appear in every single conversation that we have had beyond this. I want to assure you of that most especially because I think that probably that's on most people's top three list of concerns walking into here this morning.

Let me reiterate again. It has been on our top concerns and it has been driving the direction of the Task Force. It has been probably the major driver of the Task Force. We are here with you today with these recommendations with this course of action with these results from 100-day plans largely because of the IP.

I would like to bring up some of you folks now and we will throw some questions at you. Some of these are pretty tough questions, I have to say, but I think they are worth asking. Izaak, Mike, would you care to join me up here?

I would like you to come up. So these are some questions that have been asked of me and of the Task Force, and I think that looking at this list of questions, they are probably the kinds of questions that are in your head right now.

The first one and I think the most important is how much is this going to cost me as a surveyor? How much is this going to cost these members out here to do all of these great things that we have talked about? We heard about a lot of money from Luc St-Pierre. Are we talking about footing the bill of $1.2 billion?

MR. DE RIJCKE: I thought I heard somebody suggest that we weren't expecting any cheques to be written, so I don't know how much more of an answer you are looking for. What did you have in mind?

MR. BRUBACHER: That's the answer I'm looking for, but in response to that, I have another e-mail from a member who has said that their strong suspicion is that some of the money from their membership is going into this and we are looking at an increase, is that true?

MR. DE RIJCKE: I need to apologize to Ed Kennedy for misnaming his surname this morning. This was a fee paid work, the excellent work that he and Gary had completed with the feasibility study. That was a study and a fee that was funded by the membership, but beyond that, there was another consultant who had been hired from Queen's University, and beyond that, our work has been as volunteers.

We have done this on a pro bono basis, and that's the basis of our involvement and I can't speak for a membership fee increase. I don't know why that's needed. I'm sure we will hear about that in the next day or two, but I certainly haven't seen any reason for a fee increase on account of what this Task Force is doing.

MR. WISNIOWSKI: I have a couple of comments. Reflecting on the first question which is it’s going to cost $1.2 or three trillion dollars. I think it's a different situation. We are not going from paper to digits, right? This isn't first principles conversion of paper maps in the digital cadastre.

This is really building a cooperative model amongst people who already have digital assets and figuring out how we merge various digital assets into an enhanced cadastral database, so let's first of all at least cut that ten-fold down and so then let's figure out where it's 100-fold and let's figure out whether it just comes down to incremental cost for integration.

We already saw through the Union Gas project that in fact the concept of being able to standardize varying formats from different firms into a standard format that can be integrated into a consistent fabric is something that it's just smart technology. It isn't rocket science.

As I continue to say, my requirements are so pedestrian that all of you know how to use Excel, so send me Excel files. I can't see that this investment is going to be trillions of dollars, and I think, I think going to the one point Laverne made, I think at some point, we have to figure out how this is going to play with the Ontario Parcel, where there is Polaris fabric, that is some pretty darn good fabric out there as a starting point.

Where we have the BIM and pre-BIM standards, we all know that that is insufficient for most purposes, so we have to at some point figure out how this is all going to come together so that we don't end up creating two worlds in Ontario which would be absolutely disastrous and not in the public interest at all. I don't think it's that complicated.

MR. BRUBACHER: Along those lines, there is another question. How long is this going to take? How long before we have a product that is something that you are willing to pay for or Union Gas is willing to pay for?

MR. POWER: I think there is something that's incredibly important to understand from the get-go. What we want to do is we want to satisfy the requirements of some commercial clients out of the gate, and that doesn't necessarily mean having to create a cadastre for the Province of Ontario before you realize a dime.

There is an opportunity here for some day forward revenue based upon new plans of subdivision and some severances, some draft plans, some notification products and projects, all of which enrich the membership out of the gate. As you do that, by default, you are creating a digital cadastre on a go forward basis and maybe what will happen out of that is we will be able to take the ten years worth of CAD files that exist in various servers across the province do an integration of those on a day forward basis as well, and maybe the royalty revenue coming back to firms will encourage them to go and scan those files for which they don't have a CAD equivalent and we will do some georeferencing of them so that we have created a patchwork guilt.

As Antoni says, if we can find our way to clear the work and work with the Ontario Parcel data, that makes some great sense for that very rich and accurate cadastre that runs from Windsor to Ottawa and a little bit north. But in those other areas, we have already uncovered some clients who are unserved and on at least on a day forward basis would like to have access to.

MR. WISNIOWSKI: I guess I should add to Mike's point about day forward. We already have a database of 5 million properties that are assessed in this province. Annually, there are some in the order of 20,000 plans that we have do deal with resulting in about 100,000 new parcel creates every year for us.

So I don't need to redo 5 million; I need to deal with 100,000 on a go forward basis and keep improving. If you are imagining that on the back of a contract with MPAC and we are going to figure out how we created and integrated cadastre for 5 million parcels, you are not, but the funding that will arise from on a day forward basis will allow us to continue to reinvest collectively in the build out of this broader collection.

To my mind, it has to be day forward, and when funds are available, scamper back and pick up some of the slack from some of the best and most available data.

Again, it's that question of let's pick the easy path, so let's not pick the worst data and move it first. Let's get people who are ready. If people are ready and they already have all their data integrated and they have already got it in a consistent fashion, let's move that first so that we save the heavy lifting for when we've got cash coming in.

MR. POWER: Just to interject one last time as well, we have received some overtures from organizations in the province who have spent a long period of time building their own parcel fabric. Union Gas is a good example, several municipalities or others, and I know that many of you in this room have created a very, very solid and accurate digital base for the area in which you practice.

There are some very, very solid foundation building blocks for a digital cadastre to move it forward, and some of the commercial clients have said, "Geeze, I hate to let the past ten years of effort all go, is there some way for me to contribute this into the new AOLS company so that you are able to use this at least as a starting spot in the places in which I have already created it?"

There is a multitude of ways of getting out of the gate without having to go back and start to build from registry data for your first parcel.

MR. BRUBACHER: Excellent. I hope that answers that question very well for people because I have been asked it a number of times. How many years does this take? And I think that the answer is certainly not five. It is not something where it's a build until we get to a certain point and then we have customers. It's manipulate the data today and have customers tomorrow and move forward and gain more customers as we tighten and build more things on top of it. Would you all agree?

MR. DE RIJCKE: I think we already have Antoni at the line and I think he has a cheque in hand.

MR. WISNIOWSKI: I think the other comment, if you recall Luc's presentation, it's $1.3 billion and the job isn't done yet, right? And the job started how many years ago? It's a lot of money over a very long period of time. I actually think you can accelerate much more rapidly than that by just leverage, as Mike says, the asset pools people have already created. That's where the leverage is going to come.

MR. BRUBACHER: The next question that I have received a number of times and it's fairly close to my own heart is with respect to who benefits from this? We have C of A holders, we have surveyors working for C of A holders, and we have Certificate of Registration holders.

It was pretty clear in Luc's presentation that the spin-off effects in the geomatics world were pretty fantastic, and to some degree, that addresses my concern as a C of R member, but where do you see the benefit flowing? How does this all play out?

MR. POWER: If you are a believer in the philosophy that what interests your customers should fascinate you, then ultimately I would say that all members of the Association are ultimately going to benefit, but nothing happens from a GIS perspective or a spatial analysis perspective without the foundation data.

What Luc wasn't able to tell us is once the surveyors have done the work, do they also participate in that downstream revenue from those value-added services of products that are built atop the core cadastre fabric? I don't know the answer to that question, but I can tell you that in this model that the Task Force has been contemplating, the answer is "yes." If there are derivative products that hinge off of the surveyors' work, then there will be a royalty, that should come back to the surveyors through the NEWCO, but those spatial products and services can't be created by the GIS members of the Association without that core fabric in the first place.

So depending on what the needs of the client community are and, David, your organization's service is different than mine and different than the surveyors themselves, but I think that each of the commercial clients in the continuum will benefit by virtue of getting a richer data set and each of the surveyors in the room who choose to participate will benefit by being able to able to dial into a NEWCO and a revenue stream that they haven't been able to in the past.

MR. WISNIOWSKI: One of the reasons in making the decision or putting forward the recommendation to form the corporation to have it wholly owned by AOLS initially was not to try to solve all the financial issues. Do you need class A and class B shares? Do you need ones which vest in equity? Do you need ones that only vest in dividends? What's the right structure? So if I contribute IP, do I get to trade my IP for equity in this firm?

If I'm just a member of the AOLS, do I just get dividends out of it? What's the royalty structure if my data is directly used or indirectly used? Those are all fairly complicated, sophisticated elements that are going to have to evolve and that's why the initial recommendation was just let's simplify the organizational structure. Let's create a company that's wholly owned so that we are not trying to figure out all the minutia on how the millions of dollars is going to get spent and distributed when we have yet to receive the first dollar.

So it's about simplification initially with a recognition that we do need to accommodate both those who contribute data into the mix as well as those who are members of the Association at large and who will can benefit from downstream products, so it's really around just pacing ourselves, letting it evolve for a couple of years, and then looking at what the right structure is based on what we are actually realizing as revenue flows.

MR. DE RIJCKE: I think, David, in addition to what you are asking about in terms of who is going to benefit, I'm assuming you are asking the questions in the sense of within our membership, who is going to be actually benefitting? I suppose the easy answer to that is invite the questioner to in turn ask a question in reply, and the question would be: What do you think is going to happen to the profession in 5 or 10 years if this is not done? That might be rather a brutal response, but it's an honest one.

At the same time, I think it also invites all of us in the room here today to look ourselves honestly in the mirror and ask ourselves: Are we really up to the challenge of reinventing ourselves, rethinking about our own career and our profession that in part defines who we are? And are we prepared to actually take that on and take a few risks as well as embrace this kind of exciting new opportunity?

I think it goes beyond asking the question in terms of, well, if you are a firm owner, you have this as a benefit; if you are an employee, you have that as a benefit; and if you are in the civil service, you have other benefits.

Dollar benefits? Well, yes, you have a job, you have a legacy that you are going to leave behind in terms of a new profession that has legs and a future, you have also got a pension that will likely stay funded. I mean, where does it stop? How can you not say that we are all in this if the question is one of, “How do we benefit?” How can we see ourselves not benefitting by embracing this kind of change?

MR. BRUBACHER: That actually goes through all of the questions that I had, so I hope --

MR. DE RIJKE: I thought there were some hard ones.

MR. BRUBACHER: You can ask your own hard ones if you want.

MR. WISNIOWSKI: I want to make a comment. One of the things I had written down for my presentation I forgot to say, and it's a bit of a pithy response to everyone, but you have all seen those ING commercials that are out there, right? I got one for you. If surveyors want to stop being marginalized in the land information marketplace, stop being marginalized in the land information marketplace.

MR. BRUBACHER: Thank you very much. We are about 20 minutes ahead of time, and I think what we are going to do is put, which I'm not expecting, but that was excellent. I have Izaak over there updating his presentation.

He is going to come back and give us the presentation on the road ahead, and then we are going to go to coffee and we will have the entire time after coffee available for discussion. If you can just hold on a little bit, we will get this updated.

While he is doing that, I have a few other announcements that I may as well make right now. The Veterans' Dinner, the cocktails for the Veteran's Dinner starts at 5:30, so depending on how long we go with questions, if you want to make a quiet exit to change and go to the cocktails for the Veterans' Dinner, if you are going, please make your way quietly out the door.

That is in the Summit Room on the 29th floor. We also look forward to seeing everyone at the welcoming party tonight at 7:30. It's in the exhibit hall downstairs. The exhibitors have generously donated prizes that will form part of tonight's entertainment. Tickets for draws on each prize may be purchased as you enter the party or around the room.

Please visit each of the vendor's booths to choose which prize appeals to you the most. Simply deposit the stub in the raffle box at the vendor booth. You may put as many tickets as you want in one box or you may spread your tickets to give you a chance for various prizes.

The more tickets you have, the better your chances for winning, so bring lots of $20 bills to support the Educational Foundation. We also have a very exciting and very unique Bingo event for you tonight to play while raising money for the Educational Foundation. Please join in with it as well. I will leave the rest of these till later and hand it over Izaak.

THE ROAD AHEAD PRESENTATION:

MR. DE RIJCKE: Good afternoon, everyone, again. This is for President Brubacher's use only, but in any event, I pointed out this morning that today, in fact, all of what you are going to hear today was an interim update. It was a report that updated you, in effect, on where it is that the Task Force had been working, the issues that it had been wrestling with, and a lot of the very interesting ideas that had not only sprouted as ideas but then actually had gone much further and led to the many 100-day projects that have been successfully finished, as well as the 100-day projects that at the present time are still under way.

Here are those lawyers again. In any event, let's take a look at what this all means because as an interim update, as a status report, what we are really doing for you is giving you a snapshot of a work in progress.

This is a project that has both immediate, instant rewards, results, but it also has a very, very long ambitious trajectory that is going to end up engaging all of us possibly for the rest of our lives.

The business case issues, and there are many issues. I prefer to call them challenges or opportunities, but the business case issues, I think in many respects, speak for themselves. The 100-day projects have identified these business processes that can be made more profitable by the sale and the purchase of basic archived survey information or IP.

These are definitely opportunities and they can be instantly implemented. On the other hand, one may well say, "Aren't you really reaching first for the low hanging fruit? This is the easy to harvest money, and in doing so, aren't you really creating a bit of a false impression? Is this realistic? In fact, financially, is it sustainable?"

It of course spills over to the next question. Well, what other opportunities are there and what other clients need their business processes enhanced by building and integrating those processes with survey owned information? You have heard this morning about the incorporation of the Ontario Digital Cadastre Corporation and what its role is going to be.

Council, when it passed the motion that David spoke about this afternoon, in our view, it was recognizing that there was an immediate need for a legal vehicle, a bucket, if you will, a bucket into which to place IP, a repository of contractual rights, a legal entity with which to bargain, and someone, a legal entity, owned by the Association that MPAC, Union Gas could actually start negotiating with and forming contracts.

The corporation has taken place, and by papering these contracts, what we are really talking about, of course, are relationships. These are relationships that need to be documented not only with surveys, surveyors and survey firms, but also between ODCC and clients such as MPAC and Union Gas.

These kinds of relationships involve the licensing and the reuse or re-licensing of data. It also means that we need to understand what the risk is in sharing existing information that surveyors now have. If there is a data set that is embedded with an SRPR and you are prepared to make the IP in that data set available, who bears the risk if there are errors in that information? What if it's misapplied? These are risks that need to be wrestled, ensured over, if you wish, and we also need to understand what is really the legal status of the product. What is the product?

We need to also think about so what legislation needs to be revisited, if any? Do property corners and lines now end up reaching some kind of quasi status in terms of definition by coordinates? Do coordinates start to play a role? Bigger? Does it loom larger than before, or is parcel boundary data merely a subset of parcel attributes?

In other words, are we moving towards a coordinate based cadastre? These aren't questions to which this Task Force has answers at the present time. These are questions that need to be named and need to be articulated because you can't answer the question unless you first are able to express it.

We also need to understand how to communicate, and that involves ourselves understanding what we are trying to communicate. How can we tell the world about an ODCC if we ourselves don't understand what it is? We know that a survey records index in and of itself isn't a cadastre. It's a tool, a step, if you will, a step on the road. Some people call it the journey towards a cadastre.

We don't need to develop the cadastre as an end result, as an ambitious goal from day one. We know that that is a vision at the end of the road and the steps along the way will take us closer to that end result.

Wikipedia, which I have a love-hate relationship, has a wonderful definition of what is a cadastre, speaks about details of ownership, types of ownership, location, dimensions, use, value, used by many nations around the world in conjunction with other records usually or some as a title register.

Essentially, a definition like that speaks of a cadastre as being a tool of administration for better government, certainly consistent with Ontario's model of law, order and good government. A cadastre is core to good government and administration.

It helps with taxes, it helps with defining what it is on the ground that our title system applies to, and it assists with all kinds of public interest initiatives from emergency to better land stewardship. It also enhances the private sector as a resource that allows the building of data sets that are useful. They have value, and they compliment what is available as a government administration tool.

In British Columbia, there is, at the present time under BCLI, an existing hierarchy, if you will, of data layers and also of data users as well as data contributors. A wonderful schematic, it pops at you, anyone can get this off the Internet from BC Lands Information, which is where I got it from.

But it's an interesting picture and it shows you the kind of entry points, access points, resource points that are available if we start thinking in a broader sense of what actually is a cadastre. What could it become? Well, maybe as surveyors, we have been confined to thinking only inside the lines of the red rectangle. That's as big as our box has been.

But if we integrate it with the many other layers, all of a sudden, it expands to embrace all kinds of data sets, and it has the ability to exceed, as a sum, the totality of all the individual parts. That's where we want to go. That's building value, and it's building value with data sets and with skills and with resources that are endemic to what surveyors are. This is what we do.

Another interesting issue or challenge has been referred to on a number of occasions, the public interest. Our Task Force had on it a member of council lay appointee, Mr. Art Leitch. Is Art Leitch in the room at the moment? He is. There. Do you mind telling us what that was all about? I don't know if there is a microphone readily available there, but in addition to what I have tried to capture in this one slide, we certainly recognized and respected that public interest is a core component of what it is that the Task Force has had to deal with, build into, and integrate at every step go forward basis.

MR. LEITCH: My mandate is to bring to the table the public interest perspective. Just as a personal aside, as I'm getting older, I have a keener sense of history, and here we are talking at your 120th AGM, if you think back about 120 years ago, boundaries really mattered to the public back then.

Surveyors and what surveyors did really mattered to the public. If I was a pioneer farmer, it was really important to me what you surveyors were doing. You are setting the boundaries to my farm, so I'm not ploughing my neighbour's land. It's hard enough ploughing my own, so I want to know where my boundaries are. I want to know where the concession road is going, so I can get my products to market in the town.

120 years ago, surveyors were making decisions that located cities from the Canadian shield to the Pacific Ocean. These were the surveyor's working for the Canadian Pacific Railway. About 120 years ago, it was a Canadian surveyor that gave standard time to the world. Surveyors really mattered back then to the public, but now in recent years, and I have attended a number of your AGMs, I'm hearing about a profession in crisis, questions about whether surveyors are becoming no longer relevant to the public.

Does the public even know or care what you do? Was title insurance to blame for all of this? I don't think so. I think what's happened, and this is just my perspective, is the public has gone digital, and you as a profession have not.

So I think it's safe for you to quote the cartoon character Pogo: "We have met the enemy and he is us." Ontario needs a province-wide digital cadastre. The 100-day projects have demonstrated this to me. I wasn't at that table to say that these projects had to serve the public interest. All I had to do was ask the question and the answer came forth from the surveyors.

This is what you do. You serve the public, but I don't think the public knows about this yet because you haven't got a product that relates to the public in the manner they want to be related to, digitally.

We all know how we have gone digital as a public. You’ve got people in this audience that will spend a $100 fine just to keep their cell phone on. We as a public have gone digital, and as a profession, I'm convinced that you have to. I'm also convinced that the public interest will be better served with easy access to the products of your profession.

Finally, and this I think is going to be a real benefit for you in the future, the public needs to know the difference between a Google map and a plan prepared by a professional surveyor, and they can't know that unless it's out there and available to them digitally.

If it's stuffed away in your drawer or in your computer, they don't know it exists and they don't know the value that you have. I guess my message to you on this project, rejoice, rejoice, you have no choice.

But here is the good part. You might even be able to make a buck while serving the public, and in doing that, I think you are going to be making boundaries matter again to the public. I feel better now. I vented. I've got that off my chest and I don't need to preach to you any longer.

I feel like I'm doing that behind this podium, but thank you, Izaak, for the opportunity to bring the public perspective to this gathering, but I think it bears repeating and it's why I have remained on Council and enjoyed my association with surveyors is that you as a profession really do serve the public interest and I think the public is going to benefit by knowing this better than they do now. Thank you.

MR. DE RIJCKE: Thank you very much, Art, and I don't think you are just venting. You are speaking from the heart and you are expressing it eloquently better than any of us could of as well. We feel the same way.

Other challenges, yes, there are many, here is another one. Technical standards, data management issues. Again, it has been alluded to on a number of occasions today. How do standards get formed? How do they get maintained? And how do we integrate the many different types of data, all collected, all stored with different standards?

Of course implicit in all of that too is the question: How do we protect the survey fabric from unlawful practice of cadastral surveying? We know there have been instances of this in the last ten years, and we also know that there has been an increasing frequency of complaints from the public about this very activity.

On the other hand, and if you want to get really apprehensive, you also need the question being put square out on the table, yet another elephant in the room, if you will, are we actually enabling Smartphone apps that provide a boundary opinion?

My Apple iPhone, am I going to be able to download an app in five years that will if I take it to my corner, say now you are warm, warmer, cold, now you are hot, now you are on the corner? Is that app going to be written? Is that app available for my iPhone within the next five years?

I'm, again, not answering the question. Personally, I think it will happen if we don't anticipate and start looking to the future and being able to create and integrate that type of an app ourselves. The public, the people that we look to pay us for our living, they are the 20-year olds, the 25-year olds who live by their iPhone. It is a digital universe and data exists in that form to be enjoyed, used and integrated with other applications on a daily basis. Privacy. Confidentiality. I think it came up already as a question. Absolutely. We are aware of the issue. Protection of personal information, compliance with FIPPA, other legislation is something that we are aware of.

Protection of individual identifiers, we know Google had to blur the faces on the street map function on Google maps. That's just one solution that was imposed on Goggle after they did it. Our preference is to do it the other way around. As part of the build in designing the infrastructure in talking about the architecture of a cadastre, how do we integrate the privacy protection from the ground up rather than blurring peoples' faces after we have wrongfully loaded up their images?

In that regard, there have been overtures made to the Office of the Privacy Commissioner for Ontario about enlisting, about engaging involvement with that Office as part of the overall design and building where we go from here.

There are a few core activities that we can see on the horizon. Certainly marketing, education and public awareness, they figure strongly, but likewise, we also need to define the governance issues. The challenge and the public awareness questions not only for individual firms and members, but also for AOLS and what ODCC is going to play as a role.

The development of a business plan is going to be a challenge. It is a plan that we are anticipating will make the build self-perpetuating. We also of course need to identify the hardware components of a build as well as the software, the legal relationships and the infrastructure for a build, and we also need to develop a strategy for legal recognition and the implementation of the cadastre as a resource for ourselves.

We are already customers. We ourselves are our own clients and we are a client every time we go to is LSRI in order to check for data. We are functioning as a customer of a cadastre accessing the data set.

Two years ago, this was a slide that closed out a presentation at the AGM. At that point, these issues were already identified, put on the screen just as I'm putting them on the screen at the end of today.

Boundary meta-data, BCQ, much like land titles, conversion from registry to LTCQ, how do we convert boundary, parcel, property limits, information into a digital world and we convert them in a qualified basis or way in order to integrate into a parcel fabric that has accuracy attributes, legal correctness, legal reliability?

And what about the business case? This question was asked two years ago. What can be done for adding value to title insurers and others? We know the answer to that question from two years ago. Today, we know LawPRO is keenly interested. They want to play. They want to know how they can use this information to make their business more profitable.

We also know about MPAC and Union Gas. What are the implications for how we educate new surveyors? What does it mean in terms of survey integration? Do we balance? Do we see IP and royalty rights as being diametrically opposed from public interest needs? Of course not. They can be resolved even though we asked this question two years ago, we have seen through activity and work on the Task Force that these things can actually compliment each other.

All in all, it really boils down to the question: Is this really a crisis or an absolutely unbelievable opportunity? And I think the message that we are trying to convey from the Task Force is the latter. Yes, we have a chance to emerge from a crisis, and in doing so, we have fantastic opportunities that are available, both exciting, daunting, mind you, but definitely exciting. Thank you.

MR. BRUBACHER: Thank you again, Izaak. We are almost right at the coffee break. I think it's 3:20. Schedule has us coffee break at 20 after three, coming back at 3:40. Let's actually make that a half hour coffee break. We are a little bit ahead of schedule on some other things. When we come back, we will take questions from the floor. The floor is, well up until 5:30 anyway. I don't know whether there will be questions from the floor until 5:30, but we have plenty of opportunity.

--- Recess taken at 3:19 p.m.

--- Upon resuming at 4:13 p.m.

MR. BRUBACHER: Please take your seats so we can finish up. Thank you.
Before we get into the questions, I do have a few more of these housekeeping things. It was pointed out that the Veterans' Dinner, which is on the twenty-ninth floor -- you take the elevator to the twenty-eighth and twenty-ninth. There is a stairway up. We are looking into a possible elevator for people who are having some difficulty climbing that stairway to get you up into it. It's well worth the stair up into the restaurant upstairs.

I left off in my announcements. Here tomorrow morning's Educational Foundation Annual Meeting takes place in the Brookfield Room. It is well signed, but I will give you a little bit of an explanation. Go to the check-in desk/registration desk downstairs. Continue on past the doors that you see at the end of the hallway, and it's into like a food court kind of thing, the Brookfield Room. It's well signed, but it's down near the subway. We are filling this hotel.

That takes place at 7:30 a.m., and the ACLS Ontario Chapter meeting will take place in the O'Connor Room at 7:00 a.m., which is right past those same doors, not quite as far at the

Brookfield Room.

I would also like to remind those who are attending the social evening tomorrow night at the Lonestar Ranch to make sure you are in the lobby for loading onto buses at 6:15. The buses will be in under that canopy, and we will be taking all of the hotel's ability to get cars in and out, so we want to bring the buses in, load you up, and get the buses out as efficiently as possible.

Pat Hills from Cansel is once again inviting all hockey players to join the seventh annual Shinny Game tomorrow night at the University of Ottawa sports complex, Arena 2, from 8:30 to 9:30. The arena is located at 125 University Avenue in Ottawa. If you go see Pat at the Cansel booth, he can get you details.

Then one other item is a change in schedule. We had the Senate meeting following all of our deliberations on Friday. As it turns out, a number of people will be, unfortunately, having to leave either before we finish up or immediately when we finish up. So we have decided in the interest of having a relatively full house for Senate meeting that it will be immediately following -- it will be a short one -- the Veterans Dinner tonight in the hospitality suite for about an hour.

I think that concludes all of the announcements that are beyond what we are dealing with here today.
Larry?

QUESTIONS FROM THE FLOOR:

MR. MAUGHAN: Just a reminder for the members of the copyright enforcement group that we are having our annual meeting bright and early, 7:00 a.m., on Friday morning. It's behind the registration desk as well, but I can't remember the room name.

MR. BRUBACHER: It's also the O'Connor Room.

MR. MAUGHAN: Thank you.

MR. BRUBACHER: I'm sorry. That is actually the Senate and council, just to clarify. About 7:30, I believe, is when we figure it's going to finish up upstairs in the hospitality suite tonight.

The next thing I would like to do is introduce the members of the Task Force because I'm not sure everyone realizes this, but we meet weekly, nearly every week. We meet for two hours, perhaps more. We have face-to-face meetings. There is a lot of time put into this. It's all volunteers. So when I call your name, if you could stand so everyone can recognize you. Then I'm going to ask a few of you to come up here for the panel. If I don't call your name and you want to come up, feel free to come on up. We will answer questions and have a further discussion.

Art Leitch, if you could stand. He is our lay counsellor. Paul Benedict, VP and incoming President. Bruce Baker, are you here with us right now? No? Maybe he has fled the building. Former counsellor, Mike Power, GIM, like I am. Izaak de Rijcke, OLS and disclaiming lawyer. Myself, of course, David Brubacher. Antony Wisniowski, CEO of MPAC. Blain Martin, Executive Director.

I think I would like to have Izaak and Mike and Paul, and I was hoping that Bruce was going to come up, but he is not here. Do you want to come up, Blain? Blain hasn't been up, but we have to get Blain up. We have to get you up sometime, exactly.

I would like also to remind everyone that when you approach the microphone to ask your question, state your name and your affiliation or city and then your question. Please, there must be questions.

OPEN FORUM:

MR. BUISMAN: Jeff Buisman from Guelph.

I guess I'm trying to envision how this may transpire. I guess the idea of This Day Forward makes a lot of sense. I envision, I guess, one consulting firm or organization being assigned the job of putting together the main system. They also provide a system for us to submit plans, the digital files, on a regular basis, and I think once it gets running, it will be probably pretty smooth and that the software will just process the data appropriately.

I want to make sure that we have a fair playing field for who that might be and how that might be set up. I think about Mike Power. He does the services with SRI, and I want to get some feedback as to the structure. That's one part of the structure, but I guess I'm looking for some feedback on that.

MR. BRUBACHER: Mike, do you want to clarify the position of iLOOKABOUT at this point?

MR. POWER: Sure, by all means. I appreciate the question. Thank you very much.

ILOOKABOUT was contracted by the Association in November to deliver a survey record index for the South-Central Regional Group. At that point in time, the existing Survey Record Index was malfunctioning, we will say. It wasn't completely operational. Because we had access to some knowledge base, we were able to pull one together very quickly, very inexpensively and satisfy the needs for the South-Central Regional Group.

To that end, we created some capabilities. I say the "we" as in the royal "we." I don't program. I can't create anything at all. We had some smart people who were able to create some capabilities and integrate some spatial data sets.

ILOOKABOUT, by the way, is an organization that captures street-level imagery of your home and mine and makes it available to various communities of users who have an interest in desktop review. One of those to our good fortune, quite frankly, has been the Municipal Property Assessment Corporation, who utilizes it for desktop review.

So what we have been doing is; we have been bringing together some of the data arrangements and capabilities that we had previously built as tools that might be of some interest inside the Survey Record Index. As part of This Day Forward program, whether it's the iLOOKABOUT-based survey record index, which, by the way, is owned by the Association -- we happen to be the operator. The IP belongs to the Association. Whether it's that one, whether it's a new one of a brand new incarnation, whether it's an integration of the five or six or seven that exist across the province, quite frankly, our interests are trying to maximize the delivery of data into that and then out to some commercial clients.

One of the things that we have also maintained as the Task Force is that the revenue associated with the plans to whomever they are sold or the data goes back to the NEWCO and to the surveyors. It's not our objective if we were fortunate enough to be a service deliverer, even in an interim basis, to try to make a margin off of the content that the surveyors would put in. We are really a facilitator, and as I indicated earlier, what interests our clients fascinates us. We have the good fortune of being in contact with some people that you haven't been in contact with who have expressed an interest in your plans. To that end, we brought some market opportunities, as part of my role in the Task Force, that we have been trying to capitalize on: certainly the real estate board community, the title insurance ones, and others for that matter.

So we want to see this move forward because we believe earnestly in the fact that we can help the surveyors create the cadastre. We have some tools that don't have to be rebuilt. Our proposition to the association is that, if only on an interim basis, we may very well be perhaps best equipped to facilitate delivery to a couple of key commercial clients now. As the Association forms a NEWCO and then issues an RFP for that service arm, or perhaps multiple RFPs, or perhaps the service arms are simply value-added resellers of your content out to client communities that are germane to those value added resellers -- it really doesn't matter. What we do believe is that the time is upon us now. We can't miss the opportunities for these organizations that have expressed interest in our content. To that end, we have endeavoured to assist where we could, and we think of Van Harten specifically where we might be able to help move an agenda forward with a specific commercial client that, in turn, will advance the digital cadastre and advance a survey firm in satisfying the needs of that particular client.

So we are a commercial entity. I am here by virtue of your kind graces in grandfathering me into your association a decade ago and a couple of folks who were kind enough to speak kindly of me and give me references at that point in time.

It's an important question, though. I don't want it to be the elephant in the room. So if there are any other questions or concerns about either my involvement or iLOOKABOUT's involvement in this initiative, I would urge you to ask them now. Thank you for bringing it up.

MR. CLARKE: Ross Clarke from Windsor. I have a comment and then my question. My companies are 150 per cent behind this initiative, and I hope everybody involved in making it happen that you have your roller skates on because you need to use them. As you develop your business plan and your pro forma budget, those of you who have been working pro bono from here forward should be -- on our behalf, on all our behalf -- should now work a fee into your budget because I can't expect you to be working and developing something on my behalf free of charge. So that's my comment, and I would recommend that you certainly have a repayment schedule in there going forward for your work.

My question is this: There is a great body of survey knowledge in government agencies, such as MTO, MNR and others. What place are they going to take in this cadastral business?

MR. BRUBACHER: Thank you, Ross. Does anyone want to jump in on that one?

I have to tell you that we don't really know at this point. We would anticipate that -- let's take MTO because Russ is looking sheepishly at me -- MTO would see the value in cleaning out vast quantities of plans from square footage that the public is paying for and having an excellent online and robust index into their own data. That would be my first hope.
My next hope would be that there would be an ability to come to an agreement with MTO that that data can be shared out for the public good since, in fact, the public has paid for it already.

Beyond that, as using MTO as an example, I would hope that they would receive some value added from using the database itself and see improvements in their internal processes that would then go on to reduce the costs of operating their agency, which we collectively pay for.

Do you to speak to that, Russ?

MR. HOGAN: Russ Hogan, Burlington.

Like Dave, I hope all those same things. When it comes to the Crown or when it comes to government surveys, I guess the Crown owns the IP, and I would hope -- personally, I do hope that we would have no problem participating, but it's not something that any of us, I don't think, in this room can respond to, to be quite honest with you. I think it's going to require this new corporation to bring it to the government as a proposal. That's the realistic side of things.

MR. BRUBACHER: I think you're probably right.

MR. HOGAN: We will have to take it up the appropriate channels and get those answers. There are all sorts of benefits to having that kind of data available to us. I can see all sorts of benefits of making sure our data is readily available to the public as well, but that's not a question that any of us in this room can answer right now.

MR. BRUBACHER: Absolutely not.
I might add the other night I was having some trouble sleeping. I decided to read the Drummond Report. There are quite a few recommendations in there. I stayed with the Executive Summary as opposed to the full thing. Quite a few recommendations in there that I think that our newly-formed corporation might be able to address if we took them to government with the right type of proposal, and said, "Yes, we don't know yet whether we are going to accept and move on all of these proposals, but there is some validity in what we are trying to do, and we can certainly help address some of these items."

Anybody else want to add to that?

MR. POWER: The only question I would ask is if the government data, whether it's MNR's or MTO's or the Ministry of Infrastructure's, is available and of value to surveyors in doing research, not for the purposes of commercialization, would it make sense that data was discoverable so that those surveyors working in abutting areas would have access to it in some common environment and then make the request through whatever channels are available to them to access the plans?

MR. HOGAN: Russ Hogan, Burlington, again.

Yes. When it comes to survey records index, I would think that we would have to participate. The Ministry does participate in areas where there are survey record indexes, and I can't see any reason why we wouldn't continue with that.

MR. BRUBACHER: Tom?

MR. BUNKER: Tom Bunker from Gravenhurst.

I'm just trying to wrap my mind around some of the issues that have been raised here today. It seems to me that really you are not talking about building a digital cadastre upfront, maybe over a period of time that's shorter than 29 years that they did in Quebec, but it seems that your primary thrust is us, through some digital marketing activities, sell data that we already own by way of either area calculations that we have already done for municipalities and then selling that to MPAC or through marketing of ancient records in a visual format.

It will be soon 40 years since I first got my licence, and I have always thought that I got my cadastral licence on the basis of my professional opinion, which was embodied in that document, and I have been reluctant for at least 25 years, I was selling copies of my old opinions with disclaimers or otherwise and it seems that what the association is promoting is actually the blanket on the Internet sale of those documents, and I think this is somewhat of a shift in philosophy, I would suggest. I'm not sure how you have come to the conclusion that documents that were provided to private clients of a professional opinion should now somehow be broadcast through the Internet when, in particular -- there is a particular group of surveyors that feel that some of the documents that have been considered to be public documents should not be broadcast by Teranet. So I think there is a philosophical discussion that needs to go on around those two issues. Thank you.

MR. BRUBACHER: I'm going to do a brief preamble because I think that there are people here who are much better able to address that topic than I am, but I think the most important thing to realize is that the sale of a scanned copy of a plan is not the primary thrust of what we are trying to do. We are trying to extract information from that plan that helps us build a cadastre for the province upon which we can build other data sets and combine with other data sets. So instead of looking at it from the "your opinion," which is an opinion -- and I completely understand where you are coming from -- what we are trying to do is extract the information that went into the geometry of that and combine it with other like geometry to build that tight cadastral fabric. The fact that we can use it as an index for that scanned image does not mean that it is necessarily being sold holus bolus across the Internet for anyone to use. Just like if you were to scan and store all of your data with LSR, you have the choice as to whether anyone but another surveyor could -- or even anyone but you could access that data. Would anyone like to add to that?

MR. DE RIJCKE: If I could maybe just add. There are lots of philosophical discussions, if I may just add into where you are going on this as well, David.

I think all of us can have a lot of philosophical discussions about this, and I think it's an excellent question because it tells me that this issue that we have identified has been heard; that we are not necessarily talking about the outright sales of plans over the Internet. What we are talking about is the licensing of the use of the information embedded within the plan. To license the use of the information in an old SRPR, which you say may end up being but only an opinion, is nonetheless more valuable than nothing. I'm not suggesting that it be, therefore, used, not suggesting that it has value where you end up then turning around and selling it, buts it's on the road towards. We haven't figured out all these questions, and it isn't necessarily at all a shift in AOLS policy of the resale of old cadastral plans that are out of date to an owner in February 2012 as a representation of where that property owner's boundaries might be.

What we are indicating and what we are trying to communicate is a concept by which the data embedded in the plan is licensed for use because there is a purpose. There is a value to that data. How it's used, in my humble opinion, isn't going to end up being an outright sale of a plan over the Internet. That's not what it is that we are talking about. One of the things I think the question also raises -- and it's completely on point, and I'm happy to hear that I think it also responds to one of the issues that we identified today -- is that there is no pretense that a cadastre is being built next month. Nobody is building a cadastre next month, nobody. Nobody can. So we are not pretending that we are. Yes, the name of this company is called the Ontario Digital Cadastre Corporation, but the name has to start somewhere. It has to be relevant to a goal and a vision that has been shared by people on this Task Force, and it's in the direction of looking at the components and the parts that will eventually see this being all put together and built. We can't tell you yet how that's going to happen, and we can't tell you that the job is going to be easy.

I think what you are highlighting, Tom, is the fact that this is a live issue that we are aware of. It's one that needs to be properly managed and handled because, in fact, it has the potential for misuse if we end up seeing SRPR products being turned around and being wrongfully treated as if this has the authority of fixing a boundary. That's not what it does. That's not what the public will be told. When the public purchases the data outside and beyond the 100-day projects that we have been able to share with you today, the public will be educated as to what this is, what this data set represents as much as what it can't do and what it doesn't represent and what it doesn't have as a legal status. So I think it's a very, very important question to ask, but I also think we can write books about this, and it goes beyond just philosophical differences. This is part of the end-user licence agreement that needs to be more than just 25 pages of six-point font text that you scroll through when you install software. Do you accept or don't you accept? Oh, for God's sake, please let me hit the accept button and not read it. That's missing the point. That's not where we hide it. That would be doing a public disservice. So it has to be part of the communication to the end user as to exactly what this is. They must understand what it's not.

So I think you have just highlighted for us what it is, something that we have been painfully aware of, and we know doesn't have a magic bullet answer, but it's clearly something that needs to be wrestled to the ground and properly contained and managed.

Larry?

MR. MAUGHAN: Larry Maughan, Parry Sound. Listening to everybody today, there are a few words that seem to -- they were kind of eluded to, but I think Tom has kind of raised it, and I think your group is starting to articulate it, but I didn't hear too much about copyright, the surveyor's copyright of their plans. I didn't hear a whole lot about surveyor's liability to whomever. I didn't hear a whole lot about the surveyor and his confidentiality with his client. These are things that we in private practice deal with on a regular basis. We pay liability insurance if things go wry, so I think it's something that the Task Force needs to get a hold of. I'm a little bit surprised at the lack of, absence of, government ministries in Ontario here. We can't ignore the fact that they do control a lot of our lives and how we do some of our work. I don't know. There seems to be a vacuum there, and I hope it doesn't come back to bite us. I don't know just where this is going. Those are my comments.

As soon as Antoni spoke this morning, and he addressed an urgency, and he could get some cadastre products from another source or sources, it kind of raised my eyebrows a bit. So my question is this: Do we have competition in building this cadastre? If we do, who is it? If it's who I think it is, why, in heaven's name, are we providing the competition with all this data, and what is the Task Force been doing to stop that, if they are our competition?

I'm not expecting you to have an answer, but I think it's a question that needs to be there up top all the time, every time you meet. That has to be addressed because there is no point in us handing our competition all our coordinate data and line work and all the rest of it, and they are our competition. It doesn't make sense. So I think the association should be acting quickly in dealing with this, but I don't have the answer as to how. Thank you.

MR. BRUBACHER: I think that one of the things that we need to address right off the bat is: Do we have competition? In some respects, obviously, we do. That cannot be denied. But there are other respects that, clearly, we do not have competition. In that, I mean we had Union Gas up here who said quite plainly, "We are no longer buying that product because of costs, because of accuracy, because of a whole list of things, because we couldn't keep things up to date." Those have been very much also in at the top of the list for us. How do we make a product that has no competition because we are building it to the kind of accuracy that our clients are looking for with the coverage our clients are looking for, with a model where you don't blow away three months of work every time you do an update to a client? So you have all of these pieces built in, all of this much more modern data models built in, and in that respect, I would say no, we don't have competition on that front.

There were some other comments in there that I have a feeling that people will want to address. I agree. I could see nodding going on here as well, as you were saying. There are pieces that we need to keep at the top of the list.

Any other comments?

MR. DE RIJCKE: Maybe just to clarify. I didn't think these were questions. These were more comments, almost the rhetorical note or observation that we don't seem, as a Task Force, to respect or acknowledge copyright. I think I heard leveraging of IP, recognition of IP, licensing of IP, today. I don't know how much more we can beat that drum. I don't know what else we can do to convince you that IP is alive and well, and it's something that is central to what we have talked about today. So I don't quite understand how that could be said.

There is also the note that liability wasn't talked about very much. Well, it wasn't talked about very much, but it was noted. It was acknowledged. We weren't here to roll out all the answers or a fait accompli solution for all the issues. In some cases, it was almost as important to be able to identify where we had come to, even in acknowledging that these certain identified issues exist, and they are on the to-do list of the many things that still need to be done.

Liability, risk management, is definitely one of them. Confidentiality? Yes, we certainly are aware of that together with privacy. I thought I made it clear that we fully expect to see involvement from the Privacy Commissioner's Office in Toronto on this very critical component of the overall framework, the architecture as to how it's built.

Other points in the question relating to competition: I don't think you have a competitor out there who is doing cadastral surveys. There can't be. You are the only ones. So if that's where the question was going to, I don't think you do. If you are wondering whether there are other people out there who have geographic information in digital form who are wanting to sell it to your clients, you bet. Many are out there already. Google is one of the best, most successful ones, and if we don't get off the ground with what it is that we are anticipating as part of this project, there will be many others who are going to end up feeling uncomfortably close to what our core activity is all about. They will come up right shoulder to shoulder with all of us in a very uncomfortable way. I think we need to occupy that field.

MR. BRUBACHER: Antoni, you would like to --

MR. WISNIOWSKI: Can I just make a comment?

MR. BRUBACHER: Yes.

MR. WISNIOWSKI: I just want to make a couple of comments on what was said. The first was about government involvement. Our Task Force originally had Brian Maloney sitting on it as representative of MNR and as a former Surveyor General for the province. To be quite frank, when the class action was brought against Teranet in relation to the copyright matter, both Brian and I had to consider very seriously whether we had to recuse ourselves from the Task Force entirely.

So there were two decisions made at that point. The first decision that the Task Force would not deal with the class action. In fact, that was put off the table of the Task Force's plate, and, in fact, and that was strictly to be dealt with by the AOLS and counsel proper. That was really in order to protect our efforts and being able to continue down the path of looking at progressive ways of leveraging the value that was sitting in files as opposed to dealing with a copyright issue that had a historical consequence.

The second piece says that certainly from the Ontario Parcel perspective as MPAC, although we are a non-profit, non-shared capital corp that's independent of government, we operate under statutory authority. So our participation in the Ontario Parcel and Teranet's participation in the Ontario Parcel is on behalf of the government. Let's not forget that when we talk about the government and the vesting of rights related to data in land registry or in the assessment, it is actually vesting with the Crown. So we actually speak about an interaction with the Crown when we talk about copyright in that regard.

Just so that you are aware, as a result of the class action and the potential conflict of interest that it posed, Brian Maloney had to leave the Task Force. So he elected to recuse himself from the Task Force permanently because he felt that might actually place him in a position of conflict, both in his role within MNR and especially in a leadership capacity with LIO and also in regard to his role with the Ontario Parcel. I actually had to go back and seek counsel with our board to ensure that I would be able to continue as well. So if anyone imagines that this hasn't had an influence on our thinking, it certainly has.

I just want to make one other comment. I think the principle of looking at protectionism isn't working in the world economy response to the recession, and I don't think that protectionism is a particularly strong mechanism to deal with competition. So I certainly wouldn't be an advocate of this Task Force taking on any sort of efforts to establish a protectionist policy in order to address competition in the marketplace.

MR. BRUBACHER: Thank you.

MR. GELBLOOM: Jaime Gelbloom from Oakville.
I want to echo Tom Bunker's comments. I guess Izaak's answers to Tom are not definitive, at best, and I, as a possible contributor to this cadastre, would like to know -- not now, because, I guess you don't have an answer yet -- whether old plans are going to be attached to such a cadastre. Myself, personally, I agree with Tom. I consider them opinions, much like a lawyer provides. This also goes with Tom. I also understand there are people with different viewpoints. I don't think they should be attached to any cadastre. The line work used for that is fine as far as boundaries go, but when you are showing old buildings, old fences, and so on like that, when you are giving that to a user, they use that as the monument. That is what they rely on. They don't, by and large, understand whether they have an addition, whether it's the same fence, whether it's the same shed, et cetera, et cetera. We have been taught this. I will echo again Tom. We have been taught from our Association that these are legal opinions, and the reselling of such old information, not to do that and extreme caution, et cetera. Now it seems almost like the tail is wagging the dog. I wish more people would stand up and talk about it if they agree and even if they don't. Thank you.

MR. POWER: I will jump in to say that for the moment I don't think we have talked about SRPRs necessarily, but the thing also to bring to everyone's attention here is that we are also dealing with commercial institutions. There may be some downstream ripple effect too to the public, but if that were to occur, it might occur through the existing channels that LSR or Pimarc make available. I obviously respect your opinion, and if you chose not to make your plans available, then that's every surveyor's choice, quite frankly. It's one that you have reiterated a few times listening to you that I have had the good fortune of listening to you, but there are others here who believe that maybe folks can know that it's an opinion as of a given date, and as long as you cover your liability, then perhaps it's all right. I have never created a plan, by the way, so I don't wear your shoes at all.

What I will reassert is that what we have talked about is a day forward program. We haven't brought it up. I don't know how to do that.

MR. GELBLOOM: May I respond? Thank you.

MR. BRUBACHER: Yes, you may.

MR. GELBLOOM: Jamie Gelbloom, Oakville.

I'm not pointing to anybody here. We are being told that this is the future and all that kind of stuff like that. Listen, the cadastre, everything about it is fantastic. I don't like that one aspect of it. I don't think it's fair that we are being told that we better jump on the bus quick, and then we have this little thing that I think is wrong -- and I think a number of us do too -- attached to it, and we should just push it off to the side.

I guess the question I really wanted to ask, which I didn't make clear, and I didn't really ask it at all was: Will we be told or advised whether these plans that -- and I believe, by the way, before I continue on, that it's one thing when other organizations, private organizations, are selling plans, which I think the association should be looking at as a possible disciplinary process, in my opinion. It's one thing when they close their eyes to that, but it's another thing when now they are purporting it, and this is what possibly you might be doing. So I would like to know when the time comes, will we know if that is the intent, to attach the old plans through the cadastre. Will we at least be told that at some point in time before this initiative is officially off the ground?

MR. WISNIOWSKI: I will just tell you MPAC's interest in SRPRs, if that helps anyone in the room. One of our challenges is when people challenge their assessment, and we have appeals that currently in the province of Ontario date back as far as 1996 on various properties, and they tend to be very large commercial, industrial properties. So the construct of being able to reference the state and condition of property, which is central to the argument of evidence associated with assessment, means that you have to know the state and condition of property at the time of that appeal in the valuation.

For ourselves, being able to look at a historic plan of survey for a property that is under appeal that is closer to the date of that appeal than current imagery or current data is vital to us in preparation of evidence to go to the Assessment Review Board or in order to properly adjudicate the tribunal process. So for us, the construct of access to SRPRs is something that we are interested in.

Our expectation would be that if they became available, they would be available to us transactionally; that we would, in fact, acquire them on a one-off basis; and that the entities that would be utilizing those that we would be taking them from would be aware of which files we had taken and for that purpose.

I think to Mike's point, we are a commercial entity, and, secondly, we are a statutory entity. So we could certainly understand what the limitations would be on that, and we deal with all sorts of other evidence for the purposes of assessment. So certainly from our perspective, we have an interest.

MR. GELBLOOM: Right now I believe that engineering –

MR. BRUBACHER: Jaime, I think I have to move on. We have had a --

MR. GELBLOOM: That's okay. I'm used to it.

MR. SHELP: Andy Shelp, Ottawa. What I have heard so far is that the Association has set up a new corp. MPAC is looking for a contract or some sort of agreement to be signed by April. It all seems to be moving forward very, very quickly. We also heard from Russ with respect to the Ministry's position or non-position with respect to dealing with the cadastre and those sorts of things. So I guess my question is a couple fold.

We have this new corporation of which we will all be shareholders should -- I assume there will be some sort of vote taken at some point; that we will get an opportunity to agree or disagree. So I guess my question is many fold. What would constitute agreement to the principle? Is it only C of A holders who get to vote, or is it everybody at large? Has anyone looked at the government and/or multinational, sort of bigger firms and their ability to enter into a private shareholder agreement within an association and be shareholders thereof thereby contributing their data or by taking profits therefrom? What else did I want to know? I think that was about it.

It's a multilevel kind of question because -- and this was the sort of precipitating agent -- Antoni suggested it was kind of an all-or-nothing kind of thing. The guys from Union Gas, "We are interested in dealing with one entity. We are all or nothing." So if it passes, and let's presume it does, and I don't agree, am I going to be legislated into a position where I have to do it, or do we lose all these clients that are coming forward saying, "It's all or nothing"?

So many questions. Those are my questions. I could repeat them if I could remember them.

MR. BRUBACHER: I had seen Izaak writing madly over here, so I don't know whether we have to have them repeated.

To some of these earlier questions, have-you-considered type of questions, the answer is absolutely, yes. However, as we have discussed here already, and as I think that you are obviously aware, these are very complicated things to answer, and we were not planning on coming here with a fait accompli that had all the answers. We don't have all the answers.

MR. SHELP: I do understand that, but there seems to be some sort of fast-moving necessity to answer the questions because I presume at some point in the next two weeks, we are going to be asked to vote on whether we will move forward with this new corporation, and without having some of these answers, because if MPAC is truly interested in all or nothing and Ministry of Transportation can't provide anything, that pretty much ends the conversation right there. If multinationals can't enter into a private shareholder agreement, then that also answers the question. So it's one of those things that it's -- you want us to vote on something, but you are not sure if you can actually have the entity in existence.

MR. BRUBACHER: The all-or-nothing type of terminology does not mean 100 per cent. So Jaime has expressed some reservation, and if he chooses not to, then that is his choice. If we have a large enough percentage of people who are interested and we have a data set that is substantially complete, that -- without putting words in your mouth, Antoni --

MR. WISNOWSKI: It's critical mass.

MR. BRUBACHER: Critical mass -- will be enough.

MR. SHELP: A large enough entity from a vote perspective doesn't necessarily guarantee a large enough entity from an input perspective. That's all.

MR. BRUBACHER: We could have 100 --

MR. SHELP: Is one person one vote? One person, 100,000 entities. It's a different issue.

MR. BRUBACHER: Thank you.

MS. AKSAN: Anna Aksan from Toronto. My question is: I heard the short speech by Art Leitch, our lay counsellor, about the public interest in the digital cadastre, and I like that speech, and I do agree that we have to move forward into the twenty-first century. However, he did say that it is his personal opinion only. My question is: Our association was created to protect the public interest only, and now we are in the situation that we are the owner of a for-profit corporation, which, appears to me, might be in conflict. Was there any talk about it? How to --?

MR. BRUBACHER: How to reconcile that?

MS. AKSAN: Yes. In anticipation of any problems arising in the future, how do you reconcile this association to stand for the public interest versus the profit that is being expected?

MR. BRUBACHER: Absolutely there was discussion. What we often, I think, fail to -- or what we often forget is that it is in the public interest to have a healthy profession that can provide services as well as directly protecting the public interest and looking out for the public. So we have all seen our demographic numbers. We know from other jurisdictions how the shrink continues, and the ability to deliver those services is being steadily eroded. It is in our best interest, because it is in the public's interest, that we remain viable and able to deliver those services that we need to deliver.
That's a factor that we need to not forget about. It is not just the -- I don't want to say "simple," but let's, for now, say simple protection of the public interest. There are other factors involved that go into that package called the public interest.

Anybody else want to comment on that?

MS. MELDRUM SMITH: Julia Meldrum Smith from Cornwall. Probably less of a question, more of a comment. I realize that this is in a hurry. This is how business works. You use it or lose it. My concern is if everybody in this association gets to be a decision-maker in whether or not we move forward, because, personally, I think this is and should be isolated to those who are responsible for the plans, i.e., the C of A holders. We are the ones that hold the liability. We are the ones that, regardless of how many surveyors are working with us, at the end of the day, the buck stops with the C of A holder. That's why we have C of A holders. We are the ones that make sure the key turns in the lock every morning and that the lights stay on in the business. We take all the risk. These are our products to sell. I realize we are not selling scanned copies of plans. That's not what I mean. But this is our IP, the C of A holders. I would hate to have people that I don't feel have taken that same risk be influencing the final decision.

MR. BRUBACHER: Thank you, Julia.

You have been up and down a few times, Richard, so why don't you –

MR. MURRAY: Ladies first, absolutely. A good comment.

The concern that I have is that -- you know something? I have been sitting down there so long that I forgot my question. You go ahead. I will remember it.

MR. BRUBACHER: Go ahead.

MR. KUBICKI: Borys Kubicki from Mississauga.

When we talk about digital cadastre, I always envision that diagram that we had on the screen from British Columbia; that we had different layers. I keep thinking since last year: Is it noted that most of the municipalities already have in their database? We use that on a daily basis when we go to the municipal website. We check the area photograph. We ask for the parcel fabric to show up. That's mostly to estimate the job on the survey, when a client asks to do something on the parcel.

I like the idea of geo-reference survey index that on top of what municipality supplies via Internet, we can also see who did the survey, even if I have to go to a different website to check this. If I can put that information together, I can price the job fairly. I believe that then the public is well served because I know right away what set of information I have to purchase to turn in a decent job.

Again, digital cadastre, the municipalities have all the drawings for the underground services and a lot of information. We also supply them with digital plans of subdivisions, draft end plans, and, quite often, the draft end plans, subdivision plans are made by planners. We have very little issue. We just sign the certification for the boundaries. So we don't have them in the digital form. I think that to manage a company of this size that we provide a complete set of information as it was shown on that slide from B.C., this company would have to be bigger than Teranet. It's a huge enterprise. I cannot even imagine. I'm busy with my own practice that I cannot really imagine myself participating in the business decisions and then development of this whole structure myself.

Those are my thoughts that I struggled with during those presentations. With the MPAC that seems to be really interested in this product, I have a bit of an issue with my obligation to the client. If somebody orders a survey from me, I feel there is a duty of privacy to be confident about this whole affair. I wouldn't like my survey to be used for some arguments when it comes to reassessment, say, half a year from now, and the client comes to me, "How come MPAC knows about that survey?" I think that would be a difficult situation for me to explain to the client.

MR. WISNIOWSKI: I have an answer to that. It's called statutory entity. We have rights to information that is publicly available. We have a right to enter property, and we have a right to this information. So we are not going to –

MR. KUBICKI: I understand. It's on the ground. It's free for you to inspect, but you don't necessarily have the right to inspect my records as a private company, do you?

MR. WISNIOWSKI: I guess that's why we are looking for an agreement to do so. So, again, often the taxpayer brings to the table plans as part of discovery for appeal. You have the right to ask for certain evidence. So if the person is arguing a matter of the absence or presence of a structure, then we can ask for evidence demonstrating the presence or absence of structure at that time. If the person is arguing a matter of land value and whether or not a portion of land did or did not belong to the property at the time and whether it had been severed or not, we have a right to request in a discovery that information. So to our end, we can ask for that exchange, and if there are public records available, we would seek those out as part of the discovery process.
I think to put it quite simply and plainly, we have interest in this. If the association as a whole and if individual firms do not feel that this is an appropriate disclosure, then, certainly, we can respect that, but as I say, we are interested.

MR. KUBICKI: Thank you.

MR. MURRAY: Memory is working again. One concern I had about the whole operation is: Do we have the authority to make this mandatory? I'm really wondering if we do, and I would be more comfortable to support this effort if it were voluntary, because I can see there is a lot of enthusiasm for it. Members seem to support it. If it were voluntary, no one could accuse us of, basically, taking our professional power and creating this company. Then we wouldn't cross the bridge with the government that Larry was talking about. They might come back and say, "You don't have the power to do that. You used your authority to create this thing to serve yourselves." If it were voluntary, we would eliminate all that, and it would make me feel a whole lot more comfortable and remove that doubt.

May I remind the members too that the surveyors in Quebec were paid around $500 a parcel. We are being offered around $5, the way it looks right now. I still support it. I realize we have to move forward. I'm not saying we shouldn't. The mandatory does give me a little reservation.

By the way, it's Richard Murray from Windsor. Sorry about that.

MR. BRUBACHER: Thank you, Richard.

I think that the authority, I don't want to address this really too deeply because I think we have to watch the time, 15 minutes away, and I think there are a few more comments people want to make. I think we definitely need to put together an additional bit of information that you can absorb from what we have talked about today, the compilation of the results or of the discussion, because a lot of what you have addressed there as concerns, I think that they were very well addressed during our presentation. So I think that if we were to compile that into a document taking these questions and highlighting where these items are addressed and maybe filling in some more information on that, that might help, I would hope.

Anybody else want to comment on that one? Tom? Then I think we will have one more. There are a few more.

MR. BUNKER: Tom Bunker from Gravenhurst again.

I don't want my earlier comments to be taken out of context. From my own personal experience, I have seen that going to a digital world is the way that the world is going whether we come along with it or not. Just to give you an example, I have a 20-year-old something that works in our office and a field staff, and he made the comment the other day -- I thought I was doing him a real favour by signing his paycheque. He advised me that he had an app on his phone where he simply took a picture of that paycheque, e-mailed it to his bank, and it was deposited. That's what is happening in the digital world.

MR. BRUBACHER: Along those lines, if I can make a short comment that addresses, maybe, some of these issues of the scale of what we are talking about, I remember working in my father's office, Wayne's office. We built our own digital cadastre out of the data that was gathered on these other projects. That served us very well in being competitive and being able to do additional projects better than we could do before. That was our own private data set, and I have a feeling that there are lots of people in here who do exactly the same thing. All that we are really talking about is expanding that to a province-wide initiative and really extrapolating from those savings that we could each see internally. That's my two cents.

MS COTÉ: Hi. My name is Sophie Coté. I'm from Toronto.

As a young -- I'm not a surveyor yet but aspire to be. I want to be part of this profession, and I believe in it. I'm wondering what my role is in this and what I can do to support it in my work.

MR. BRUBACHER: You are an articling student right now?

MS COTÉ: Yes.

MR. DE RIJCKE: We have openings. We also will gladly accept any and all volunteer efforts in furthering and buying into the concept, the vision that we have attempted to communicate today.

MR. BRUBACHER: If I can add to that. Thank you very much for volunteering.

BLAIN MARTIN: By the way, Sophie is an articling student, but she is already involved in committee work and really adding a lot of value, and it's great to have a young person. It's great to have a young person's perspective on some of those committees.

MR. BRUBACHER: If I can add, as the couple of years have gone by with various new members arriving on this Task Force, it has been remarkable, the fresh opinions and fresh ideas and the invigorating nature of new people coming in with their ideas. So I very much welcome you to give us input and help us because it's a lot of work. Thank you.

MR. MOUNTJOY: Bob Mountjoy, Brampton.

Earlier Mike alluded to potential customers in the future that would be interested in obtaining data from the cadastre, and we know that Union Gas and MPAC are interested. Mike, could you update us as to who specifically has expressed an interest in obtaining information or data from the cadastre, and the nature of the type of data that they are talking about?

MR. POWER: Sure. I will indicate that we have had some conversations with a number of municipalities. One is kind of in the home base of where MNR is. They have asked me to keep their name confidential, but you can figure it out. They said, "Gee, if I don't have to maintain my cadastre, if the surveyors in my area -- there happen to be four of them -- were prepared to collaborate and maintain it for me, I would redeploy my staff." We have had an overture that I have only been second-handedly participating in from, as I understand it, and you can talk to either Mr. Bunker or Mr. Maughan about this, but the District of Muskoka has expressed an interest in a surveyor-built and maintained cadastre because they can't do it themselves. They are distressed that they are forced to use a product that doesn't line up with their orthoimagery, and they are embarrassed in front of their constituents who come into the city or to the district to either talk about their property or contest their taxes and look at the data that their elected officials and bureaucrats are forced to deal with.

I can tell you that I had the good fortune of working within Van Harten as part of this, and they uncovered an opportunity in the jurisdiction in which they operate where the municipality said, "If you can maintain my cadastre for me, if you can deliver this data and perhaps more" -- and again, I don't want you to take it from me. You should find Ron during the welcoming party and get that information from him, and there were opportunities there.

We chose Union Gas because of the extent of their network. It runs from Rainy River down into Windsor and up to the Quebec border. In fact, it involves -- probably most of the people who actually practice surveying could participate in the Union Gas project. I won't repeat what Laverne and Frank have said, but they said, "If the draft plan information could be made available to us, it saves us time; it saves us money." It helps, maybe, avoid one of those strikes that he talked about today.

We were fortunate enough to have Antoni join us on the Task Force prior to him attaining his current capacity where he could contribute a great deal of his time. He said, "We can save the taxpayers of the province of Ontario a lot of money by being more efficient. We could possibly put in an attrition program that would allow us to make use of the data that you created on a day-to-day basis."

We have been approached by members of the real estate profession and said, "Help us make us our realtors smarter. Don't give them an SRPR that they will make the wrong decision on, but help us make them land professionals so that we can compete against the FSBOs. We are happy to pay for it. We would like to have access to your data. Can you help us?"

We have talked to the title insurers, and they have said, "Yes, you are right. Maybe you don't get as many retracements. Yes, maybe we have had a negative impact on the profession. It wasn't our intention, by the way. It was more insurance for the lawyers. Can you help us mitigate our risks? Can you either in hindsight or on a day-forward basis tell us when we might be insuring a property that we shouldn't be?"

These are all just opportunities. It goes well beyond this, but these are the ones that come to my immediate mind. We had to stop taking overtures for 100-day projects because we couldn't do you the service of making sure that we took them through to conclusion. Nobody said it had to be everybody or nobody. Nobody said, "Legislate it, regulate it," but what they did say is, "For those surveyors whose wallets aren't already full or whose integrity doesn't allow them to participate, can you get them to bring their content to us so that we can do a better job of our business so that we can service our clients' needs and maybe the public's needs as well?"

If you go back to young Sophie's comment, those who are coming into the profession who have the vision who recognize the direction that it's going, can we do something that helps all of us in this room maybe add a new capability to your practice that isn't there now? Maybe it's GIS; maybe it's data aggregation; maybe it's delivering a value-added service to the current clients we have. Those are the ones we have talked to.

Again, I indicated at the front of my presentation that I'm not a surveyor. I haven't worn the shoes and I haven't carried the stakes that all of you have, but what we have been able to do is to find commercial clients who have a need. We won't call it a desperate need because they are currently making do with the way they do business now, but there is a need, and they can help you change your profession. It can help you enrich your practices, and in doing such, they can help themselves deliver a better service to the organizations with whom they are employed.

Thank you for the opportunity to get on my soapbox.

MR. BRUBACHER: We do have a minute or two minutes that our queen will have to do. It's 5:25. So we will give you a comment here.

MR. KASPRZAK: This is just more of a comment. I'm Simon from Renfrew County. As you can probably see, I'm probably the youngest guy in this room, and I'm fairly new to the industry. I'm an articling student as of January, but I'm very passionate about this industry. I'm looking towards the future. The way I understand surveyors is as kind of the caretakers of the cadastre.

I know, as I understand about surveying, we all hold kind of a vast amount of data in our practices. I look at the competition around us, and I see a lot of potential for them to move in, as Izaak was using a good metaphor, saying shoulder to shoulder, and I see that as kind of a frightening possibility. For me coming into this industry and looking towards the future, I'm going to be the one that adopts it once I have my licence and once it's 20 years from now.

So I hope that we kind of use the data that we have and move in the right direction as this new cadastre project is being suggested and talked about, and I support it, and I'm hoping that we all talk more about the grand potential of it. Thank you.

MR. MATTHEWS: I won't be long, just one minute. Mike Matthews, Kingston. I work for the Ontario government. I'm very proud of it. I heard a number of people ask questions, "Where does the government stand in this issue?" So if I can ask the Task Force to ask our Surveyor General or the people in charge of the different ministries -- Russ Hogan for MTO. There are different ministries doing a lot of GIS work -- Ministry of Environment. If I can ask the task group to get back to them, get a position on that, because I would love to know. I don't know where we sit on this. So that's my first item.

The second one was: What is expected of the membership at the AGM, the Open Forum? Are you expecting a vote? This has been a great information session. What is the expectation for the membership that's here today and here on Friday?

MR. BRUBACHER: Depends on what you would like to vote on. If we are talking about a vote and the vote is to say to the Task Force or to request to Council to maintain that Task Force, keep going, bring us more information and pursue these opportunities, we can certainly do that. If the vote is on a, heaven forbid, share structure of the company, we don't have that information. So it's all going to depend on what it is we choose to vote for, if we do a vote.

MR. MATTHEWS: Is there anything the task group is looking for, then? I presume full support. I haven't heard that verbalized. I saw your slide saying, "This is an update," but at the regional group meetings, we are expecting something from this meeting.

MR. BRUBACHER: We described the road ahead, and we presented a couple of very immediate opportunities that we want to go for. I don't think that I would be remiss in saying that we would like to have members ratify that path.

MR. MATTHEWS: Thank you.

MR. BRUBACHER: All right. It is now 5:30.

MR. WISNIOWSKI: I want to make one more comment. One of the things I want to stress to people is that our interest is first and foremost in M- plans and R- plans. I don't want to go down the rabbit hole of -- all of this stuff on SRPR is early on this. Right? Our opportunity is on data that we have a right to and that we already receive. We just want to get it differently. So if the SRPR thing is a big rabbit hole, let's cover that one up and let's not step in it for the time being, because there is lots of value for our organization not going down that rabbit hole initially.

MS. ANNA AKSAN: These are R-plans and M-plans from now into the future, or the previous one?

MR. WISNIOWSKI: We are day forward. We are predominantly day forward. We do have -- it's a start for a big part of our business. So it's enough to start.

MR. BRUBACHER: All right. Sergeant-at-Arms, will you please remove the standard measure?

SERGEANT-AT-ARMS: I will. My gloves are here.

MR. BRUBACHER: This concludes our business session for today, and we are adjourned until 8:30 tomorrow morning. Please rise while the standard measure is removed, and I will let you sit afterwards.

--- Whereupon proceedings adjourned at 5:32 p.m.

Thursday, February 23, 2012 (upon resuming at 8:30 a.m.)

MR. BRUBACHER: Good morning, everyone. Could I get you to take your seats, please. We have a few more people coming in. The meeting can now reconvene. It was nice to see everyone last night at the Welcoming Party and some of you later on, quite a bit later on, at the hospitality suite. It's always a highlight of our meeting. It was quite enjoyable.

Thank you as well for supporting the Educational Foundation. This is our Education Day today starting with a discussion about our strategic plan. But before we get into that, I would like to continue with the opening segments of the meeting that we split between yesterday and today.

First, I would like to introduce my Council. Of course, I am David Brubacher, your President. Everyone else, as I call your name, stand and remain standing until I get through to the end. Paul Benedict, your Vice President and President elect for next year. Walter Kowalenko, past President. Eric Ansell, Senior Councillor. Phillip Swift, Senior Councillor. Russell Hogan, Intermediate Councillor. Dasha Page, Intermediate Councillor. David Horwood, Junior Councillor. Bret Magee, Junior Councillor. Susan MacGregor, Surveyor General. Eric Bundgard, Lay Councillor. Art Leitch, Lay Councillor. Karen Julaine Palmer, Lay Councillor. Bill Buck, our Registrar. Blain Martin, our Executive Director. Ladies and gentlemen, your 2011/2012 Council.

I would now like to introduce our sponsors. As we did last year, we have introduced a number of levels of sponsorship to help offset the cost of running our meeting. We again have had a tremendous response to our invitation and thank the sponsors for your support. Our events sponsor this year, up in lights CG&B and Novex Group Insurance an Intact Company. Our platinum sponsors are Cansel Survey Equipment, Leica Geosystems Ltd., Sokkia Corporation, Teranet Inc., and Bob Morrow, - The Connectors Insurance Group.

Our gold sponsors are GeoShack, Geo-Plus, and Underground Engineering Services.

Our silver sponsors are Land Survey Records Inc., and the ORCGA.

In addition, Pat Hills of Cansel has again organized a hockey game for the delegates which is also fun. The game is tonight at the University of Ottawa Sports Complex. Please see Pat at the Cansel booth for details.

Now I would like to introduce our exhibitors all lined up at the back waiting for me. Once again, we have a very impressive exhibit hall display. The exhibitors are a very important part of our meeting and we thank them all for taking a few days out of their busy schedule to join us.

They are a vital component of the AGM in demonstrating the latest in technology and support services for our members. I would ask Dan Robinson of our AGM Committee to now please escort the exhibitors into the room. Each of them will be given a few moments to introduce themselves to us.

MR. HILLS: Hello everyone and welcome to Ottawa. I'm Pat Hills. This is my 20th AGM and my first AGM representing Cansel, no longer called Cansel Survey Equipment, a name that was too limiting.

Cansel is a Canon wide format plotter/dealer, the biggest Autodesk dealer in Canada, of course Trimble and Spectra Precision Positioning Equipment. Cansel is also the distributor for the Faro Focus 3D, the game changer, we call it, at a quarter of their size and half the price of the next best scanner on the market. At 2:30 today in the O'Connor Room, I'm going to do a short presentation on the Focus 3D, so right after your convocation lunch and right before Nigel talks about attractive young people -- or attracting young people, something like that. Sorry. And of course the hockey game tonight, so it will be great to see everybody and welcome. Have a good week.

MR. ELLIOTT: Good morning everyone. My name is Robert Elliott. I'm with Océ-Canada Inc., a Canon Group company. We are proud to be here today. We are manufacturers and suppliers of the world's finest wide format document management solutions. I just wanted to take this opportunity to invite you all down to the Canadian national product launch of our brand new printing system, the Océ PlotWave 350. So we hope to see you all down there. Thank you.

MR. KETTLE: Greg Kettle, GeoShack Canada, representing Topcon Positioning products. Now with five locations in Canada: London, Toronto, Ottawa, Montreal and Quebec City, for all your survey and GPS needs.

MR. FISHER: Hi there. I'm Jeremy Fisher. I'm with Teranet. I'm very pleased to be here at your AGM. Here representing Geowarehouse, our subscription-based access to land registry information and the Ontario Parcel fabric. We also partner with many surveying firms to provide access or re-licensing of historical plans to our 55,000 subscribers in the real estate community. I would like to see you at our booth to find out more about opportunities. Thanks.

MS KASUMBA: Hi there. I'm Susan Muleme Kasumba. I'm here with Airborne Imaging. We are a LiDAR company. We have airborne LiDAR systems. We also have a Lynx mobile mapping system for road and rail transportation projects. We are going to be doing a session at 2 'clock in the O'Connor Room. Charles, my colleague, will be giving some information on how that mobile mapping system can help you better meet your client needs for transportation projects.

MS. COCIU: My name is Lilia Cociu. I have been working for Underground Engineering Services for three years. I'm a CAD designer, engineering training. If you need some information, we have a booth and we can talk.

MR. CLARKE: It's Gerry and Jody Clarke and we are The Marksman. Make sure you come by the booth and have a look. I would actually like to thank the members of the Association for all their hospitality, Lena Kassabian and Daniel. Thanks very much for having us and make sure to stop by the booth.

MR. SCAIFE: My name is John Scaife. I'm with multiVIEW. We provide a variety of underground imaging services include utility locates. We have been in business for over 20 years and we are quite pleased to be here today. Thank you.

MR. ARCAND: Hi. My name is Lawrence Arcand. I'm with TSH/TBE. We do subsurface utility engineering and utility mapping. I have a talk at 11 o'clock in the O'Connor Room. I'm going to be talking about some of the technologies that are used for utility mapping, so I encourage you to come and hopefully learn a few things. Thank you.

MR. EDGAR: Don Edgar, Leica Geosystems. I would like to welcome you all to Ottawa. Come over to our booth, have a look at all the latest in total station imaging. We are also doing a presentation in the Wellington Room on our LiDAR scanner and I hope to see you all in the booth. Take care.

MR. BLANCHER: Good morning everyone. Sandy Blancher. I'm with MicroSurvey/Hexagon. I know there are probably a lot of questions out there with our merger, so just stop by the booth if you have any questions. I'm doing a seminar at 3 o'clock in the O'Connor Room on STAR*NET and our new embedded CAD software.

I would like to thank everybody for the opportunity to come and show our products and just stop by the booth. Thanks a lot.

MS. CRAGG: Donna Cragg, Terra Discovery. Congratulations on your 120th. I have only been here for three, but I enjoy coming every year. Terra Discovery Limited, we do subsurface utility engineering mapping and we work extensively with surveyors right across the province, so hopefully we will hear from some of you at some point and stop by the booth. We are next door to The Marksman.

MR. PATERSON: Good morning everyone. My name is Scott Paterson. I'm with Tulloch Mapping Solutions. We are a new group within the Tulloch group of companies. We are located in Ottawa. We just started up in August of this year and we are focused primarily on mobile LiDAR mapping for transportation applications, delivering very high accuracy products enabling the system to drive down the road and collect millions of points and making sure that surveyors are safe. We can deliver a product that is very similar and much better quality than traditional means.

Today at 10 o'clock, I believe, we are presenting some results from recent projects that we have done here in Ontario, so I welcome you to join us at that presentation and we do have our mobile system at our booth today, so please drop by and take a look at it. Thank you.

MR. CURTIS: Hi. My name is Marc Curtis with First Base Solutions. We focus on aerial imagery, geospatial data and mapping solutions. Our main focus is producing orthophotography. We have been doing it for ten years and we have built a DEM in south central Ontario to support the accuracy of our orthophotography and we can capture at three-centimetre pixel resolution, so please drop by our booth and thanks to AOLS.

MR. McMILLAN: Good morning. Mike McMillan with Sokkia Corporation. Once again, thank you to everyone in this room for all your continued support and we really appreciate your business and all that you do for us. At Sokkia, we have a couple of familiar faces. We have two new people with us this year. One is standing beside me, Rajive, he runs our scanner business and some of you might have seen little blonde Devon bobbin around the place, so feel free to come to the booth. Meet our team.

At 10:30, we will be doing a presentation. Sokkia has a line of brand new products with some features in the total stations, security features so your total station can't be stolen. Real-time applications where the office can see what the survey crews are doing in real-time, so we will go through that at 10:30 today.

If you miss it, feel free to stop by and we can walk you through it again. Thanks everybody and good to see you again.

GEORGE CTACHPOLE: It's great to be here again. What we do at The Drafting Clinic is we just fart around and drink beer and have fun. That's the truth of it. All these other guys are lying. Anyway, we have a job to do. We are displaying wide format imaging equipment and you are welcomed to come by and have some fun. Thank you.

MR. FRANCIS: Good morning. My name is Paul Francis. I'm with Northway/Photomap/Remote Sensing Ltd. We are located in Barrie, so we have a new address and a new phone number, so if you stop by our booth, you can pick up a business card. We are a full service photogrammetric mapping, surveying and LiDAR services company and we would be more than happy to talk with you about any needs you may have.

Thanks.

MR. PETTIT: Bruce Pettit from Fleming College. I have 18 geomatics students here today and two GIS students. They are graduating this spring. I will have, as you have seen before, the employment board outside our booth which is just outside the AOLS registration booth and you can put your name on there at coffee break or lunch. There will be some times to meet with these students and they will sign up if they are interested in your location and work order.

Particularly if you just want to meet some of these students and talk to them, it's a great opportunity. Thank you.

MR. BEAUPRE: Good morning, everyone. My name is Wilfrid Beaupre. I'm the president of GeoPlus. GeoPlus has been in business for more than 25 years mainly into land surveying software and civil engineering software. We also do land document management software. We are doing a seminar at 1:30, if you want to come and see us. Finally, we want to present our new vice-president of business development. His name is Martin Pineault.

MR. PINEAULT: Hi. As Wilfrid said, if you could come to our booth, we will show you our software from the beginning in the field till the end in the office, and as you have already seen with Luc St-Pierre, Infolot, we are one of the main software developments that feeds data for Infolot starting from the surveyor's office, so if you could come to the booth and help me with my English, I will appreciate it. Thank you.

MR. BRUBACHER: I would like to thank the exhibitors for joining us at our AGM and encourage you all to visit them over the course of the meeting. Refreshments will be available in the exhibitors' hall throughout the course of the meeting, so if you are thirsty and you want something to drink, get something and walk around and say hello.

One message I took away from the seminar yesterday is the opportunities for new students and the enthusiasm of the new students for what we are trying to do. This is particularly important due to the demographics of our membership. This is why it's important for us to encourage and inspire students to enter our profession. I would like to welcome all students in geomatics and articling students to our meeting. Could any students who are with us this morning please stand so our members can welcome you. Thank you.

This year's poster competition submissions are displayed in the hallway outside of this room, the Victoria Ballroom. We have 12 entries. The posters are prepared by graduate students from York and Ryerson.

The Educational Foundation has funded prizes for first, second and third place. It says judging will be done. I'm going to say judging was done by Bruce Pettit, Mark Tulloch and David Stringer. Please take a few moments to have a look at those because they are excellent; they are truly excellent.

I do have, hot off the press, results. In first place, Annie Chow and Neda Poursaeid. Second place, Mahmoud El-Rahman. Third place, tied between Wai Yeung Yan and Akram Afifi, all Ryerson students. Thank you very much. Congratulations.

We have with us today a number of professional guests representing other provinces and neighbouring state associations, and national organizations involved with our profession. I would like to now introduce our guests and their accompanying persons if they are present.

Due to time constraints, I will ask that one representative guest speak briefly at our closing ceremonies tomorrow during the President's Luncheon, but I do extend an invitation for all of you to take part in our deliberations over the course of our meeting and provide as much input as you wish.

I'm certain they will prove to be valuable assets during the meeting. From the New York State Association of Professional Land Surveyors, President Steve Boddecker.

From the Minnesota Society of Professional Surveyors, President Paul Vogel.

From the Association of British Columbia Land Surveyors, President Peter Mueller and Lorraine Mueller.

From the Alberta Land Surveyors' Association, President David Thomson.

From the Saskatchewan Land Surveyors' Association, President Wayne Adams and Sharon Adams.

From the Association of Manitoba Land Surveyors, President Don Bourgeois and Karina Marshall.

From the L'Ordre des arpenteurs-géomètres du Québec, President Pierre Tessier and of course executive director Luc St-Pierre was our keynote yesterday.

From the Association of Nova Scotia Land Surveyors, President Carl Hartlen and Rhonda Hartlen.

From the Association of Newfoundland Land Surveyors, Neil and Margaret MacNaughton.

From the Association of Canada Lands Surveyors, Vice-President Jeff Fee.

From Professional Surveyors Canada, Norm Coté.

From the Canadian Hydrographic Association, President George McFarlane and Hope McFarlane.

From the Ontario Association of Architects, Gerrie Doyle, who I believe will only be here tomorrow.

And Honorary Member George Wortman and Janet Wortman.

We have one other special guest that has attended this meeting since before many of you got your commission. Malcolm Shaw and Janice Shaw from New York have been coming to this meeting for 30 years. Malcolm says that all of their friends go south for the winter and they come north.

Malcolm and Janice have made many friends of our Association over the years, and quietly in one on one conversations, Malcolm has added a lot of wisdom for our members to take away. I can attest to that personally. He says that he takes away with him far more wisdom than he has ever given. Ladies and gentlemen, would you please join me in giving a special welcome to a true friend of our Association.

Now, there are, unfortunately, those who can no longer be with us. I will read the names of those members who have passed away since our last Annual Meeting. Please rise and remain standing for a silent tribute.

Today we remember: Murray Ellins, 820; Kenneth Hulme, 955; Stephen Hook, 1007; John

Fleguel, 1647; Robert Meisner, 1212; Jonathan Lancaster, 956; Charles Gibson, 628; Allen Burgham, 813; William Keatley, 1298, John Hamilton, former Lay Councillor; Carl Fleischmann, 1005; Patrick Sutherland, 1055.

Does anyone know of any other member who has passed away since our last Annual Meeting? Thank you. Please be seated.

Our next piece of business is a report from the scrutineers. As there was unfortunately no election this year, there was no need for scrutineers. Therefore, your President for the coming year is Paul Benedict. Your Vice President is Eric Ansell. Your two Junior Councillors will be Travis Hartwick, who we have seen around here and he is at the back, and Richard Murray.

I would now like to invite Vice President elect, Eric, and the new Councillors elect, Travis and Richard to come forward and speak or approach a microphone and speak.

MR. ANSELL: I'm Eric Ansell, and I would like to thank everybody who voted for me. I really appreciate your support. It's always kind of bitter sweet to be acclaimed. You always want to think that you have ran for something and you have acquired it before you got the support of the membership.

Hopefully, I believe I do have the support of the membership and I thank you for the encouragement that I have had the last few days while at the AGM and I certainly look forward to being your vice this year. Thank you.

MR. HARTWICK: Good morning. My name is Travis Hartwick from Pakenham, Ontario, not too far away. I really appreciate being part of Council. I had my first taste at a Council meeting the other day and I think we certainly have a lot on our plates, so looking forward to the year and looking forward to bringing anything that you have in mind to my attention and we will certainly bring it to Council. Thank you very much.

MR. BRUBACHER: Richard, would you like to speak? I don't think I actually see Richard. We had a pillar in the way. You are good? All right. Paul, you will get your chance to speak tomorrow.

Next we have the minutes of last meeting. I would like to now address the minutes of the 119th Annual General Meeting. Executive Director, Blain Martin, please present the motion regarding the minutes of the 2011 Annual General Meeting.

MR. MARTIN: Before I present the motion, I would like to say that last year we were successful in getting the Annual General Meeting report out by the end of the summer and we are aiming for the same thing this year. We also got a digital copy of portions of it that we thought was critical to the members quite soon after the annual meeting, and again, we will do the same.

Be it resolved that the proceedings of the 2011 Annual Meeting as printed in the 2011 Annual Meeting Report be received. Moved by myself and seconded by Bill Buck.

MR. BRUBACHER: Is there discussion? Hearing none. All those in favour, please raise your hand. All those opposed, raise your hand. The motion is carried.

There are people who have gone beyond the call of duty to make this day possible. In that regard, the AOLS staff have helped myself and my wife LeeAnne plan an accompanying persons program that I'm sure everyone will enjoy.

This morning, the accompanying persons need to be in the lobby at 10:15, which is coming up soon, to board the buses for a tour and lunch at Le Cordon Bleu. I had the good fortune of getting the same tour earlier this year and it was quite an interesting and enjoyable experience.

Tomorrow they will also be going to Parliament Hill to take a tour of Parliament Hill. Today is an education day and it starts with a discussion about our new strategic plan, or existing strategic plan.

Paul Benedict will lead us in that discussion. Coffee will be available in the exhibitors' hall throughout the day and we will break for coffee this morning at about ten.

After coffee break, Paul Church will lead a discussion on Mandatory Professional Development and Ken Wilkinson will outline what upcoming courses the Continuing Education Committee have for us. Both of these sessions will provide an opportunity for you to provide input and ask questions on the topic.

The Convocation Luncheon will be held in this room which we will have to vacate at 11:30 sharp so that the hotel staff can prepare it for the meal. If you are attending the luncheon, it will be starting at 12:30. If you are not attending, food is available in the hotel restaurant. There will be a cash bar set up in the exhibit hall.

After the luncheon, Nigel Day and Bruce Millar will lead us in a discussion about Attracting Young People to our Profession, and then following that presentation, Dan Cormier and Bill Snell will be leading a discussion about Survey Research, and I believe Dave Horwood will also be presenting the results of the recent survey that many of us filled out regarding fees for research.

Again, if you are not planning on attending one of these presentations, please attend the exhibit hall and visit the exhibitors. They have lots to discuss with you as well. Some of them have specific presentations about their product, as you just heard, in the O'Connor Room near the registration desk. If you need some additional directions, just go to see Lena, say hello and walk right on by and turn right, you will be there. The specific exhibitor and the time of their presentations is on a board at the entrance to the exhibit hall.

Business sessions will continue on Friday morning at 8:00 a.m. sharp and will conclude at the President's Luncheon with an inspirational presentation by Jowi Taylor, a multiple award winning writer and broadcaster. The luncheon also includes the installation of our incoming President, Paul Benedict.

Open Forum will commence after the Friday morning coffee break. In response to valuable feedback from our members, there will be a form called "Open Forum Topics" that is available at the registration desk. Please take the opportunity to write your topic on the sheet. You may sign it if you wish to be called upon or not. It is your choice.

This way we will be able to ensure that time is allotted for more topics at the Open Forum on Friday. Please remember that any motion must be prepared in writing and submitted to the Executive Director or the registration desk, attention Executive Director, of course, in advance of the meeting.

Equally important to promote dialogue between members, there is a cash bar and coffee in the exhibit hall. In addition to meeting your colleagues, please take advantage of the coffee breaks and any extra time you have available to visit the vendors in their booths.

Again this year, the Educational Foundation will be auctioning the circumferentor, made available by the Archives Committee. A live auction will be held during the Open Forum time slot. The lucky bidder will have an opportunity to display the artefact in their office for one year, and then it will be returned to be auctioned again next year. All money received, of course, goes to the Educational Foundation.

I hope everyone is available for the remainder of the week to participate in the remainder of the meetings and events at our 120th Annual General Meeting.

I now invite Paul to come forward and give us a discussion on the strategic plan.

STRATEGIC PLAN PLENARY DISCUSSION:

MR. BENEDICT: Hopefully my presentation will come up shortly. To begin, this presentation was to be put on by Dr. Richardson who at the last minute couldn't make it, so I ended up being voluntold to cover for him.

The strategic plan has been in the works for the last couple of years. Originally we started off with Dr. Richardson leading the discussion along with his assistant, Erik. The strategic plan was developed not just by council, it was also developed with the Regional Group Chairs and a number of other Chairs and members of various committees.

Last year in September, we updated the strategic plan to update the various things we have accomplished, cross things off, and to add new items to what we were working on. We have various objectives for 2015. We sort of set a five-year goal, and then along the way, we set various annual goals to get there. And then along with the annual goals, you set smaller bites, 100-day action plans that move you forward continually.

In general, our objectives for 2015 were to increase membership by about 25 per cent. All geomatics areas represented in our membership base, so we wanted to have hydrographers, we want to have photogrammetrists, we want to have a good representation. Maybe my age is starting to show. The eyes are going.

Seventy per cent of all membership involved in promotion in supporting our activities, accurate cadastre in place. That would be what we talked about yesterday and hopefully we can carry that through. We want to have an articling process that attracts members, not discourages them. AERC is currently working on that process.

We want to have consistently low scores at SRD. We don't want to have members being referred off to complaints and discipline because they don't carry through or do proper research or do the proper job that they should. With that, that goes with continuing education. If you educate, then hopefully you have your skill set in place and you don't have high SRD scores.

We want to have high membership satisfaction with the mandatory courses that we put on and with our Association. That highlights some of the objectives for 2015. Our objectives for this year coming up were to complete the regulation changes to 1026. Some of the regulation changes proposed were in mandatory continuing education. That was the main focus of it.

The other little changes, one word change, actually, for AERC to make it easier, instead of baccalaureate course or equivalent, it's going to be equivalent competency, so instead of looking at do you have the same course, you can look at the person's work experience or other experience.

We want to have high member engagement. While we have a turnout today, that shows that there's a good engagement. Hopefully we can work on that and increase it. We want to have a company established and staffed and funded for the digital cadastre. We have already formed the company, so that's one step. Now we have to do all the other work in progress to actually get that company off the ground and properly resourced, properly staffed and up and running.

We want to have an improved entry process to our Association in place and we have discussed that. We want to have no further Geographic Information Management attrition. Rather than losing GIMs because we haven't had much to offer or perceived to have not much to offer, we can actually start increasing our GIM membership. Hopefully the digital cadastre project will help that out.

Right now we have about 40, 45 students in the articling process. We want to increase that by about 15 students. To do that, we have had to change the name. It used to be the University and Colleges Liaison Committee, but now I think it's Geomatics Recruitment Committee

They have been working very hard. They have been doing promotions, public awareness. They have been attending college and career fairs. They have attended, I guess, it's the Geographic Teachers Association. There is an acronym for them as well, but I don’t recall, but they have attended that and they have been working with the Ministry of Education to get geomatics into the curriculum for future students.

We want to have more online courses available. We have the law courses that are available online for students. After a little more beta testing, we hope to roll it out for everyone else. We also hope to have other courses available by Webinar or what not available online.

We want to have the website launched. That's one of objectives for this year. We said that last year, but I think it's ready to roll right now. We just have to flip the switch. Tomorrow, Dave says. We will hold Dave to that, right?

That pretty much covers what we hope to accomplish this year. We have very key priorities. We want to restructure our committees. We have already done that actually. That's one of the things we have done. We reduced the number of committees by about 40 per cent. We have merged committees. We have eliminated committees that had hung around and had accomplished their tasks and were no longer required. Right now we have done that, we have to start populating some of the committee. So if you are interested in volunteering, we are looking for people to fill those spots.

We want to have an accurate digital cadastre in place. We talked about that yesterday and we are working towards that and that will be a big objective for this year. Professional development. Mandatory continuing development, we will hear more about that later today, but it is in the works. We have the regulation changes in process. Hopefully this year they will be in place for next year, so Mandatory Professional Development will be a requirement for us.

Member engagement. That's a tough one. We want to have everyone out and involved and engaged and look to ideas to help get those that aren't here, that routinely don't come out, to meetings. Mandatory continuing education, although it's a bit of a stick approach, it's one way to get people out. We would like to encourage them to come as well.

Expanded GIM membership is a tough one as well. How to engage the GIMs to get them to come into our profession? We do have a lot to offer. Yesterday we heard Laverne Hanley and Frank Seguin from Union Gas. They had already joined as Associate Members, but they would like to be full members. There is a number of other people like that that are in the same spot that are very qualified in the GIS field that would like to join and we are trying to find a way to encourage them to expand our membership to get them in.

Lastly it's not just GIMs we want. A lot of us are getting older and greyer and we want to replace ourselves to have a succession plan. My father is over in the corner. He had his succession plan with me. I need somebody to replace me, so that is something we have to work towards to attract younger members and we have the Geomatics Recruitment Program working on that.

We have a number of 100-day action plans, and Dr. Richardson has been working with us to keep our feet to the fire, to make sure that we actually keep working ahead. Rather than trying to take big bites all at once, these little 100-day plans actually help us move forward, so we have the committee restructuring. We had the digital cadastre project where we have been meeting every week actually to work towards it so it's not just 100-days, it's almost a weekly plan to move forward.

Member engagement. We have been working with trying to develop regional group pitches to get people to come out to regional groups. That's sort of the stepping stone to talk to your local surveyors to get them out.

Lastly, we have GIM membership and recruitment. There are various steps that we want to take. Some of these things are off target; we are a little behind. It's expected because we have limited resources. We have to focus on various things to move objectives forward, but in all that, we know where we are at with these items, and we are moving forward on them. Since I didn't have a lot of time to prepare, that's about all I have to say. I think I probably pushed your schedule ahead by me being brief. If there are any questions, I guess, I can try and field them.

MR. BUNKER: Tom Bunker from Gravenhurt. I see in some of your key priorities is the member engagement and that has always been a real challenge. As most of you know, I'm involved in other professional capacities. I'm also a chartered accountant and a professional engineer.

I would just like to make a comment. It seems to me, I know our profession went through this, our Association went through this assessment as to whether its role was in part to support member services, and we came to the conclusion that it was not appropriate for the Association to support member services.

I know in the professional engineering field, they are now at a significant crossroads because they actually separated the member services component from the regulatory component and those two bodies are now suing each other because they can't seem to cooperate.

The other side, as a chartered accountant, we get all kinds of member services through our professional association. It doesn't seem to be a big deal. In fact, you see all kinds of TV ads and things supported by the Chartered Accountants of Ontario. They get all kinds of publicity. They have all kinds of political influence, and I think we work at cross purposes by not merging those two types of activities together and I think the membership would be more engaged if they thought they were getting more support from the professional association itself, so maybe it's time to revisit our thinking on that.

MR. BENEDICT: I agree with you, Tom. This is a simple answer. It is something that I think times have changed from when that study and that philosophy was presented. I know Council seems to be a little more engaged and want to provide various member services. We have hired Julia Savitch who is going to be our member services coordinator to do various programs and we are always looking at different things to support our members. It's not on here, I don't think, but it's one of the items that we looked at is supporting our membership to develop it.

MR. SUTHERLAND: Norm Sutherland, Chair of the Integrated Surveys Committee. To fill in time, and you might not have the information available, but it might be interesting to know what committees no longer exist. Some of us have been sort of in limbo. There might be members of committees that don't know whether they are still required to serve, so I don't know if that information is ready for publication yet or not, but you mentioned it was part of the business plan.

MR. BENEDICT: That information is available and it will be rolled out shortly to have a list of the new committees, and there is a flow chart, a new chart that has been developed as to what committees are still there and what's around, so that should be circulated shortly.

MR. BRUBACHER: I would add as well as complete terms of reference of all the committees which I believe have been circulated to the Chairs of each of those committees for comment, we have received a good number of those back and we just need to bring everything together, build a communication plan on it, and get it out to you very quickly in fact.

MR. MARTIN: Blain Martin. I wanted to address Tom's comments about member engagement. This is pretty premature, but I want to back off a little bit and talk about Professional Surveyors Canada and the compensation survey that they have done, which is great, and put us in contact to be able to talk to the company they have used.

That company does the surveys. The compensation surveys are a statistical analysis, but I met with the principal of that company a couple of weeks ago and they were talking about another form of engagement that they do, which is reaching out to the members or reaching out to potential members and trying to figure out exactly what the members want, and they have some processes to do that.

It's not just to say, "What do you want?" Because that's not going to get an answer because often times, people can't articulate exactly what they want, so they would do a questionnaire and then come up with a solution for that.

It wouldn't only address the cadastral surveyors, it would address the GIM part of the profession as well and engage people outside of the organization already, so that's a thought process that fits with the strategic plan for next year, probably premature to mention it, but we are thinking in that direction.

MR. BRUBACHER: While Peter Mueller comes to the mic, I would just like to add: You are probably all wondering what I was doing flicking around on my phone up here on stage. I have just sent an e-mail to Keron Cato back at the Association office. I understand that she has the new website, and other than having a content shortfall, it has been tested. It has been run through the ringer, it is ready to go, so I have asked her to flip the switch and get back to me as soon as possible.

Hopefully before we leave here tomorrow, we will be able to go to the new website. There will be a little less content than what we are used to, but we will fill that in as we go. I want your eyes on it. I want your feedback on it, and I want you to use it. Peter?

MR. MUELLER: Peter Mueller from Surrey, B.C. During our travels this year on the tour and in our President's forums, this topic has come up numerous times. I think it's a topic that every association is trying to get our heads around, but I think a key point in engaging members is to look at what we can do to engage our future leaders of our Association and how we might mentor those folks that have an aptitude to do this type of work, volunteers and try to encourage our younger folks to get involved.

We find in B.C. that our committees are populated with many of the same people. The burnout factor is there, I'm sure you know that. We end up having to cherry pick in a lot of cases, do one on one recruitment, but I think you are on the right track.

I think that this topic is going to be discussed further at more forums throughout this year. Part of the reason we have those forums is to collaborate and discuss these types of issues, so I think you are on the right track.

MR. BENEDICT: Thank you.

MR. BRUBACHER: All right. Thank you, Paul. We have another comment from John.

MR. WARD: John Ward from Kingston. I just want to make a quick comment. I have held back on this for awhile. I mentioned it before, but we have enough initiatives going right now that we don't need a new initiative.

I want to put this forward that one of the key points for volunteer member engagements is to have a professionally managed volunteer management plan and program, and what that means is you have actually a service that makes every member of this organization a volunteer.

If you join the organization, you are a volunteer and you are registered on the roster and you are not registered not only for your interests and your strengths but for what motivates you. If I'm motivated by the mad motivator, make a different motivator, if I'm one of those people, then I'm going to be on committees that make a difference.

If I'm motivated by making new friends, socializing, I'm going to be running some of the trade shows and helping out with the Education Foundation and that sort of thing. If I like history and analysis and that kind of thing, I'm going to work for the historical, so all that is in your program. These are available for a few hundred bucks a month from the web basically, but everybody is in there, everybody who is motivated are there.

You are familiar with something like this for habitat, Paul. Everything is there. And then when you have something you want done, you don't go to your friends, you don't go to the buddy, the guy that did the good job last time, you go to the web.

You say, "Okay. Give me ten people in Ottawa. They are interested in trade shows." That would fit that, and then it automatically e-mails ten people. It says, "Would you like to give us" -- and what it offers, which is really important, is would you like to give me four hours and you are done, or would you like to give me six months on a committee and you are done. What's the commitment? What are you going to do? Would you step up and do it?

It frustrates me that, because I'm always in a hurry, I guess, we can't get to that sooner, because in my view, I look at this organization as a person that delegates a lot and I got 700 high end people, like really high end people. This isn't a local service club. I got people that are highly educated, highly motivated, intelligent, experienced. You look for criteria, and you have it. And I'm only engaging probably, I don't know, pick a number, 60. The reason for that is probably the lack of structure that people say I don't know whether I'm interested, I don't know what I'm committing to, I don't know whether I will make a difference. I don't want to sit on a committee and just talk, whatever.

I think when it's okay, and I mean okay from an operational point of view for the council, we need to take a serious look at this and move forward on it. The public PAC committee has put this forward a year ago, the sort of framework stuff is there to look at, but when it's appropriate for the senior administration, Council and our management, I think we should take a serious look at it.

I just want to throw that comment out since engagement seems to be coming up over and over again here this morning, I thought I would offer that, so thank you very much.

MR. BRUBACHER: Thanks, John. Any more comments and questions on that? I just would like to add one more: You have heard it before, but I think it's worth repeating.

This strategic plan has been a really very effective driver for getting things done in the Association. It has been well worth the time and effort from a number of different perspectives.

Number one, I think that some of the people that are here today, and in fact I know for sure, Travis is a councillor today in part because of this strategic plan process where he was invited as a Regional Group Chair to one of the sessions and came to understand how much is going on and how much excitement there is, how much exciting things are happening within the Association and wanted to get involved further, and so all I can ask is that if you haven't already had a good look at that and if you haven't already really come to understand what it means and why it's a guiding document for us, a road map for us, then come and see anybody on Council.

We are happy to talk to you about it. If you want to go further, if you want to volunteer, let us know about that too. We are now at 9:35 which is, I think, a little too early to break for coffee.

I'm wondering whether I can get Paul Church and Ken -- I don't know if Paul is even in the room at this point. Otherwise, I think we will have to break for an early coffee. I don't see Paul.

I'm told that in fact if we break for coffee now, we won't actually get any. What I would like to do is invite some of our -- because we have a time crunch tomorrow, we have a little bit of an opening right now. I would like to invite some of our out of town guests, if they wish, to come forward and address the membership. Instead of having a single representative, I think I've got more of you to speak. Sorry to put you on the spot like that. You have done it to me.

MR. HARTLEN: Carl Hartlen from Novia Scotia. Yes, kind of on the spot. I don't really have anything prepared, but I found the discussion yesterday with respect to the digital cadastre to be very exhilarating.

In Nova Scotia, we have a little different scenario because 30 years ago we started this project and we have been done for quite some time, so I looked at the Ontario approach and the Quebec approach. Ours went very similar to the Quebec approach.

We have every parcel in Nova Scotia mapped and it's digital. We approached it very much the same way as Quebec did. Contracts went out, they were done in blocks. Unfortunately, unlike the dollars that we saw from Quebec, in Nova Scotia, the contracts tended to be done in the winter time and they were used to keep staff on as opposed to laying them off. And as Nova Scotia Land Surveyors are famous for, we beat each other to death on price to the point where I don't think any of us made any money. But at the end of the day, we did get the province mapped.

Just recently in tying in with our new Land Titles Act, every document and every plan that was in the registry has been scanned and is attached to one of these parcels that has been created. Obviously, all the parcels -- some of them haven't been mapped very well. That just goes without saying.

If you have garbage in, you are going to get garbage out, but nevertheless, it has been done. Every subdivision plan that is created gets into our registries and gets online digitally and it's updated, so on a go forward basis, it improves the system.

I think it's a very aggressive approach that your Association has taken. Ours is, as I said, was funded by the government and is maintained by the government and it will be there as long as the government wants to put the resources at it.

In Nova Scotia, I don't see how we as an association could ever attempt to create our own digital cadastre. We would in fact be competing with the government right now, but I see Ontario is opting -- so anyway, I just thought I would mention that. I wish you well with this endeavour. I am very interested to see how this pans out down the road. Thank you very much.

MR. BRUBACHER: Thank you, Carl.

MR. BOURGEOIS: Don Bourgeois from Manitoba. First of all, I would like to thank your Association for inviting us to your meeting. Membership may not be aware of it, but it's extremely important that your delegates travel throughout the country for events like this to essentially get ideas and exchange ideas so it's always most invigorating and informative for other associations. Believe me, we do bring back a lot to our associations from these meetings.

In terms of the discussion yesterday, Manitoba is sort of in a similar situation. However, our government would like to run the cadastre or the GIS system and we are in negotiations right now with them. We are not sure how this is going to pan out. We would like perhaps a partnership with the government. They are asking us for a great amount of free information as it were, and we are not sure how it's going to work.

We would like to get something out of it if we could. We have a Crown Lands Registry we are proposing that maybe be switched over to real property so the surveys could be done under that regime, much better for all the private members.

We are looking at maybe getting some royalty if we can. Basically right now all things are on the table, but as you can imagine, it's a pretty difficult negotiation with the government. There is the 800 pound gorilla sitting on top of it us, so we have that.

We have a new act that we are trying to get through. We are hoping we can get it through in the spring session. One thing that's come forward from my brief travels -- I was just elected in September -- is how little good positive government and public liaison the associations really have and that's readily apparent in our association.

I'm not sure what your situation is, but I've seen it throughout the country, so far in my travels, that surveying associations don't have good rapport with government agencies; and in Manitoba, it's especially acute because we have a number of surveyors in the public sphere that we don't have any influence.

I'm really enjoying the meeting. I have taken a lot out of this meeting so far and I'm really interested to see where your initiatives are going to end up. Thank you.

MR. BRUBACHER: Thank you.

MR. MUELLER: Peter Mueller from B.C. Just carrying on from what Don was saying. Over the last year during my tenure as president, we made a concerted effort in B.C. to focus much more on public awareness, engaging government wherever we can and even engaging our local government at the grassroots levels to the point of being involved in teaching, teaching those officials who seem to not understand what we do.

We have gone through a local government management association and we have been presenting and actually crafting the course there with other agencies to assist approving officers in various different agencies to understand us better and understand the value we bring to the table, so that has been a very positive experience for us this year.

We have tried to meet with ministries that are very critical to the work land surveyors do in B.C. and we do that a couple of times a year. Just in the fall, we met with our minister who is responsible for our act and had the opportunity to just have a sit down session and explain to him what we are doing to service the province and service key initiatives that they have on the go.

Another big initiative that we took on this year was also developing a new strategic plan and we are going to be unveiling that in two weeks at our AGM in Parksville to our membership and engaging them.

It's very interesting how similar the issues that you have identified in your plan are to ours. Looking at those aspects we always learn from the different provinces about how they are dealing with these issues.

Also, near and dear to our heart is the cadastral parcel fabric project. Very interested in what you were discussing yesterday. We have been on a start and stop process now for a number of years about a consolidated parcel fabric for British Columbia, and just recently, our land title and survey authority, which is an arm's length authority that operates independently in B.C., has approved a business case to move forward.

The dynamic of that organization is that there are key stakeholder organizations that are on a board of directors that directs that organization of which our association has two on the board. We have very close ties to that organization because that's the employer of our surveyor general who also sits on our board.

All of the information that I see here is very applicable to what we are looking at. We are not quite at the point of knowing how we are going to fit into that role, but because we are a key stakeholder in the process of acquiring and entering cadastral data, we see ourselves as being a driver in that process.

In wrapping up, I want to thank all of the members here for the kind hospitality and for inviting my wife Lorraine and I. I extend the invitation to your incoming president, and although I think you won't be able to attend, to Eric as well, we are looking forward to having a good meeting out in Parksville and enjoying the west coast weather. Thanks.

MR. BRUBACHER: Thank you, Peter. One thing that you may have noticed. I'm not going to call you back to the microphone, maybe one thing you may have noticed and maybe all of the members have noticed is a similarity between where we talked yesterday about our 100-day projects and on our strategic plan, we have our 100-day initiatives -- just another word for projects -- and we find that having that short time period keeps us very focused, allows us to eat the elephant in more than one bite and keep moving forward and getting things done, getting things accomplished, so you may want to look at that. Thank you. Jeff?

MR. FEE: Thanks, David, and I would like to thank you for the invitation to represent the ACLS here. I bring greetings from our council and our president Rick Beaumont.
It was a very good session yesterday. I get the sense that we are going to hear some more before this meeting is over about that. It's an interesting initiative.

Most of my experience with cadastral fabric comes from Nova Scotia where I practiced for 25 years. I guess I would echo Carl's comments that it's has been a different approach there because centrally, what happened in 1979 was we brought in a regulation that mandated integration for any surveys done in the province. So for over 30 years, all the surveys have been tied to control, and essentially every plan ends up in the registry, and so the digital fabric is being built as the surveyors have been working over the last 30 years.

I just want to commend your Association for regulation that requires integration of surveys because that's the foundation of building a cadastral fabric. Without that, it's never really going to be what we need in the end. How it's approached in terms of a business model or trying to share that information with the public, it's a different issue and, really, I guess, we never really saw that as an opportunity in the east.

What we did recognize very early on was that there was a very significant benefit to the survey community to be generating that kind of information and sharing it among surveyors, so it's a win-win scenario with your integration requirement.

ACLS, we had our regional group meeting this morning and we were fortunate to have our Executive Director JC Tétreault who provided an update for our ACLS members who are in Ontario. We have had probably our most active year in terms of projects over the last 12 months.
We have rolled out a MyCLS project which is a checklist system that is designed to expedite the plan approval process for plans that go into the Surveyor General Branch, so that was a fairly major initiative that was carried out by our association and the surveyor general branch.

Another thing that was launched this year was our new online on demand exam for labour mobility candidates, that is, surveyors from other jurisdictions to expedite that process and hopefully encourage provincial surveyors to get their CLS commission.

The last thing that we have been working on and are continuing to work on is distance learning. This year we launched our GeoEd portal and we have recently started putting on a number of online courses, a GNSS course was on about a month ago.

We are doing an expert witness course starting soon, and we are also trying to get all of our study materials, which probably some of you remember those old VHS tapes. We are trying to modernize that and get all that online. It has been a good year for us and I would just like to thank you again for the invitation. We are looking forward to the rest of your meetings.

MR. BRUBACHER: Thank you very much, Jeff. Dave, did you want to add something? Go ahead.

MR. THOMSON: David Thomson from Albert. I bring greetings from our association to yours. I was totally intrigued yesterday with the discussion. I just want to relay a little bit about the Alberta experience. We have parcel mapping. We have had it for awhile. I guess we pay for the privilege of giving them our plans and our data. Every plan that's filed with land titles comes with a map. We have to pay a mapping fee.

We don't like it, but we do it. It has been going on for quite some time and it works. We have a good system. I can't imagine life without it. When I talk to practitioners, we were at the stage where you are at now. Many had wished they would have grabbed the bull by the horn, so to speak, and taken control of it.

It's a non-profit organization that manages this, and, really, the data is owned by the government, so the surveyors are contributors and users of the data, but other than that, we are not involved. We are trying to get a bigger stake and say so in it, but we missed the opportunity.

The challenge you face, I think, is you are a regulatory body and running a business at the same time. We wrestled with that. Haven't got any good advice to do that, but good luck with that and we will be watching with a lot of interest. Thank you.

MR. BRUBACHER: Thank you, Dave. I think that we are pretty much back on schedule. It's now 9:55, so let's break for coffee. We will be back here at 10:30. Thank you very much.
--- Recess taken at 9:53 a.m.

--- Upon resuming at 10:38 a.m.

MR. BRUBACHER: All right. If you could take your seats, we had a bit of a longer coffee break than I thought we did, but I would like to get going now.

I have a few announcements. Number one, we still have some Lone Star Ranch tickets available for tonight. If you are thinking you might want to join us, go and see Lena at the registration desk downstairs. I also want to make a comment about those tickets. There are some times on those tickets which are not quite right.

For instance, that Lone Star ticket says that we are leaving at 6:30, which is correct, but we want you in the hall downstairs to get on the bus at 6:15, and then the other bit about times, the accompanying persons program on the back of your blue schedule, those times don't quite align with the times on the side of the schedule for our meetings, so just be careful. If you have an accompanying person or a partner who is going on one of these, make sure that you have the time right.

Also, there are copies of incorporation of the Ontario Digital Cadastre Corporation downstairs on the registration desk for all of these who are interested in having a copy of that. If we run out, we will print more.
Lastly, our program from here on in is going to be led by Paul. He did the strategic planning discussion this morning. We are going to have the mandatory professional development update and a continuing education update as well as the standards presentation with Kent, so at this point, I'm going to hand over everything to Paul until we break for lunch.

MR. BENEDICT: Thanks, David. This morning we are going to hear a presentation on Mandatory Professional Development update on what has been going on, changes to the regulation from Paul Church, who is a Past President and Chair of the Committee.

We will also be hearing continuing education update of the courses they plan on putting on for next year and beyond by Ken Wilkinson, Chair of the Education Committee.

David was just saying that the letters of incorporation are right there in front of him at his table.

MANDATORY PROFESSIONAL DEVELOPMENT UPDATE:

MR. CHURCH: Thank you, Paul. My being up here almost seems to be an annual event. I have been involved with this Committee now for 11 years. We have been motoring through this whole process. This past year, our name was changed from a committee to a task force, so I think Council is sort of hinting something that maybe we should be -- we are hoping to see this wind down soon and that we are actually going to see this program in place very shortly.

Originally we had hoped -- and I know some of this information I have said before at different presentations, but I'm just going to outline some of the information anyway just to make sure everybody is on the same page. Originally we had hoped when we started into this whole professional development program to have it implemented by a bylaw. In every other province, I believe, they can implement a professional development program or professional continuing education program. It has several names. They can implement it by a bylaw.

In Ontario, it has to be done by a regulation, so a bylaw is much more flexible. You can update it from time to time just by virtue of a vote amongst the membership. Changes to a regulation take a little more time. The challenge was that when we went to have to implement it by a regulation, we didn't want to put too much information in the actual regulation because then if we wanted to change anything, it would be to be a fairly time consuming process.

We did get a legal opinion at one time that confirmed, yes, it had to be done by a regulation, so we developed a wording for it and went forward. Last year, I think in January 2011, the actual proposed wording for the regulation -- now this is Regulation 1026 that I'm talking about -- and it went to Legislative Council for review.

This regulation has a number of changes in it. It's not just a professional development aspect that has been included or added to the regulation, but there are changes to peer review, to AERC and a number of other areas as well. It's a lot of changes that are involved, so putting this regulation through is not all just about professional development and the issues we are dealing with, we being the Task Force, but also these other issues as well.

As I mentioned, we want to have as few details as possible in the regulation. We realized that our old program that referred to credits and categories, and if you were around over the last few years, you would remember that, but now we would have to have had to define all that in a regulation and we didn't want that amount of detail.
Legislative council came back to us and said, "No, we need to have something we can understand," so they wanted us to couch the whole program in terms of hours, not credits. Our old system was really great in a way because we could have a weighting system in there, we could have caps and that to make sure that the professional development activities were spread out over a number of different areas and not just all accumulated in one particular area.

It became a challenge to the Task Force, then, with this new approach, to recraft the wording of the program to fit around this hours system.

The proposed regulation. I have some wording, some things I'm going to show you, but it's not final. The last version that we had issued hadn't come back from Legislative Council yet, so we are still not sure if there are some tweaks in that that we will have to make, so I'm going to give you a very general overview of what's in the regulation.

Then I'm going to talk about how we have worded the programs. The program is something that council would institute. It would be on top of the regulation, so the regulation will set the minimum requirements, and then the program that Council would implement could go over and above it and have more details in that.

Two of the things that we did or are proposing to do is make changes to the regulation to make the program actually mandatory. The first thing we did was in the section of Regulation 1026 that talks about applying for renewal of your licence. We have proposed that we add a clause that says along with your application and with the other information and your cheque and things you have to submit to get your licence renewed, you have to submit your professional development report as well.

It doesn't say you have to have a certain number of points or anything like that at that point in time. It's basically you have to submit the report to satisfy the Registrar so he will renew your licence.

The second thing that we added into Section 34 which is talking about the standards of practice and other sections that requires that every professional member shall participate in a professional development program, and that is actually defined further down in the regulation in sections 41 to 46.

Section 41 starts off -- this is the proposed wording now:

"The Council shall establish a professional development program for the members of the Association in accordance with this section."

And then there are details. Now I'm just going to give you a summary of the details.

What we are trying to implement is a rolling three-year average, so that in any three consecutive years, you have to have an average of so many points.

If you had the opportunity in one year to do a lot of work and you can accumulate a lot of points, and in the next year or two years you don't get as many points, then it will average out over three years; or similarly if for some reason you don't get the required number of points in one year, then you have two years to make it up.

The requirements are broken down into two different areas. One is what we call formal activities, and one is the professional activities, and I will go into that in a little more detail. Currently, the proposal is that we are going to require that every member get 12 hours of courses, formal activities, so that would equate to about two days.

Twenty-two hours of professional activities in a year, and I will talk about that in a little more, and the regulation will also provide that council can make changes and additions to these minimal requirements. That's wording that we are proposing for the regulation.

In the regulation, it will have exemptions so that in the first year you become a member, you don't have to comply with the program. If you are sick or if something happens, you can apply to the registrar for an exemption, so that's an option too if you are in dire straits for any reason and you can apply to the registrar.

Every member has to submit a report. We said that in section 26 in the regulation. Every member must keep records and the registrar may conduct audits. That's kind of the essence of what the regulation will require.

Based on that, our Committee has, over November, December, January, we were working on trying to recraft the whole program that used to have credits and categories and that in order to comply with the hours.

The new program starts off with these couple of paragraphs, and this has been sort of approved in principle by council, but until we get the actual wording confirmed, the wording of the regulation confirmed, then it just won't be finalized.

So it just starts off with a preamble that says in accordance with the regulation, Council will establish a program, and then basically saying this is the program. It will consist of two groups of activities that I just mentioned to correspond with the two sections in the regulation, one that talks about courses or formal activities and one that talks about professional activities.

What we are also proposing is, we want to recognize that surveyors that are actively engaged in private practice or in the practice of professional surveying, by virtue of their very involvement with it, they are maintaining a certain level of professional competence. In the old system, you could put hours in, how many hours you put in private practice, and then there was a multiplier and a cap, so you could just get credits basically from just being in practice. It was important, we felt, as a committee, right from the very beginning to recognize that.

The new proposed program basically repeats what it says in the regulation about the 12 hours of formal activities and 22 hours of professional activities, but then we are proposing to require that any member that does not actively engage, for example, I work in the geomatics section at MTO, and if I went to work in the traffic section, if I got a position in there, I would have nothing to do with working with surveying. How do I maintain my professional competence? If it was just for a year, it might not be an issue, but if I wanted to maintain my licence and work for several years, what option do I have? What do I have to do?

What we are suggesting is that in that case, I would have to do an extra ten hours over and above what everybody else would be doing that could be divided up between the formal activities and the professional practice activities.

We have added that extra ten hours in there for those. I think there will not be many people in that situation, but we wanted to recognize that if people aren't in practice day by day, they are not having the same opportunity to maintain professional competence.

Formal activities will be courses. That's what Ken is going to talk about in a little while. One of things this program has done is really stimulated the Continuing Education Committee to be looking at the kinds of courses and having material available for people so that we can reach these goals.

As I mentioned before, you just get an hour for hour credit on whatever courses you take. You have to have at least 12 hours. Courses that are published by the AOLS, they will have how many hours you can claim. Usually a full day course would be six hours, and a half day course would be three hours, but that will be published so that there is no confusion.

Professional activities are something that is a little more broad. As you can see, participations in committees, going to OLS meetings, making presentations, publishing articles, raising awareness. In other words, going to maybe the local real estate board to talk about surveying, going to a school to talk about surveying, that kind of thing, raising awareness of the profession and self-study, so these are the kinds of things that we were talking about in terms of professional activity.

We just categorized them on the form that we will eventually finalize. This will be categorized according to these various things, but you can claim hours for going to meetings, attendance. These would be like regional group meetings, annual general meetings. You can claim hours for committee participation, so any work that you do sitting on a committee, any time you spend actually in committee meetings; you can claim that.

Presentations or publications, the preparation time, you can claim that as hour for hour, so if you spend eight hours preparing for a presentation and an hour making your presentation or two hours or whatever, you can claim that full amount of time.

Self-study. This was something that is meant to recognize the fact that just reading articles, keeping up on case law, reading the OLS magazine, reading GIS magazines or other magazines related to your particular branch of surveying, that keeps you up-to-date. That actually provides you with the opportunity to stay current with what's happening in your profession and it's an important part of it.

Our proposal is that we allow that we can claim time for that, but we cap it at ten hours. The idea being we didn't want somebody to say, "I read 100 hours worth of articles this past year, so I meet all my credits for this particular section there." We are saying that's fine, we recognize the need for it and if you spend time doing that, then you can claim credits, but we are also hoping that people will spread out their activities among these other different areas as well.

There is a section in the regulation and it will be part of the program too that says that Council can from time to time include additional activities or just the hours for required activities. If they do that, then members obviously will by notified of the changes and it will be published on the website and all of that because that was a concern from Legislative Council to make sure that if things get changed, the members know. It seems like pretty common sense, but we put that wording in the proposed plan as well.

You won't be able to read this probably unless you are sitting up in the front rows, but this was the chart the Committee developed just to help understand the different kinds of activities, a better description of what they are.

In the right hand column, just samples of the kinds of things that would be included within that particular category. Again, I think that hasn't changed a lot. I think we presented this chart or something very, very similar to it at previous meetings that we have done with regional groups and at the AGM, but that's also going to be part of the program just to give further definition and clarity to what is being required.

That's really my update. As I mentioned at the beginning, we are waiting on Legislative Council to come up with a final wording for the regulation before we can proceed with anything. Of course, the regulation is going to be voted on, so it's going to be up to the membership ultimately to approve this. Are there any questionings on that?

MR. CLARKE: Ross Clarke from Windsor. I think your Continuing Education Program is great and I think you have accommodated a lot except one group. I'm now a senior citizen and it's common in society today to accommodate, give special privileges to us. What special privileges have you got for us in the senior citizen category?

MR. CHURCH: Nothing yet.

MR. CLARKE: I'm being facetious.

MR. CHURCH: If you have proposals or ideas -- are you maintaining your full membership? I guess that would be the issue. If you are retired, you are not required to comply with this Act. If you are going to maintain full membership, then right now there is nothing for you. Sorry about that. Nice try.

MS MacGREGOR: Susan MacGregor, Peterborough. Just got the fourth draft from leg council late last week, so I didn't get a chance to update yet. The only significant change that the membership should be aware of is Council will not be given or granted the right to change the minimum number of hours in each of those categories because that would effectively give Council the right to overrule a regulatory body like the regulation itself, which kind of contravenes the hierarchy of acts, regulations and Council's ability to work within them, so I just wanted to clarify that one little thing. Good presentation.

MR. CHURCH: Thank you.

MS AKSAN: Anna Aksan from Toronto. I have two questions, maybe three, brief ones though. First of all, I would like to know how is it going to be administered, and are we going to hire an extra person to go through these yearly reports, or is it on the existing staff who is going to check those?

The other question that I have is we had it implemented for a while already in the past that we had to file those reports. I myself did it once and never again, so from what I hear, nobody was following, really, this thing, and now you say it has to be filed to get your licence renewed.

Now the history repeats itself and people don't file, does everybody go to complaints and discipline to have the licence lifted or how is that going to be?

MR. CHURCH: The first question was the administration of it. One of the things we would like to see, and it's not in place yet and hopefully it will be able to be implemented with the website, is the ability to complete this information, so you would be able to fill in your forms online. The details haven't all been worked out, I will admit. One of the things we were hoping is that when people go to regional group meetings or courses that perhaps automatically, information will be fed back to the Association, but, again, that's just my conjecture.

When we did review this, I think there was a question that came up at one of the regional groups a couple of years ago when we did the presentations, is we didn't think that it would require a whole lot of extra time to enter this information into a database. Once it's in a database, then the queries can be used to pull out people that don't comply, people whose minimum three year averages don't comply.

I think now I'm getting on to your second question is that if they don't comply, again, this has just been talk, it hasn't been finalized, but I would think that from the database, you could generate a letter every year for people that don't meet the sort of annual minimal requirements, so that's a warning.

At the end if at any three-year period they don't meet the minimal requirements, then the Registrar would intervene. Again, I'm just suggesting this. I know this is quite often how the Registrar works, but he could be calling the person saying, "Look, can we do something about this? Can we get your points up?"

If there is a cooperative attitude, then I would guess that nothing further would go, and I'm sort of looking over to Bill to see if I'm on track or not. Anyway, but ultimately if the person isn't going to comply, then it would go to possibly Registrar's Investigation, ultimately to the council to see whether discipline was needed. That would be Council's decision. That would be professional misconduct if you are not complying with the Standards of Practice.

Paul was just saying you don't get your licence renewed. That's actually the way it's set up now is if you don't send in the form, you don't get your licence renewed, so you need to report. But what Anna is saying is if you don't get your points in three years, then what happens? Now that actually is not covered that way in the regulation, that would be cause for not renewing. That would actually end up going through the Registrar and to discipline ultimately if the no cooperation was received. Bill?

MR. BUCK: My understanding is that the reason that the previous system of reporting didn't work was because it's basically unworkable to try and send 100 people through the discipline process. This change in the regulation is to simplify the whole process in that if you don't have the required points at the end of the that particular three-year period, you just don't get your licence renewed. There is no disciplinary action or Registrar's Investigation or any of that kind of stuff. It's just the same as not paying your dues. If you don't pay your dues, you could be cancelled under section 20. There is a notification period, but essentially there is no other action required, so my understanding is that that's the way this would work. It's simply no report, no licence. Go from there.

MR. BENEDICT: I'm sorry. We are under a bit of a time crunch. I'm going to have to cut you guys off.

MR. CHURCH: But if you want to come and talk to me afterwards, I would be glad to discuss your questions.

MR. BENEDICT: Thank you, Paul. I have a little gift for you as well. So our next speaker is Ken Wilkinson on Continuing Education.

CONTINUING EDUCATION COMMITTEE UPCOMING COURSES:

MR. WILKINSON: Thank you, Paul. I'm really happy to be here to talk about the Continuing Education Committee and the progress we have made so far to meet the challenge of the mandatory professional development.

Your attendance here today really marks you as being keen on developing skills and knowledge that you will need to be a better land surveyor. As a group of surveyors, it's very safe to say that we understand that one of the great advantages we have as land professionals is a life full of continuous learning.

Like you, continuous learning has been one of the most consistent themes of my career path and life. This learning continues today with both my acting role as Chair of CEC and my new responsibilities helping Service Ontario evolve into an organization that provides better government service for Ontario.

Today I'm here to talk about the Continuing Education Committee and how it's evolving into a more robust committee that will be able to handle the challenge of providing the seminars, courses, lectures, papers and books to allow the membership to meet their new mandatory professional development requirements.

First, I would like to introduce the members of the CEC. If anyone is here, and I know that you are, from the committee, could you please stand? The CEC is currently composed of Patrick Sun, Martin Baya, Paul Church, Tom Packowski, Doug Reitsma, Barry Clarke, Phillip Swift, and me, Ken Wilkinson. Also on board are Julia Savitch and Blain Martin from AOLS. Julia is just over back there.

The Committee has traditionally met about five or six times per year. We are now meeting a little more often as we structure into a bit of a more dynamic group.

What we do when the Committee meets is set out our terms of reference, and I mean terms of reference as administering the Continuing Education fund, identify topics suitable for all members, arranging for their development into seminars, courses and lectures, arranging for and funding the production of articles and papers, and undertaking any other specific task as assigned to the Committee by council.

As you have heard at the AOLS strategic planning session, following September 2011, a decision taken that AOLS council will work with MNR to complete the amendments to Regulation 1026, which among many other important changes, would bring into force the Mandatory Professional Education for Ontario Land Surveyors.
Paul has done a great job of describing how that process went and how the amended Regulation 1026 will affect the members of the Association. However, this does mean that the CEC now needs to develop the courses, training, and articles to meet the demand for the required courses.

In December 2011, we all met in a brainstorming session together with the AOLS staff and a number of AOLS members not on the Committee but who were interested in the future of Continuing Education for Ontario land surveyors.

The result of this brainstorming session was a revitalized Continuing Education Committee, a large catalogue of ideas for potential courses, the establishment of course champions as part of the process for developing new courses to ensure that a good idea for a seminar or a presentation does not get lost along the way.

The developing publication of the AOLS Continuing Education Program, which I have been moving around here, that's this. This I believe is the first time we have come up with a program in advance. This program is a booklet which would be available in paper format and it's going to be continuously under development. It will be available in digital format at all times on the AOLS website.

This booklet will be updated and approved at least twice a year to ensure it's relevant to the members so they can plan their learning. As the number of courses grow, members would be able to choose the courses best suited to their career path and branch of surveying.

The program also lists the courses available or under development for regional group meetings, so regional chairs can plan for the educational sessions or presentations at upcoming meetings.

One of the biggest things, though, is we now have had Julia Savitch as a committee resource. Julia does work tirelessly to ensure that the courses and the presenters' venues are ready to go once the Committee decides a course needs to be offered.

Going forward, with the establishment of course champions, a published calendar, a process for course development and with Julia to make sure that the course happens when it's needed, the CEC is now on track to providing course content for mandatory professional development.

And now the ad. We have a presentation coming up, the Cooper Business Course, and I really think this course is a must-see for anyone in the business of professional land surveying. Every year, hundreds of business owners ask Donald Cooper to work with them and their team to help rethink, refocus and re-energize their business to create the following key outcomes: Number one, creating compelling customer value that will attract more customers, increasing sales and profitability, market and promote their business more effectively even on a tight budget, attract and retain a dedicated and top performing team and create a clear vision for the future of their business.

Donald Cooper will give his one day MBA on all of this and together with how to benefit from the new cadastral fabric initiative as Mike Power has agreed to attend some of these meetings as well. So I encourage everyone to attend these upcoming courses with members of their staff to ensure a better uptake of the concepts and ideas that Mr. Cooper will provide. Dates are on the screen. I have registration forms. Julia Savitch at the back corner also has registration forms for anyone who would like to sign up today. That's my presentation. I will take questions if you have any.

MS MELDRUM SMITH: Julia Meldrum Smith, Cornwall. I just wanted to ask you and encourage about not reinventing the wheel when it comes to courses. The ACLS has an excellent CPD program already. They have lots of courses that, my understanding are, available to all surveyors. You can take them online. What they will do is they do a seminar, but then they will record, make it available online; you just pay. There are some Webinars that they do.

I'm just thinking that that's something that I think we should be promoting. It makes it easier for surveyors to meet their CPD hours and also I would encourage us to follow their setup as far as how to report and I think we should have that in place before we even roll this out that we can go online and report right away. Online, it's so much easier.

MR. WILKINSON: Absolutely. I agree. We are moving ahead on Webinars and online. The website is coming soon, I hear, and there is also potential of remote presentational courses.

MR. MONTEITH: Jack Monteith, Corunna. I would like to preface my remarks first of all that I totally support this initiative. The only concern I have is the scheduling for this, particularly in our area. We were notified last week that it's next week. This week of course as you well know is dedicated to our convention here.

I would just hope that there is more consideration given next time around for scheduling. The other thing I would just like to ask in a question was: Was any consideration ever given for courses to be held on a Saturday, that the full day of work would not be lost?

MR. WILKINSON: Following the AGMs?

MR. MONTEITH: I personally think it's too close just for it in general. Thank you.

MR. WILKINSON: Good point.

MR. ISIP: Reynaldo Isip, Mississauga. I'm from the Ministry of Transportation. We have trainings or courses in the Ministry that are empty or specific, but they are geomatics related. Can we add them to your program so that once we take these courses, you can accredit the number of hours?

MR. WILKINSON: I haven't seen the final 1026 changes, but I think the decision on whether a course could be acceptable for the mandatory is up to council. I'm not sure how that will be handled just yet.

MR. BENEDICT: Last question.

UNIDENTIFIED SPEAKER: I just saw the notice very quickly before I left the desert of the south, namely, Tucson, but did I see that the cost is $165 or did I misread that?

MR. WILKINSON: Is it that cheap? That's good.

UNIDENTIFIED SPEAKER: I thought under Continuing Education was a benchmark of $35. That's been in place for some time.

MR. WILKINSON: Previously, yes.

MR. BENEDICT: Sorry, Mike. We will have to cut you off. We are under a time crunch. We have to be out of here –

MR. MATTHEWS: No time?

MR. BENEDICT: No time. Unless it's really quick.

MR. MATTHEWS: It will take a second. I'm the Chair, Mike Matthews, Kingston. I'm the Chair of PAC, Public Awareness Committee. Just a message from the teachers, Nigel Day and myself, we have been doing a lot of outreach. We have been talking to teachers. We have been going into high schools.

Ray and Nancy were just at a high school event in Toronto. Teachers, geography teachers, they don't know what we do, so this is an opportunity in terms of what Paul presented there for professional development to get engaged, go into your local high schools. We have a number of members that are doing that already. I would encourage everyone to do that in your local area. The committees can only do so much, so we do need your involvement, so message from Pat. Thank you.

MR. BENEDICT: Thank you, Ken. The next segment of our morning is we will hear from Kent Campbell, past president and current Chair of the new Standards Committee. He will be presenting on what the Standards Committee is working on. He will also be bringing up John Ward who will be talking about the Peer Review Task Force and what they have been working on. Kent and John, if you want to come.

STANDARDS COMMITTEE PRESENTATION:

MR. CAMPBELL: This has certainly been a work in progress, even last night and just a few minutes ago too. I understand we have to be out of this room by 11:30, so our half an hour is now down to 15 minutes. John was supposed to talk for 20 and I was supposed to talk for 10, so that's not going to happen now.

I'll just go quickly then. A question came up this morning regarding the new committee structure and nothing has gone out yet as to what it is and who is going to be volunteering for what committees and what committees are still around or even task forces.

There are now four commissions. They are titled Governance, Professional Standards and Practice, Outreach and Professional Education, and Member Services. I'm only going to drill down on the Professional Standards and Practice one because within that commission are these four committees: Professional Standards, Survey Review Department, Complaints, and Discipline.

We also have a number of task forces that have been bundled up underneath this new Commission as well such as Underground Utilities, Land use Planning, Survey Records, Integrated Surveys, Monumentation and Cadastre Liaison.

The reason why I'm going to make it nice and quick is I'm going to read off what the terms of reference are for the Professional Standards Committee. It's generally a new/old committee. We took an old one, and for those members that think they are still are members. You may still be members if you wish to remain members, but I'm also going to do an appeal for new membership.

Two caveats: One is I'm not going to ask members to actually do much work. If we can, we will hire people to do the work. I would like this new committee to be the think tank, basically directly underneath Council, and this is what we have been instructed that this Committee will be doing.

Develop standards of practice for all branches of geomatics, consider and respond to requests from the membership at large concerning interpretation of statutes, regulations, standards and guidelines, consider and make recommendations to Council related to amendments or additions to practice standards or acts or regulations affecting professional surveying, proactively help the members interpret relevant legislation by distributing or posting on the AOLS website, interpretive guides and bulletins, revise interpretive guides to match current legislation as it changes and evolves, act as a resource to the Continuing Education Committee by suggesting topics for seminars related to standards of practice.

Act as a resource to the Registrar and may review matters to assist in determining whether they should be forwarded to complaints or discipline. I've got an asterisk beside that one because I can't figure that one just out. Liaise with the Survey Review Department Committee to determine which statutes, regulations, standards, and guidelines members most often fail to comply with and which may require further clarification to the members.

So it sounds like a lot of work. I'm wondering it probably will be. I know Blain kind of made me step into this role and I reluctantly took it without knowing this, so that's why I'm asking for help. Anyone that would like to be on this Committee, please come forward, because I think it's going to be an incredibly interesting committee especially with the amount of work.

But as I promised, I'm going to ask Council for money so we can pay people to do some of this work.

I would now like to welcome John Ward. He is Chair, I believe, of the Peer Review Task Force, and he has a presentation that he is going to do on where they are at right now.

MR. WARD: Hello everybody, once again. Thanks, Kent. I would like longer than 10 minutes, that would be ideal, but it's not necessary to have more than 10, really.

The reason we wanted to wedge ourselves in here today for a few minutes with you was really just to make sure that everybody is up-to-date on what we are working on, not what we have developed or ready to roll out, but what we are doing. If we just hit the highlights here, obviously in 10 minutes, we got 20 hours of brainstorming in this short presentation, but if I just give you the highlights of what we were doing, I hope if you are finding that's really adverse or you are really enthusiastic about or you are really not enthusiastic about that you will e-mail me.

I won't answer your e-mail probably, but that doesn't mean we won't use the information because it is very important we know what people are thinking and what their concerns are. You may have little rant from your point of view about what you want, I will read it as a criticism and as someone presenting challenges to the process. I will bring that back to the group and say, "I got 20 e-mails here that feel this way, and I got 10 that feel that way," so it will be used and processed.

If it's it a snappy answer, I will answer you for sure. But if it's a fairly complicated concern, I won't have an answer, so I will just bring your idea forward to our group.

I want to take 30 seconds or so of my presentation to have a little fun. I thought of this morning and just for fun we would do it. What's the one thing that all of us do three or four times a day that puts virtually all of our money at risk? Every day, we do three or four times a day at least, we do something, all of us, that puts every dime we have at risk? Anybody want to tell me what that is?

What puts all your money at risk? You don't even think about it. You just do it. Anybody get this? I think this is cool. Interac card. We all know that Interac cards are totally unreliable. We all know that fraudulent stuff goes on every day.

A friend of mine in the hallway yesterday wouldn't use his cell phone for a Master Card transaction because he knows people are stealing the information. We know that. We know this is a totally untrustworthy -- technically, it's a total untrustworthy system that you could have all your money access. Tomorrow morning, you can have a $50,000 Master Card bill when you get home. My sister had one last week. There is nothing you can do about it and you wouldn't be totally shocked or surprised.

Why on earth would we do that, right? Why would I ever pull this out? I got money in the bank, why don't I just go get some? This is the point I want to make: The reason I pull it out is I trust the values -- unbelievable to say this out loud -- of the bank. I trust that bank, even though I have read the small print and I know they don't have to give me my money back if they want to fight me, but I trust them to give me money back.

Everyone in this room does, right? You say, "Well, if I have a problem, they are not going to take my $2,000," or "Master Card is not going to make me pay $50, they are going to fix it somehow because it's not fair. They have integrity. They wouldn't treat me that way. We trust them."

That to me is the best illustration I can think of of what an ethics based or values based approach to anything is about. The mechanisms work because you have values and you trust the people you are working with to hold those values and take care of it and you mutually take care of them.

You don't try to rob them, or you don't try to do fraudulent things with your card because it's a value exchange. Why do I mention that? Because the proposal we brought to Council is that we take a white page approach to this new peer review process, and I will talk in a moment briefly about why we have to do this. We have to have a new peer review process for all members especially members now that are not reviewed, managers and other practice areas like GIMs. We have to bring this forward, so we have taken a white page approach and we said, "How would you do this if you weren't constrained by any history or any other system?"

What our group came up with is right on member engagement. They said we would have a process that is manageable and affordable and engages members. So what we have come up is that we are proposing to do some pilots for and I told council this on Tuesday where we will have ethics based peer review.

What that means is not, as I just alluded to with the Interac example, it doesn't mean we are going to measure ethics more, have more auditing questions around whether you are ethical, and you could do that, that's not what it's about. It's about the fact that we are counting on the values and ethics of the members not to game the system, to actually participate in the system fully and do a good and thorough job of it.

What does that mean in practice? What we are proposing is we would come to the member, and the pilots would be a new member like a GIM or myself as a manager, for example, at a ministry, and we go to them, and say, "Okay, we want you to do a self-audit of your processes, of your practice."

You are provided with templates and tools. You are trained what audit means, how you audit yourself. You are trained to basically do what survey review people do, but what you do is for yourself.

And we are also proposing that you would select a trained and qualified peer review volunteer who would volunteer to be sort of your peer review buddy, if you like, or your monitor who would work with you when you do that. So you go through yourself audit, you would have our own project, you would have our own goals, you would have our own personal approach that fits, and then you work your way through the audit with this person and then you say, "Okay. I think we are done. I think this is reasonable." And you would submit it for approval.

This is done by other associations in different ways, but you submit it, and then the people on the AOLS side of the able would have an opportunity to look it over and see if they see anomalies or discrepancies or maybe what you consider a project doesn't qualify the criteria, they think it's not complex enough, whatever. It doesn't matter what the terms are, but then if it was approved, that would be your annual audit.

Every five years, you are going to do a more comprehensive job of that, and don't have the time today to talk about what that might mean, but it would be more a comprehensive review. It would be more detailed, but it would also be looking at five years of review to see whether you made continuous improvement because the idea of this is that we want to bring this to members as a value proposition, not as a mandatory thing.

It is mandatory, but we want to bring it to you as a value proposition. We want to say, "Your business is going to be better in five years because you are going to actually take a minute to look at your processes, to look at the results you are getting, to look at what you want to improve and you are going to have some encouragement and some help in making those improvements."

So at the end of five years, let's say, in my case, I noticed my content management isn't up to what it should be because I'm hanging around with this auditor who is pointing out these things to me all the time. I would look at that today and say, "In five years, I want it to be like this. I want to make these improvements. This year I want to do these things."

So next year when the audit checklist comes up on my business practice and it say all information is indexed and all records are distinct from documents or whatever, I can check those "yes." If I check them all "yes" in five years, I have a better operation, or if I'm in private practice, I have more profit. I have less aggravation. Things are more streamlined, whatever.

That's the concept of what we are doing. The reason we are doing it is, as you know, the regulations were changed and we have to bring peer review to every member of the Association, so we have to have peer review for the Executive Director of the Association, for me as a manager, for the manager of the Survey Review Department as well as for the project managers that are delivering surveys or the private practitioners.

So what our strategy has been and what we are proposing in a nutshell is we look at the Survey Review Department to see if there is anything broken and we have done that and there isn't. It just needs some improvements because we are going to buy for six or $7,000 and get them started on if council approves it, but basically it works. The process works and people comply with the process and that's per our professional auditor we hired to look at that.

Whether it's cost effective or whether it should be expanded to consider bigger goals like are we reducing this type of complaint or that type of complaint, the broader effectiveness, we are not looking at it right now, not because we shouldn't sometime, but because this is not in the scope of what we are doing.

So the fundamental question is: Is the SRD okay? Is the cadastral process okay? It's okay. Is it ideal, optimal? No. Nothing is ideal or optimal if you don't work at it and change it and approve it, right? But it's okay. So what we want to do is leave the cadastral for the 100-day cycles, through some pilots with members. We want to leave the cadastral process where it is, not get everything all disrupted and upset for the cadastral practitioners, extend this new ethics based approach to some members obviously that are in GIM or other practices or managers like myself and then report back to Council and to you folks how we are doing, what we think of it.

Hope to have the pilots ready to consider launching some pilots, at least having them framed, I'm hoping in the spring. You are not looking at five years. I'm hoping we do something -- probably do something in the fall would be a reasonable goal.

In ten minutes, those are, I hope, the highlights of what we are up to and I hope you see some merit in the approach. You certainly have much more engagement because everybody would totally engage in the peer review process that participates in this, and we hope that it's cost effective and proves to be very effective for the public as well. Thanks very much. Even ten minutes I'm grateful for. I hope this goes forward in a way that is satisfying to you when we get back to you next time.

MR. BENEDICT: Thank you, John and Kent. That was excellent. I'm sure there are lots of questions, but unfortunately we are all out of time. They need us out of here right now, so if we can quickly move out so they set all the tables. If you want to hunt John down in the halls, that would be probably your best time.

--- Recess taken at 11:32 a.m.

--- Upon resuming at 2:50 p.m.

MR. BRUBACHER: If we could get going, I would appreciate that. Everybody please take your seats. I have to say it's pretty bad when my Sergeant-at-Arms has to shoo me into here to get going, so sorry about not really paying attention, but here we are for our afternoon plenary sessions.

Before we start with that, I have one announcement. I brought all of the copies of the Certificate of Incorporation up here. I have a nice big stack. At coffee break, come on up and get one. If we run out, once again, I will get you more.

All right. The afternoon plenary sessions are Attracting Young People to the Profession. That will be chaired and monitored by Eric Ansell. Survey Research, also chaired and monitored by Eric Ansell. And then I think that's about it, but I do want to say before -- because I have another meeting I have to go to shortly. Before I leave, for those attending the social evening tonight, I want to remind you again, 6:15 downstairs in the main lobby. We are going to get on those buses nice and quick and clear out their parking area.

For those attending Pat Hills' shinny hockey game tonight at the University of Ottawa Sports Complex -- it's Arena 2 -- it starts at 8:30 p.m at 125 University Avenue, Ottawa. Pat down at the Cansel booth can help you with more of that. At this time, I would like to pass the gavel, physically or maybe ceremonially, over to Eric. He is going to lead the discussion for us this afternoon. Thank you, Eric.

MR. ANSELL: So I kind of like what was said this morning that it's not attracting young members, it's attractive young members. I kind of thought that was interesting. I'm not really going to introduce these folks because I think you know both of them, so Nigel is first. Nigel, the floor is yours.

ATTRACTING YOUNG PEOPLE TO THE PROFESSION:

MR. DAY: I'm going to go mobile here because I like to pace and walk. Any of you have this blue meeting agenda? I just want to point out a couple of things. They lied. I'm not talking about training for technical people and the salary survey -- yes, I have a bit of that with me because I only received it yesterday, so I don't have a full run down on that. They kind of lied, so I'm going to redirect it and we are going to talk about attracting young people to the profession though.

What I would like to do first -- could you run that first video? What we are going to do is for those of you who have not seen this, this is a recruiting video about the geomatics industry that was participated with for the AOLS along with the CCLS or the ACLS and I would like you to see this. If you haven't seen it before, it's about three minutes.

--- (Video played)

Everybody should have seen that before. If you haven't, then you are missing a lot of what we are trying to do. That's just one of the pieces of the pie in trying to recruit people. That may not do it at all. People may not be turned on by that, but it does show the diversity and the vastness of Canada and where people have to go in our industry.

Can I get PowerPoint up and running, please? The way I want to introduce this, and I'm going back to the late 70s, there was a band called Supertramp, and they put three words on an album cover, and it said: Crisis? What crisis?

I'm not sure if we feel the pain yet, but I honestly think we are going to feel the pain soon because where are we going to get the next set of staff from, whether it's technical people in the field, technical people in the office or new licensed surveyors? What we seem to be doing is stealing them from the neighbourhood down the road and offering $0.50 more an hour. We are going to have to attract a lot of more people into this industry. I'm going to razzle dazzle you for about ten minutes, and audience participation is encouraged.

I'm Chair of The Geomatics Recruitment and Liaison Committee, formally the University and Colleges Liaison Committee. We wanted to break that because we are now going to recruit at all school levels and our big emphasis in 2012 is the high schools.

I'm focusing on the left hand end of this, which is the high school students entering into cadastral surveying, engineering or whatever, how do we get them switched on. The teachers are having a problem and we are having a problem. Bruce Millar is going to deal with the right hand side of the slide.

I want you to put your grade 9 thinking caps on, really regress back, some of you a lot more years than others. If this was a part of a PowerPoint that you could grab off our website and take it to a high school, would you be able to deal with any of this? Could you tell a high school student that this is a portion of the whole entity of geomatics? Maybe you only do legal land surveying. Maybe you do topographic surveys. Maybe you do some photogrammetry. Maybe you do some GIS work. Would you be able to start using these kinds of slides to go out and do outreach?

Again, grade 9. This is where we want to go, grade 9, grade 10, grade 12. Who are we? What do we do? We see things from the ground and air. We measure distances. We organize and analyze. We create maps. If we set this up for you, would you be able to grab this off a website, go for a couple of hours to a high school?

These are the present members of the Committee. These are the ones that are directly affiliated with the AOLS. If there is anybody in the room that's on this list, could you please stand up? Anybody in here? No. They knew I was talking. Sophie. Thank you. Sophie is in charge of creating our tool kits, which I will get to in a minute. We are very thrilled to have younger people and we want to get the younger people really involved in this Committee and have them drive the Committee. We don't need fossils like me dealing with some of the stuff that is attracting young kids.

These are other members of the Committee, and you can see that this is a very high-octane Committee. We have people from three different universities. We have the York University liaison officer. We have a representative from ESRI, we got an OAGEE Board Member which is the geography teachers and a direct link to Kim Wallace at the Ministry of Education, and we have a York University student. We are looking for more help, so don't get me wrong. This is not a fully-loaded team yet, but we have a very powerful units and we are listening to everybody.

Guests. We also have guests at every meeting. It's a very interactive meeting, so we have talked to Laval, we have had Bruce in from Fleming, Bob Fencott from Loyalist, we liaise with Alberta and Saskatchewan, we are reviewing certain U.S. initiatives and other international initiatives. There is a fantastic website out of Australia.

If you have time, fantastic what they’ve got on there. We are meeting with UNB. They are coming into our next meeting for a couple of hours to tell us what their issues are and what they have done. I also want to break the silos where we have a standing offer for the Chairs of PAC, AERC and CEC to attend every single meeting. We want to have the cross-communication. We are listening to everybody.

What do we want to do? This term "geomatics," we just want to market it. It's a big problem. Anybody who types it into Microsoft Word knows that it comes with a red underline under it. Nobody knows what it is, so we have to try and market it. We want to go to the high school level. That's where we are at, and we want to communicate with members. We want to listen to you guys and gals and we want to act efficiently. I think our Committee does act efficiently. We usually have 20 points in every meeting. We get through them all. We set a timeline for it. We are here to make solutions. We are not hung up on things.

We have a salary study, although I've just seen it. I do have it on a separate slide. We may get to it if people ask directly today. I haven't been able to study it all. I think the pink is the key: If we charged what we are worth and paid our staff, this Committee doesn't need to exist. We don't need to go and recruit. We are recruiting because everybody else is paying the equivalent or more.

We are competing with the engineering firms. We are competing with teachers. We are competing with all this. Where one of the pieces of the pie is we have to convince the parents of the students that we are worth it, (a), they don't know what geomatics is; (b), the parents ask how much can you make? And the parents go, "You are not going into that." It's a really interesting point and it's serious.

Again, I have introduced the term "geomatics," so I'm putting it out on the floor, this understanding of the term "geomatics." The teachers have confirmed to us that the term "geomatics" is not working for them. They cannot get kids to understand. They go, "Okay. It's about Google and other things like that." Yes, that's fine, but they still are not getting this term "geomatics." Do we need to create new marketing ideas along with the Public Awareness Committee to have surveying still in the marketing? So I put it out there all to you. Give it some thought.

Tool kits. This is where Sophie comes in. Sophie is tasked with leading the building of these tool kits that we are going to have. The tool kits are going to be PowerPoints and other material that you can grab off our website and you could go to a school. You don't have to invent anything. You can take things out of them. We are going to build different tool kits, and they are just PowerPoints and things like that, and you are able to go do 20 minutes at a school, and you can use bits of it. You can do an hour session.

We are going to build you the material, you just have to take it and go and do the best you can, because we need everybody to reach out and touch one or two schools in each area once a year. It will not take a lot of kids to change our numbers. For every OLS or somebody high in your company, you obviously need two, four, ten technical people. We are recruiting technical people too. We tell the teachers there is something for everybody in geomatics. The bright lights, all the way down to the people who only want to be in the field, for the people want to be field and office, it's something for everybody in geomatics. So we are recruiting everything for your companies.

Again, we want to engage the regional groups, and this is where we possibly would like one member of each regional group to sit on this Committee or be a guest in our Committee at certain times of the year so we can unveil things, so the message gets out to the regional groups because we are going to need help. One or two events a year doesn't take a lot of time because we are going to build all the material for you.

The salary study. I'm hoping the salary study and the numbers will help us market and recruit. Not sure. I saw some really interesting stuff. I will tell you verbally. There are some things that are frightening in there. The range -- I don't know how to say this, but I'm going to put it out there black and white. I think on one of the studies last year, I believe it's licensed person made $11,500 in the entire year. I can't market with that. At the other end of the scale, it's $200,000 and something at the high end. Fine.

Obviously, these are outliers or extremes. Where are we really? The median appears to be still being around $80,000, $85,000. I'm not even sure what the teachers make. Don't know where we are going to go with it, but we will take a look at it. We have to go back and data mine a little more in the salary study, I believe. We just got grassroots data. We don't have the data. We are just given what they have, how they have presented it, but some of these low end numbers, I'm just not sure what to make of that. Is it a part-time OLS? I don't know. It's just sad, it's not even minimum wage.

Ministry of Education. Mike Matthews and I do as much outreach as we can, sometimes on weekends. We quite by accident went to an OAGEE, which is the Geography and Environmental teachers simposium a year or so ago and were tipped-off and met Kim Wallace. Kim Wallace is our direct link into the Ministry of Education. We are at the table influencing the curriculum of geography for the next five years at the high school level. We sit at the table. We are going to provide input, and in a minute, you are going to see we are going to provide some lesson plans.

We want to continue this link with OAGEE. There are some people who think geography is not the way to go to attract people because we need mathematicians and we need other people. Yes, I completely agree. Once we get more people involved, we will be able to build things out into the math programs and that, but the geography group are the ones that actually try to use the term "geomatics." That's how we have to try and link on to this, but they are struggling with geomatics as well. Teachers are very intimidated. A lot of the technology is new. A lot of the teachers are old. They are struggling to even want to deal and teach geomatics.

Again, symbiotic relationships, OAGEE. We developed a great relationship with ESRI. A lot of people who do work in the GIS world will use the ESRI products as it is very good to the Association, and back, we are very good to them. Whenever we do outreach events and know they are there, we ask for a booth next to them and we work together really well.

Representatives. High school, colleges and universities. We are talking to anybody that we can talk to and we will continue to do that. We will need help for that. I can't do it all. Mike Matthews can't do it all. The reps on the Committee can't do it all. We did put articles out. There have been some articles written. Doing the best writing we can. If anybody wants to write an article, perfect. I will tell you where you can send it.

Digital lesson plans. We need to develop some and we are going to develop some. The drop dead date for at least drafts is going to be August of this year. The new curriculum comes in September this year with an absolute that it has to be instated by September 2013, but there will be a lot of schools using the new curriculum, so we are going to try and get some lesson plans built around geomatics.
This is where I ask you again: If you have a really interesting job that you have been on, you have some field notes, you could take a pictures, whatever, write a small report. We might be able to turn it into a lesson plan. We need the kids to see how geography or math or science fits into the real world. You guys have some fantastic information out there.

Surveyor in a Box. Surveyor in a Crate. It's called a lot of different things. We purchased one. We bought it from Saskatchewan. They were very kind. They invested about $35,000 in developing it. We paid not very much to get one. We are allowed to use it in its entirety. The only deal is anything we develop, we give back to them free. We are quite happy with that. So four of us broke down the Surveyor in a Box about three weeks ago. There is some terrific stuff in there. Some that can come right out of the gate and be used. Some we can turn into a digital format. Some do need work. We found them a bit awkward, so we are out of the gate in creating them and we are going to get some more ideas.

This is just a sniglet from it. It's called "Mapping a classroom." What the students do is they just measure from corners of the room where the desks are, and they translate the true distance and then a scaled down portion of the distance, and then they re-create the map on their piece of paper at a certain scale. Simple. It's pretty good. Probably grade 9 level. We can make it more complex, but this is the kind of thing that we need to create, bring in the real world to the classroom.

The website. I'm not sure what to say. Haven't seen the new website. Obviously, we want to have it as a bit of a dumping ground for a lot of things that we have. When it gets up and running, we will obviously filter out some stuff and say, "Look. There's a portion here that you can grab if you have an event coming up and we will start to build stuff out there." We are also going to try and post things to the OAGEE website and others once we get a certain things built.

Sample information to schools. Schools are asking us for information, samples, anything that we can do, data sets. At the bottom, I have said MNR may help with this initiative. There has some preliminary discussion of what might be available, some little data sets in certain areas like one for Toronto where people could relate to the CN Tower or something. We will see where that goes, but the teachers are listening to us and they are thrilled to have us in. They just said, "Can you get us some data though?" We will have to see what we can do. They do have access to all the ESRI software for free. ESRI has it online for the teachers and the students for free, so they can use them. We just have to get them some data. What do we need? We need members of the Committee or temporary volunteers, and I think this is where it's at. I think most people's comfort zone if you are not stepping forward, you don't have lot of time, a temporary volunteer could be an hour just to review a lesson plan. It could be two hours a year just to give us some thoughts or scribble some stuff down, so temporary volunteers, I would love to hear from you. Anytime you have a little bit of time or you think of an idea, send it to us.

We also need a couple of people to find out the areas in the government where we can go and ask for money and there are pockets of money available to help marketing and help when it comes to students and relating students to the workplace. There is money available. We have to go find it and we have to write proposals. Anybody good at that? Just come and find me, because I can turn you loose.

Ideas. Feedback on the tool kits, lesson plans, marketing, liaison, all of that. I would love to hear from you. I wanted to keep it quick. I know it's quick. We have done a lot of things in our Committee. I have given you just a very brief thing.

I just want one thing. Is Jaro in the room? Jaro Legat? Is he in the room? He skipped out. Jaro is very famous, and this was fascinating. Mike and I were at the Simposium and one of the publishers came running over and said, "Did you know that you have a surveyor in a textbook?" We went, "No." And it's Jaro.

He is in a textbook that's being used in certain school boards and with a whole page in surveying, which is pretty cool. So he is kind of famous. He doesn't like to hear it, that's why he is not here. I told him I would make him stand.

That's it in a nutshell. I think one more slide, if there is one. Yes. This is just to stimulate your discussion: Do we need to address issues with the geomatics surveying name? Are we short of technical and professional folks? Do you feel the pain yet? I'm not sure. I think the pain is coming if you don't feel it. Are we diversifying? Are the companies expanding or are we just happy to sit content? How do we make the parents of the students approve of a career in geomatics? That's a huge stumbling block. We weren't ready for that one, but it's huge. Thanks very much.

MR. ANSELL: Thank you, Nigel. A lot of information in a very short time. We certainly have time for questions of Nigel. My first question is the textbook. What was the textbook that --

MR. DAY: It's a geography textbook, and one of the little sections in it is surveying. I actually have him pulling it out to scan it and send it to me.

MR. ANSELL: It's up to you and Bruce.

MR. DAY: How do you want the plenary session to run because we have quite a bit of time?

MR. ANSELL: We have lots of time. Let's do a few questions.

MR. HARTLEY: Tim Hartley from Windsor. Two things: If I hear the name "geomatics," because I could never tell people I'm a matics or whatever I am, we want to use -- no one understands it. We could always use, and we all understand what surveying is, but we could use geosurveying, something along that. It's broader.

I remember in one of the meetings in London when that came up, we are going to be geomatics and no one understands it, but it was a nice all encompassing word, so I would call myself maybe a geosurveyor.

Another thing too: We don't have entry level jobs anymore and we need maybe as a profession to go out and hire a student for the summer time or hire an entry level person just because many of us start off surveying with entry level jobs. You say, "I like this," and then went on to become a surveyor. All I want now is someone who is an expert technician or this and that, but we do need to sit back and try and hire -- develop an entry level job so people can learn about our profession. Thank you.

MR. DAY: I agree. Thanks. Just one other thing I want to bring up. At our next meeting, although UNB is coming in for the majority of the meeting, we are going to have Mark Watson's wife from -- and Deborah Watson is going to come and speak to us about what they call a Passport to Prosperity Program. It's about the possibility of having high school kids and they come into your workplace and work a couple of hours a week to get the feeling of what surveying is, so we are going to find out what that entails and we will share it to the membership if people interested, so we are looking at all sorts of things that we can do.

MR. CLARKE: Brad Clarke, Hamilton. I think we need to kind of overly glorify geomatics. I know engineering has a rep. They build skyscrapers, bridges, but what do surveyors do? Even my friends my age and my friends in engineering, they think I went to school four years so that I knew how to use the camera on the side of the road.
They don't even know what a total station is, so I think overly glorifying it is a way to look at it. I like the quads in the video, that type of stuff. I also think you need to look at the history of surveying because I was told some journals from 1800s, it's kind of a cool story, so you should get that out there. Just a suggestion.

MR. DAY: We went to a teachers symposium on Friday. We took a map overlay of an old retracement line and we had pictures embedded of a 1864 wood post that still exists, we had copies of the field notes embedded and some math with angles and some bearings and distances. We said, "Can you work with this?" The teachers, several of them took it and say, "We can make a lesson plan out of this."

We are going to go back and look at this, how to enhance this one diagram overlay and what we can do with it. I agree, we are looking at different things that attract different people into this, so thanks very much.

MR. McFARLANE: George McFarlane, Mississauga. Nigel, you know I wear several hats, right? Now I am wearing my AOLS hat, the one you can see. You made a serious omission. AOLS has a category called hydrographic surveying. You never mentioned that at all. Right now, the Artic is very, very important to Canada and hydrographic surveying and and ocean census, which you might want to bring that up with UNB, is very pertinent right now. We in the Canadian Hydrographic Surveying Association, we give scholarships to university students in the geomatics program. Once they have one hydrographic course or one ocean census course, and it's worth $2,000.

We give that each year. CIG has several scholarships, so when you are promoting the profession, I know you are talking about high schools here, you might want to promote the fact, when you are talking to UNB and the colleges, about availability of scholarships to help -- students are always complaining, like in Quebec, about how costly it is, right? They have a right to an education, but there are people out there willing to help.

More direct to the colleges, the government has a thing called Take Our Kids To Work Day. To me, that would be ideal for your tool kit program. Also, the government has a program called FSWEP, Federal Student Work Experience Program. That's another area that you might want to appeal to because the students who come into FSWEP, they are recruited into the government, they actually get real work to do if they come anywhere near me.

They get paid according to the year of the program that they are in. It's not a negotiable thing, at least the last time I looked at it. Just wanted to again emphasize that hydrography is a part of the AOLS program. Right now with the offshore program, particularly that ACLS is pushing very hard. The responsibility in positioning a rig offshore is tremendous. You have to be have specific training, so you have to start grooming them from college to know that's available and that's a very high paying job. You are talking about the salary study. People who work in offshore get very well paid.

MR. DAY: That's great. Thanks, George. Couple of points. In the let's chat about geomatics slide I had, if I missed hydrographic surveying on there, there was no intention of that. That was something that was put together. I'm also cheeky the other way, George, because I love the fact that you volunteered to create a lesson plan on hydrographic surveying for high schools, so thank you.

MS MELDRUM SMITH: Julia Meldrum Smith from Cornwall. Nigel, your comment in pink. I have my own version of the comment in pink, and I don't know if everyone shares this thinking or if this is just me, but if the public knew what we did and saw value in hiring us, we wouldn't need your Committee. I'm wondering if focus and dollars from the AOLS and other associations across Canada were put into -- you see those CA commercials. Those tend to be focused on attracting young people into the chartered accountants program, but I would love to have funding to see something like that that actually shows little vignettes of why people want to hire a surveyor.

MR. DAY: Another fascinating point. When I spoke about finding the source of funding in the government, the entire mining industry's marketing program and all their vignettes and videos were paid for by a grant out of the government. We have to find the source of that grant. We need to create those things professionally. It costs quite a bit of bucks, we are not against giving it a go. There is a lot of fantastic little vignettes and videos on YouTube, of course, in the government, we can't use it, so I have to do it at home.

But there are some really good little things. Again, what we will do is grab links to some of those. If you do go out to a high school, some of them are two, three minutes. You can just click on some links and show the kids and there is some really good stuff already out there, but I hear you. We need to do marketing.

MS MELDRUM-SMITH: I'm thinking like TV, real media. I don't know how much it cost for the ACLS and AOLS to put that thing together. That's slick. I don't know if there are students that would -- I would rather see something professionally done. I would like to know how much it would exactly cost to do a real marketing campaign that within three months, people in Canada knew what surveyors did and why they wanted to hire a surveyor rather than a technical firm to go out and re-establish their boundaries.

MR. DAY: Duly noted. In answer to that, Sarah -- sorry to call on you -- do you know what the cost of that video was? 50K?

UNIDENTIFIED SPEAKER: The production of the video is not the biggest part of it. The buying of air-time is the biggest part of it. I know ACLS bought air-time with APTM and had some good results for that.

I know the Manitoba or Saskatchewan -- I'm going to get it wrong -- I'm pretty sure it's Manitoba purchased air-time for a commercial that they use the video from this and put in their own talk voice over and they bought time. Buying time nationally on the national broadcasters is add a couple of extra zeros.

MR. DAY: I hear you. For those of you who are a little bit savvy in the younger crowd, when you have a QR code, that's that funny little mottle thing, you can take a picture of it and it leads to a website, the kids love it. The phone takes a picture of this funny little thing, it takes you to that video, that video plays. So we market it with that on shirts at the universities fair, and the kids come and take a picture of the QR code and it links to that video. We hope to build more things.

MR. MUELLER: Peter Mueller from B.C. Just a couple observations and how this compares to what we are doing in B.C. George mentioned the grade 8 bring your kid to school day. We have been involved in that program for at least ten years. As technology grows, we leverage the use of that technology by taking them out with our GPS receivers, SmartStations, and then we take that information, translate it into how it works in the computer and the GIS, so we are doing that now.

The geography focus is really good. At BCIT, we get a lot of direct entry from the geography program in University of Victoria and we find that a lot of our top students are coming through that program now.

Scholarships at BCIT. I would have to say that the geomatics program at BCIT far and away has the most scholarships for the students already in the program through all of the different years. We have opened up our arms as an association to the students in this system. We invite them to come to all of our regional group meetings, our AGMs, participate in our CPD. I believe it's for free. It's just to get exposed.

We have the beef and bun nights which I'm sure everyone else does, but it's more about us talking to them about the profession and engaging them, getting them excited to be surveyors.

On the need for the raise in pay. One observation that's clearly obvious to me is the fact that we are the only quasi-judicial profession out there that deals with legal matters. How much does a lawyer charge for a legal advice? Who do judges go to in a court of law to ask their legal opinion on boundaries? We have to start leveraging our legal obligations.

MR. DAY: Thank you very much.

MR. ANSELL: We have time for one more question, but since there are two guys standing up, we will allow two more questions.

MR. MAK: Ron Mak, Orangeville. I guess mine won't count because I don't have a question. Way back maybe 30 or 50 years ago when I was articling, I set up on the sidewalk and a mother was walking by with her son who maybe was in grade 6 or 8 or something like that, and she was berating him. Apparently he wasn't doing that well in school. As she walked by, she says a little bit too loud, "If you don't pull up your marks, you are going to end up being a surveyor over here."

After about my 20th session of therapy, I got over that. And twice a year, I do high school programs and actually another program for grade 8. I try as much as possible to engage the parent as well, because if anybody has done a high school event, the high school kids never want to be there. They are being dragged by their parents to find out what career they are going to go into. They have no idea what they want to get in.

I try very hard to engage the parents as well. I did too good of a job last time because of the parents ended up applying for a job, but it's a big eye opener for the field. I'm basically echoing your message. Get out there. Talk to these people. Their eyes are opened, and they go away with a very deep appreciation for what we do, and not just the surveying things, like everybody knows Google. I ask them, "Have you ever heard of Google maps?" Then they go, "Yes." I go, That's surveyors; that's us. We need to let them know that we do more than look through cameras and pound bars in the ground.

MR. DAY: Absolutely. I agree. Thanks, Ron.

MR. ANSELL: There was no question there, so we still have time for one more.

MR. SUTHERLAND: Norm Sutherland, Petrolia. I wish I had this support here 20 years ago. Just very briefly, myself and some colleagues, we on our own used to go every year to the public elementary and community colleges, make contacts, get in. We put our own package together. The OLS did have a little brochure, and we did that for many years.

I will just speak about Lambton County because I don't know whether this is across the country or not, but they still have career days, that's grades 5 through to 8, once a year. They get them all together. We were able to get in, but we had to really work to get in.

We didn't get much support. We always had a student come every afternoon to our office after school and we also had the parent shadowing where they come in for a day.

The point I would like to make and this was very discouraging, certainly for me, I would go to the career counsellors in high schools, and it was like pulling teeth to get them to even include a package on surveying in the advice they gave to students.

We would then go to the individual teachers that we thought would support us and get it going, so what I'm trying to say is you have done all this work, wonderful packages, but if you don't get to the audience, it's a waste of a lot of effort. There has to be considerable thought given to how do we get into those schools, particularly the high schools, at the early ages and get that audience.

As I say, I'm not giving any solution. I'm just saying you better be ready because if we could get a directive from head office in, I guess, Toronto, to come down to the lower level, maybe that would work. I don't know. But that was the hardest thing, and I still got my file on this and I'm ready to do it again with all the new stuff even if I need to learn how to do these click-clicks.

MR. DAY: Thanks, Norm. Duly noted. Two comments on that. One is we know we have to go to the career counsellors, but we got our foot in the door with all the geography teachers. The geography teachers know who we are. The geography teachers are going to help us get in with the career counsellors. The career counsellors are the one we want to hit at grade 10. They have a career counselling course that the students take. We will get into that. It's just we got both feet in the door, but we will get to them, but that's absolutely correct.

The other interesting thing is when we speak with Laval, we are creating the tool kits for those people who don't have time to create tool kits, so you have something to go out there with. Laval said their best winning record came from individual companies, the Barnes, the Marshalls, maybe the MTOs that put together their own package and said, "This is what we do. This is our nest of the business. This is what our company does." And that was the best marketing tool, but we are going to create the general ones that anybody can grab if you don't have time to create your own.

Laval, we are listening to and looking at. Laval has over 250 students in their program, and they have a geomatics science program, and a gematics engineering program. The geomatics science program has 3 to 1 ratio versus the geomatics engineering program, but they have a smokin program that's going right now.

Anyway, I think I need to turn this over to Bruce. Thank you very much everybody. Anybody wants to talk to me later –

MR. ANSELL: Come over here for a minute, Nigel. Thank you very much for your presentation. Just a very small gift. Our next presenter is Bruce Millar who is going to speak on the Pathways Project and I hope he explains what it is to those who don't know, so that will be your first task.

PATHWAYS PROJECT UPDATE BY BRUCE MILLAR:

MR. MILLAR: Actually, there is a bit of a misnomer. I will speak very briefly about the Pathways Project, but this is more about continuing with what Nigel is doing.
If we could put the PowerPoint up. The Pathways was originally and still is a project that was designed to provide a fair and equitable process for internationally educated people to enter the profession.

I attended the convocation lunch today and noticed that there were internationally educated people who are now Ontario land surveyors. But the process was originally looked at, and there was a lot of concern about how impersonal it was, how arbitrary it was, and how it didn't really provide any meaningful assessment of what people have.

I don't know if you folks know, but there are well more, than 19,000 universities in the world. Each of those universities have their own credentials, their own way of doing things. Some come from totalitarian countries, others are from countries that don't have a British common law basis, so when you are attempting to compare programs, it becomes a very, very difficult task.

I will just use the same example. If you can't get the University of Toronto to accept a psychology credit from Queen's, how in goodness names are you going to get the AOLS to accept a credit from Beirut or from Hunan University in China? It becomes very, very difficult.

The project is about to end in March 31st of this year. We were told we would know whether we were going to be extended at the end of January. I think it's fair to say the chaos of the Drummond report, et cetera, has left all budget considerations on the table, so we don't know yet whether we are extended, but we are just going to assume that the four years we have already spent working on this will be fruitful.

If we could put up the first slide there. The interesting thing is that there are in fact only four sources for new land surveyors. The first is the traditional source, the 19-year olds coming out of high school, going into a program at university and moving on through, the way a lot of people in this room did.

But even the universities are finding that their future is not likely to be the 19-year olds. They will still be there, but there will be a lot fewer of them. They are going to be students like my two boys who are 36 and 33 who are going to go back to school, who are going to add to their competency list, who are going to add new things to their portfolio because the idea of starting with a company and staying there for 20 years is not likely to happen in very many industries. Maybe this is one of them that it will, but we have to think about it.

On the right hand side, you will see that there are some places that we may not have thought too much about. There is the internationally trained professional. This is immigration. As Sue so rightly pointed, we are competing with the European Union, we are competing virtually with every jurisdiction, Australia, New Zealand for professional land surveyors to come and fill in the skills gap. We could take people who are already technologists and technicians and do upscaling.

People may have taken the college level program because they thought “I'm not ready for university” or “I don't want to do all of that”, and after ten years in the field, they say, "You know, I can do this math. I can actually do this." We have had employers call Bill and say, "I got this guy and he is good as any of my surveyors, how do I get him a licence?" We do have people who could upscale.

We also have people who are migrating from other professions, civil engineering and others. We had a geography major that came through and so those are the sources of adults who could enter the profession.

Now the question becomes: What is it that future surveyors need to know? This is always a moving target because if you go into the room just to our right out here or downstairs to the right, there is just new equipment upon new equipment upon new systems, so what a surveyor has to know is a moving target; it keeps changing.

What are the competencies that define the totality of the professions? What are the things that surveyors are called to do that people will walk through the door of a surveying firm and say, "I need you to do this?"

That is known as the competency continuum or the competency framework. All businesses are well advised to say, "What are the things within my company that make me money? What are the skills that I have to have in hand that I can actually use to increase my bottom line?" So if you think of your competency framework as those skills and competencies that contribute to your bottom line, you are well on your way.

If you think about it, some competencies are core. Some things you have to know. I come from an aviation background, and if all we did to train pilots was to do theory and the pilot got 80 per cent on their final exam, would you be happy flying with them thinking that maybe the 20 per cent they didn't get included landing? Not so much.

There are things that are core competencies. We need to define them. We need to know what we need to know, what would be nice to know, and what might we have to know if we were asked to do something specific.

The AOLS over the past four years has developed a competency framework. We asked a group of content professionals, content experts: What are all the things that a land surveyor would have to know? We based it originally on the CBEPS syllabus, but we found that there were things that just didn't make a lot of sense, and I'm not being overly critical.

But we have 11 groupings of competencies. For each competency, we have identified a mastery level. In other words, what would you accept, as an independent, objective assessor, that says, "Yes, I believe that you can do whatever the competency is." Each competency has one or more professional assessment methodology.

So if it had to do with writing a technical report, the methodology might include you bring in some technical reports and they are reviewed by people who are expert in the field of assessing whether the technical report meets all the professional standards.

It might be writing an exam. It might be completing a lab. It might be successful completion of a course, but there are, for each of those competencies -- and in the 11 groupings, there is somewhere between 20, I think the least one is 19 and the highest one is 29 competencies. There are quite a lot of competencies. For each of those, the mastery level has been identified.

Even more importantly, for each of those competencies, there are now resource listings so that you if you don't have a competency, and remember in an ethics based profession, someone might walk through the door and say, "You are a surveyor and should be able to do X." And you say, "40 years ago I took that, but I'm not really up on it right now." Now you can look at the competencies that are involved and there are resources available that you can go and do readings or find out how to do that.

The AOLS, and Bill has told me that it's pending, but they have added competency based assessment to -- and that's going to be a term you hear quite often -- the platform of assessment processes.

What we are saying is that originally for internationally educated people, if they came to Canada and we had any concerns whatsoever as to how do we compare the courses that we were asking for and the content they are in and the instructional methodology provided in those courses, if we had any way of doing that, we can now ask them to do a competency based assessment, or they can ask us to do a competency based assessment that says, "I will challenge and prove to you that I can do every one of those competencies," so the rigor in fact is even harder.

This process works equally well for all learners. So if you had someone who was a technician or technologist that wanted to upscale, they can say, "Here are the competencies that I got from Sir Sandford or from Loyalist program or from Red River College program, now let's take a look at what I need to know that I don't have yet."

If you came from civil engineering, you probably have a whole lot of the math and stuff that you would need to know, but there would be things you don't know. Rather than going and starting all over from scratch, this is a far more effective way to do it.

Competency based assessment facilitates mobility from technology and technician levels to the professional level, and mobility from other branches of geomatics to the professional surveyor. It does so by providing the means to prove what you already know. We had one situation today where family members work for their uncles, their fathers, their brothers for years in the field. We had a gentleman just suggesting that perhaps people should be looking for these entry level jobs.

While you are working in the field as a technician, you learn stuff. You master these competencies. You get to do things. Now wouldn't it be far more effective to give them credit for that, to recognize it, and then be able to, in a professional manner, document and carry forward with it.

You also identify the gaps in education which is exceptionally expensive. If you can focus on what people don't know and not have them sit through class after class after class of things they already know, and you think about a lot of these people that come from other countries. I had one fella say math is math. I don't care if you speak Russian or Egyptian, math is math. I can do the math. There are other competencies, though, that I don't have. That's what we need to focus on.

Basically the same thing. Internationally educated people, it's the same thing. If you fled the country, in the teaching profession -- we had a lady who fled Iran her husband was shot in front of her and she left. This isn't a person who is going to be able to go back to her university and get her transcript of marks, and she had been a teacher for 35 years. The answer from The College of Teachers in Ontario was: We don't care. Go to Queen's University Faculty of Education and take the program because that's the only way we are going to accept you.

She challenged it, and that's the birth of fairness and equity, and you have to have some other means of saying, "Okay. If you were a teacher for 35 years, there are things that you obviously -- probably the majority of what you need to know, you already know."

I'm sure everybody here knows it, but I want to really, really stress this. The function of universities versus the function of a regulatory body. Universities grant credentials, in some universities, you need 60 per cent average or a grade point average to pass.

If you are hiring those folks, does that mean you really know what the person can do? I'm not meaning education. It certainly proves that you can stay up all night and write last minute essays and think at an intellectual level far above what most people can, but does it tell you what the person can do? I would submit to you it doesn't.

But credentials, we are in love with credentials. You hear the people all the time saying, "If I'm going to have a surgeon operate on me, I definitely want him to have his credentials." I beg to differ. I want him to know what he was doing. I want him to be competent to do these things.

In a former life, I was an elementary school principal and a high school principal, and we advertised for teachers. We get 500 applicants. They are all qualified. They all have their credentials. The job becomes: How do you match their actual skills with the environment in which you are going to place them? Do they need skills in dealing with behaviour children? Do they skills as English as a second language? Do they need to be really competent in advanced mathematics? That's the difference.

Regulatory bodies deal in competent members. If you refer to the Act, there are two ways you can get turfed out. One is ethics, and the other is incompetence. If what you are saying is you get to be a member by credentials but you get fired by being incompetent, there is a disconnect. We really need to say, what are the competencies?

Earlier today, they were talking about continuous professional development. That needs to be integrated with what the competencies are. I heard someone say, "Well, I'm really not good at this click-click stuff." It's a competency. You need to learn it. You want to learn. Let's learn it.

The purpose of universities. I have to say this because I thought it was really clever. The President of the University of California said the purpose of a university or what a university definition is is a group of faculty, entrepreneurs with a common complaint about parking. I'm not sure that that's the right one, but there seems to be two schools of thought. They don't always blend about what a university does. This is the one train of thought. It raises the intellectual tone of society through research, transfer of knowledge, giving individuals the capacity to be lifelong learners, promoting and innovating and creativity.

The other school of thought seems to be preparing the next generation to contribute to the economy by providing learners with employability skills, ensuring that businesses have a source of employees capable of producing profits.

I would suggest to you that any university with a good president would say, "We do both." But if you look at what the politicians are talking about, it's always this one.

This is where sequencing becomes a little difficult. There is a whole group of thought that says, "Are the college and universities, are the regulatory bodies, are the agencies of change adult learner friendly institutions? I quickly go back to how it used to be. Internationally educated person brings their documentation. They give it to someone they don't know. It's sent to an assessor they don't know. The assessor sends it to the AERC who gives them a letter, almost anonymously, saying "You need to take 15 courses." Is that friendly?

In fact, there was just something today about veterans being denied benefits, and they are saying, "They don't even tell you why you made that decision, how can you ever appeal it?

Learning services for adults need to be structured differently. Most have family obligations, most hold other jobs, many face financial -- in our little group this year, we have had divorces and illness and tragedies and children having trouble, that's what adults face all the time, so go take 15 courses at a university becomes a very difficult thing.

The role of a regulatory body is charged with the responsibility of defining and ensuring that the members of the profession possess the skills and competencies required to discharge their professional responsibility in the best interest of and to protect the public. That's what it says.

That's in the Act. You just keep going back to the Act. You need to be competent because of training and experience. I believe that the AOLS, and to that matter, all of the member organizations within the AOLS, all the companies, need to become learning organizations. And that is finding ways to provide continuous learning for members, and we talked about that under continuous professional development. They promote creative thinking -- thank you, Nigel -- exploration of new ideas, contributions from members and employees, and learning from experience and experiments. We need to be involved in all of those things.

How do we actually deal with these? I have obviously laid out a few ideas. I'm saying we need to deal with competency based assessment. We need to take a process that is more adult friendly. We need to be adult friendly learning organizations and we need to be learning organizations. There is lots and lots and lots of things.

How do we keep competency listings current, and all those kinds of things? But in the past four years, a lot of this has been done. My fear is that this is yet another thing done in the little office in Toronto on McNicoll that the membership hasn't had an awful lot of time to look at.

If you want to have any comments, and we are going to run a little short, but if you have comments that you don't have time for today, please send him them to me. You can do it just calling the AOLS office. I would love to engage in more of this, but this is the way of the future.

Dealing with competencies means that you can recruit more members because they can be mobile from other agencies or other activities. They can come from other countries. When the students come through the colleges and universities, there is a continuum that they can look and say, "I'm here. I'm here. I'm here."

Just so you know for next three years, the AOLS and York University are in the process of trying to take the difference between credentials and competencies and blend them. So we have a three-year project that will mine all of the York University geomatics engineering courses for the competencies. They are going to match those competencies with the ones that were defined by the AOLS.

The other thing I wanted to say is that prior to the end of this term, prior to March 31st, we will make available to all members. We had hoped to do it on the website, but that may not be possible - all of the competencies that we have identified and throw them open to discussion, throw them out into modifications. So you can say, "You know what, I never do that. I can't imagine any surveyor ever doing this or needing to know that." So we want you to be involved. Thank you.

MR. ANSELL: Thank you, Bruce. Again, a lot of information in a very short time. We do have a few minutes for questions, and I know some of our guests will have to sneak out in the next few minutes as well. We do have a few minutes for questions.

MR. HARTWICK: Travis Hartwick from Pakenham. I really enjoyed what the two gentlemen said today. I really think that the AOLS has struck up a couple of groups and participating couple of groups that are very, very effective in what they do.

I guess my only concern is putting all this hard work to the ground. I sit back here and I ask myself, "Okay. We have a lot of information. We have done a lot of work, but where is it going?" I'm wondering what the membership in general is doing to promote our profession. We seem to be pushing this on the Association, and what are we doing? Are we the Ron Maks of the world that are actually going out there and doing some of this stuff, or are we coming to the AOLS meeting once and hearing it and then going back into our little caves and working away on technical issues?

I guess my challenge here to the membership and maybe some comments on is can each and every one of us here today put a line item in their budget that says expanding the profession, growing our business through knowledge of what surveying is.

Maybe we will allot half a day a month and budget for it where we actually sit and think how are we going to grow in our profession. Maybe in our project manager meetings or management meetings or discussion with our spouses that are part of our business or something, take a moment and sit and think of how are we going to put some of this into play so that we actually grow our profession and surveying in general.

I just put that out there as maybe a challenge and maybe ask that everybody that leaves here really, really think hard about that and really make it a part of their everyday business rather than once a year when we come here and discuss these items. Thank you.

MR. ANSELL: Thanks, Travis.

MR. SHELP: Andy Shelp, Ottawa. Over the past couple of days, there have been a couple of things. First, Nigel, amazing, nice work, great presentation. Also, Bruce, very nice, very good, very to the point.

Competency based seems to be the way to go. I'm on the AERC and we seem to be moving into that direction as well. Just a couple things that have sort of surfaced over the last couple of days.

Yesterday's discussion was all about this digital cadastre and how it's going to make people money and we are going to do this, and this is an asset that we already have and all these things, and we are all going to be able to retire on basically what we get from the cadastre, anyway.

So that's one stream of revenue. The other stream of revenue that people seem to be forgetting, but you see it over and over again, is that these Reaches come out. These Reaches say, "I want to retire and I would like someone to buy my business," and they have a resounding silence. Boom. Here we go.

With what's going on in the economy and the gray hair, mine included in the room, people are starting to realize that this is not your pension and selling your business at the end of the day may or may not be attainable. You may not get what you think you may have invested in it. In light of what Julia said with respect to getting this into -- your comment, Nigel, with respect to we have to get the parents to buy in, which is more about public awareness than anything else. There has always been this public awareness thing. We need to hit high school. We need to hit here and here and here. For the last 30 years, I have been listening to this, and it's all good. But it has to hit multi-media, and there is this great presentation and it's going to cost X amount of dollars to get it in a national level.

Let me ask you a question: If you can invest $10,000 with a possibility of selling your business for what its worth in 5 or 10 years, would you do that, or are you going to sit here and do nothing and then try and sell your business in 5 or 10 years to whom? To Stantec? They are not going to buy everybody's business in the room, for sure. The investment that you make now whether it's a multi-media campaign, whether it's getting something on television, sure, it's going to cost, and it's going to cost big, but where are you spending your money, and what are you investing in? Just a thought.

If it cost $5 million, that's what it costs. If you can sell your business because there are now three times as many surveyors as there are now, isn't it a worthwhile investment? How many of you bought Nortel at $50? I'm sure you wasted more than $10,000. Just a thought.

MR. ANSELL: Thanks, Andy. We don't have time for any more questions. Bruce, thank you very much. Our final presentation this afternoon is a discussion on survey research and we will have three presenters. One presentation from Dave Horwood, another from Dan Cormier, and finally we will hear from Bill Snell. If they keep their presentation moving along, there will be time for questions at the end of the discussion.

If those three gentlemen can get up here and we can move right along, it would be appreciated.

MR. ANSELL: If we can come to order. The way I explained things was completely wrong. Bill Snell will be speaking first, so ladies and gentlemen, Bill Snell.

SURVEY RESEARCH PRESENTATION:

MR. SNELL: Good afternoon. I had a bit of a back and forth with Travis about me actually even doing this presentation. We came to an agreement about what I was going to talk about, but now I'm up at the mic, I'm not going totally abide by that agreement.

I'm going to spend a few minutes -- I think it's important, even though the topic is research, actually there is a tie to research. I'm going to spend a few minutes talking about some updates with the land registration system. Since I have been here this week, I have had several people come to me and express concerns about rumours they have heard that the local land registry office is closing, and that there is a great change afoot, and that the service that they have become used to receiving from the land registry office across the province is no longer going to take place.

I want to talk a little bit at the beginning of the presentation about the developments that we have had recently in the last year, so with Teranet, some of our accomplishments, and then talk about LRO operations as well. I know everybody loves Teranet, so I'm not going to spend a lot of time on this, but I think it's important to understand the background. It is what it is notwithstanding what people feel about the relationship with Teranet. It is going to be a long-standing one and we are going to have to come to terms with it and deal with it and accept it.

As many of you know, there has been a long development of the automation and conversion of the records in the province, and since 1991, there has been a relationship with Teranet and it has many iterations. Sometimes the province has owned part of the company and other times it has been sold and I think the province actually bought it a couple of times, or portions of it a couple of times.

Most recently, there was a one billion dollar agreement with Teranet where Teranet paid the provincial government a billion dollars, and that's with a "b," to have the right to operate the land registration system until the year 2067. I think probably most of us in this room won't be in this room in 2067, so Teranet is a matter of fact.

As I mentioned, the government received an upfront payment of 1 billion dollars. Beginning in 2017, the government will receive annual royalty payments of approximately 50 million dollars a year. That will depend on volume of registrations, but it's estimated to be about 50 million, and that, again, if you multiply that out over the 50 years, it adds up to -- we are even to the more billions.

It's quite a lengthy agreement, many, many pages, the contract. There is provisions for funding of government system changes which we are continually working on improving, the Teraview and Polaris applications. Provisions for funding of client generated changes and there have been some meetings with some representatives from the Association and other users of the system about changes that clients would like to see, so if you have ideas about that, certainly let us know.

There is an obligation from Teranet to maintain a modern, reliable, secure and user-friendly system and made agreed upon performance standards. Government maintains fee control and owns the data, whereas Teranet has the opportunity to market value added products.

Moving on to some of the accomplishments in the land registration system. We have about 5.8 million automated parcels which are all in the land title systems save and except 36,000 that remain in the registry system, and that certainly begs the question as to what we are going to do with those 36,000 and that's a project we are currently working at. It doesn't seem to make much sense to maintain the Registry Act for that number of parcels, so stay tuned on the disposition of those 36,000.

You can read those slides. Ninety-nine per cent of the registration volumes are now received electronically. That 1 per cent is primarily plans. So that's another area that we are working actively on and we will be consulting with the Association about how we achieve E-submissions of plans.

Our preliminary view is that we will probably be looking at an image submission of some sort as opposed to a CAD file, but that remains to be seen, and certainly input from the AOLS is welcome.

The numbers in the last bullet keep increasing, but there have been a great number of registrations and very wide acceptance by the legal profession of electronic registration.

One of the contentious issues that I have already mentioned and this is peripherally related to research, I guess, because any involvement that land surveyors have is related to research is that there have been shifts in the way that the operations are taking place and there continually will be changes, certainly the recently released Drummond report seems to indicate that we are going to be looking at further changes.

There remain, currently, 54 land registry offices and there are no current plans to change that. They may appear in a different format. They may be collocated with a Service Ontario counter that provides other services to the public of Ontario, but there are no plans currently underway that any of those 54 offices will change or be closed. They are going to move. They are going to be perhaps in a different location, a different format, but there will be a local land registry office in each of the locations that there now is.

There has been a recent realignment of roles and responsibilities of LRO staff. I'm sure many of you are familiar with that. Many former land registrars are now office managers with no technical responsibilities.

There are 18 technical specialists with no managerial functions, so they have split the managerial and technical roles for a clear definition of who does what. Of these 18, they are all our former LRs or deputy LRs, and three of those have taken on the statutory role of Land Registrar across the province, so there has been a change in that respect is now we have three land registrars; each responsible for about a third of the offices.

There have been some recent discussions in the north with respect to some of our work allocation. One of the initiatives that has recently taken place is that because of retirements and attrition and reluctance on the government due to financial constraints to replace some of those positions, we are moving work around the province to where the resources are available.

It's a virtual office, if you will, where there is the plan or the document may in fact be registered in Eastern Ontario, but there may be some availability, some capacity for reviewing and certifying that document in south-western Ontario, so there is movement of documents and plans around the province to take advantage of those capacity.

Many of the smaller LROs that no longer have staff with experience in more complicated registration matters such as condominiums or subdivisions, we have implemented a process where those types of documents are being sent to a central location where we have staff with that type of experience and we have developed protocols that admittedly on first blush had some warts and weren't perfect, but we are working towards refining those, and with your input, hopefully we can have a smooth process where documents and plans are sent and returned in a timely and efficient manner.

With that, I'm going to move on a little bit to LRO research. This statement, I took it sort of from a comment that Bill Buck made in a recent AOLS news letter that while you have to do research at the land registry office, or certainly that would be my assumption that's necessary for complete research, that in itself does not constitute complete research. That will fall on Dan and Dave's comments in a few minutes.

The issues with cadastral research and the land registration system are somewhat different than those between surveyors and survey firms, but it is my understanding that research the land registration system is for the most part taking place but there may be some misunderstandings about the information and resources available particularly in a post-automation conversion environment.

On that basis, I'm going to spend a few minutes talking about what would appear to be the basics of LRO research, but I think that it may generate some discussion. I want to finish with a quick explanation of our mantra in my office that the plan must agree with the PIN, and I expect that that will have some reaction.

And then I also have, which I think I will save until the very end if there is time, a couple of examples about how we dealt with Travelled Roads and easements at automation, which also is often an interesting and worthwhile discussion about research.

Starting off, property index maps. They are the sort of the starting point for much of the research at the land registry office. They are prepared when automation occurs and are updated as land division occurs and new parcels are created. The purpose of the maps is to provide a graphical index to locate individual parcels in relation to other parcels. It is the goal to provide property index maps that reasonably reflect a parcel's configuration and its position relative to neighbouring parcels.

Parcel mapping is not based on survey, and you can see in the disclaimer there that this map was compiled from plans, documents, et cetera. On occasion, ministry staff will receive a request to correct the mapping as it does not appropriately reflect the size and shape of the particular parcel.

Generally, the property index maps provide a reasonable approximation of each parcel shape in relative location, but as the purpose of the mapping is a tool to locate a particular parcel or PIN, those requests are often not recognized or acted upon.

The role of the property index map is a tool to find a parcel. It's not to be used to help you find property boundaries or title issues, it's just a tool to help you find a particular PIN. As part as their ongoing updating and improvement of the electronic land registry system, later this year, by the end of 2012, I'm happy to announce that the property index maps will no longer be available in laminated format in the office; they are going to be totally digital primarily through Teraview. We are going to have the same information that is now available in paper online. They will be far more timely updates of the information on those property maps. You won't see the red lines, and the turnaround time on providing up-to-date parcel information should be far quicker.

Quickly, I don't want to spend a lot of time on the different types of PINs. This is really getting down to the basics of our system, but I think it is important to understand the difference. There are three general categories of PINs, registry, LT absolute, and LTCQ. I won't spend any time on registry, as I said, we are hoping that they won't be here much longer and we hope to deal with those 36,000.

LT absolute PINs include two types. LT absolute are the automated version of a traditional paper land title based on either a first application from registry or crown patent, an LT. The second is LT absolute plus, which is a PIN that establishes the result of an application for absolute title from an LTCQ PIN. This is usually done for development purposes as absolute title is required for the registration of both condominiums and subdivisions.

In both occasions, ownership is guaranteed subject to the qualification of 44(1) of the Act. Any potential adverse interest during the notice process at the time of the first application or application for absolute title, the LT Plus parcel has some additional guarantees, hence the plus, such as planning and compliance to the date of issuance of absolute title. Neither parcel has a guarantee of extent except for those few parcels that have undergone a boundaries act application or confirmation.

LTCQ. I think there are some basic misunderstandings about LTCQ parcels among some of the users of our system. LTCQ PINs, there are approximately just a little over 2.8 million. These PINs are the result of the administrative conversion of registry records. They, like the absolute PINS, guarantee ownership subject to 44(1) of the Land Titles Act. There is a misunderstanding among some users that LTCQ PINs are qualified as to ownership. This is not correct.

The qualification does not relate to ownership. We guarantee the ownership of an LTCQ

PIN in exactly the same manner or even perhaps a greater manner in some areas than we do with LT absolute PINs.

The qualification is with respect to potential adverse interest because it wasn't a notice based process. It was an administrative process that was accomplished without any notice to adjoining owners or other potential interest holders in the parcel.

While no new rights can accumulate after the lands have been converted, the possibility of existing adverse on registry rights remain, and so they would then be addressed if there was an application, perhaps their title.

So the qualification is really with respect to -- there is a couple of other things with respect to this description, but the primary qualifier on LTCQ, the last letter, the qualifier relates to adverse interest or potential adverse possession across the subject lands. LTCQ also offers some additional guarantees that traditional absolute PINs do not including planning that compliance to the date of conversion.

Here is a sample of an LTCQ PIN. I won't spend any time on that. It's not very clear in any case.

I will end with this and turn it over to Dan. The most important principle when we are training staff, and certainly among my staff, is that the plan must agree with the LT PIN. So if you have an LT PIN, in this case, Lot 1 is PIN 1, Lot 2 is PIN 2, the plan that comes on can't look like that.

Part 1 cannot include something beyond the limits of Lot 2. If you have some concerns that there is possessory limit or some indication that there is a boundary beyond the geographic limits, the answer is set out in the next slide where you would make a separate part.

Part 1 would be all of PIN 2 and Part 2 would be part of PIN 1. The initial example where you had a PIN and part disagreement would not be acceptable in the land registration system. I know that basic principle has caused some concern and discussion among some people in the profession with my staff, but it's a pretty basic principle because we are guaranteeing the title to Lots 1 and 2.

As I mentioned, I have more slides, but I will give them up for now and turn it over to Dan. We are going to do questions at the end?

MR. ANSELL: Questions at the end.

RESEARCH FOR SURVEYS BY DAN CORMIER:

MR. CORMIER: I will try not to be as formal as Bill. Basically my name is Dan Cormier. I'm from Kingston, Ontario. The premise of my speech is more to deal with the private sector portion of survey research.

Probably about a month ago, Travis asked me to make a presentation, and actually two things came to mind. First of all was: What did I ever do to you? And the second one was: I thought maybe the topic was going to be a little dry, may be a little boring. But unfortunately, I was wrong.

In the last couple of days since I have been here, I was canvassing people on the topic and I was trying to get a feel for the survey research issues and they were filling pages. I must have revised this two or three times.

Basically, when I put it all together, I said I'm not here to answer the ultimate question on this topic, but I would really like to make a forum for a presentation to get people involved and talk on the subject.

Basically everything I was talking about and people were talking to me was the challenges they are facing. In our region, Kingston, when it comes to research, obviously you are getting a lot of the players, you know a lot about history the history of the area, and our firm doesn't go that far afoot.

What happens a lot of times is you get to a point where you realize what information there is, and you do what you are supposed to, you do due diligence and asking for records. When I discussed it with people outside my region, I realize there is a whole set of different circumstances. One of them is the fact that people are coming from all areas, in the different areas, and the research for the most part, I will talk about some of the topics to do, some of the things that have been shown to them, some of the examples they experience.

One of the things that really came to mind when talking with people was when they are requesting research information from other surveyors, sure, we have to do our research at the registry office, and, yes, there is documentation to do, and for the most part, people are getting the surveys from other, obviously, firms, and for the most part, they seem to be getting information as to undeposited plans.

Where it seems to fall short is this field notes themselves. A lot of times, and I have heard across the board, I won't point any fingers, one of the things that was said is if the plan fits, they are not going for research.

I would like to say I do the same. I do, but it's not always the case and we shouldn't always follow. Some of the issues that have arose in discussions was they have requested information from other surveyors, sometimes the search information is adequate, incomplete; in some cases, not even sent.

Another case was $500 for field notes. Our practice in our firm is we basically exchange, like I said, through Kingston, and people we know just outside the area, but if somebody does come from another region, we usually charge our time, our material, and put a little profit margin in and charge it out.

Another issue that came about in discussions was they mentioned that one surveyor was requesting $1,000 retainer before he released his field records, and I thought that was pretty interesting. There is lot of discussion about the LSR. My personal view is anything that makes money for surveyors, I'm all for. The issue we have that I see, and I don't have an answer for it, is we have to basically look at what we are doing as a business and a profit to that business and basically balance it against the public interest, and are we doing our mandate by doing proper research.

It was interesting. I talked to Dave Woodland about his article about 25 years ago. Twenty-five? A young Dave Woodland. He put a presentation together at AGM regarding the reasonable cost for field notes, and it's just interesting how this has all gone full circle.

One of the things that, like I said when I first got up here, I think it's important and I hope the members that have talked to me over the last day and a half, the ones that I remember, bring back or at least talk about the scenarios and some of the ideas they have for balancing that issue between running a business, making a profitable interest in your background information and the public interest and our mandate to do proper research.

The last thing I would say about the way the situation is it's a business and most of us look at our records as value. The real key is to make it a value that ultimately makes some sort of a revenue stream, even better, but we make sure we do what we are supposed to do as surveyors. Thanks.

MR. HORWOOD: This is actually a good segway to what I'm going to be presenting here because I sit on the Complaints Committee and these issues have started to come up and more in more in complaints and just in general.

Council decided that we needed to get more info as to what the membership was actually doing for survey records. I thought I would put it into context initially so that we can get an idea of what's going on. I don't really want to lecture to anybody, but it's just to kind of put in the context of where this whole thing comes -- it's obviously from the Surveys Act -- where the notes need to be provided to surveyors that request them for a reasonable charge, and that's never defined in any statute or in any document.

It's obviously in the public interest to ensure that surveyors have access to all relevant survey records to make their informed boundary decisions. Also, in our own Act, it requires that we use the documentary evidence for both the land under survey and all had adjoining properties.

As I said, being on the Complaints Committee, these issues have started to bubble up in various forms, both on cost to access records and in quality of research on the other side because those two issues seem to go hand in hand.

At the direction of council, the AOLS conducted a member survey in December on fees for survey records with the extent of establishing possibly a definition for reasonable charge.

This is the questionnaire. It was quite interesting to me because we tried to get this out as quickly as possible because we felt that this was a very urgent issue. So this was put out in December and it had quite a response. There was a huge response to this, and I will get into some of the details.

But these were some of the questions that were asked in the questionnaire. Do you currently charge for notes? Do you have special arrangements with other firms? If you charge for records, how is your charge structured? Here is where it came a little bit difficult to analyze because there is a variation in how different firms charge for these notes if they charge at all. In addition to that question, what do you consider is reasonable? What do you charge and what do you consider is reasonable? Do you charge differently if it's a single project versus multiple projects? How many survey records in broad buckets do you have in order to kind of put it in context? What percentage of your records are in readily accessible form? Because obviously it's going to be much more difficult to go after forensic evidence if it's not accessible in a scanned or digital form.

Do you currently use any sort of hosting service in order to populate these? Do you feel that ultimately you have the tools to efficiently search?

In the short time period where we only had a month to do this, it was entirely done on the web. We got 110 respondents which represents a good 50 per cent of the C of A firms. In general, like in broad-base, about 60 per cent charged for record search. Two-thirds have special arrangements with other firms. What wasn't asked directly, but there was a lot of comments.

The comments were vociferous in the response. If you went through the comments, at least 26 per cent only charged or charged based on what other firms charge them, so it was a quid pro quo. It's possible this is higher. This was explicitly stated in the comments, so, therefore, really only 41 per cent charged fee as a normal business practice.

And then a good two-thirds charged differently for multiple record search. So the current average charge was ability $39 per project. If you take out the zeros, because there are quite a few surveyors that don't charge at all, that comes up to around $77.

For an average charge, you have $77 is the average charge, the maximum was about $176. Eighty per cent of those are less than $95. Reasonable charge was almost identical when you took out the zeros as well. It includes various combinations of fees, plans, notes, pages, hours. We excluded just a very few outliers that were more than three standard deviations from the mean, so these numbers actually exclude the outliers. It was pretty consistent.

If you look at the respondents, they represent about 3 million survey projects. Again it's an estimate based on the buckets, but you can get a reasonable idea. It matches the number of the firms reasonably well because we know there are about a million plans in the registry. We know that there are 5 million properties in Ontario, so you probably have about 6 million records that you are dealing with.

Half of that is three million, half of the respondents, it does match, it does make sense. It was evenly spread out across the regional groups, and approximately 50 per cent overall were in readily accessible form.

We look at the average charges. Average admin fee, $63; average page or count was $4 or $6 dollars; average plan was about $50; average hourly rate about $76. Reasonable was about the same. There was a wash between the two. A model for what we considered was a typical search so that we can make the numbers match each other was a single fee, about five pages, about five field notes, a single plan, about half-an hour, so that's how we were able to model the numbers as consistent.

As I said, the average was about $40, $80 if you remove the zeroes. If you look at multiple projects, for the firms that charge, almost all of them charge additionally for multiple projects. If you use that same model, then it probably doesn't make sense to just take the $40 and multiply it by the number of projects, so looking at single project, ten projects, maybe 100 projects, 1,000 projects, you can look at, let's say, ten projects. You have an administrative fee which would be a single. You got about 50 notes and pages, ten plans, maybe four hours, or you have 100 projects, maybe single fee, 500 notes, 100 plans, 16 hours.

As you can see, if you work those numbers out, it goes from 40 to 20 to 15 to 14, so there is probably a decreasing amount. There should be obviously economies of scale, retrieving multiple files, but the retrieval time obviously depends on the efficiency in the firm's indexing, so the per cent scanned and the geographic index of those plans.

Some additional results just to give you a context. In the Georgian Bay region, about 85 per cent charge. In South-Central region, which has operated for a while, is about 45 per cent, almost 50 per cent have the charge only if I'm charged, so there is only really 17 per cent that charge as a business practice in South-Central.

Some other interesting notes is the more records you have, obviously the more likely it is you are going to charge, so it goes from -- if the firm is with 100,000 records, 23 per cent up to the firms with over 50,000, it's 78 per cent.

The ones that have greater than 50,000 records or less than 1,000 records are less likely to have an arrangement with other firms. 70 per cent of the firms have between the 1,000 and the 50,000 records.

The firms that were in the process of scanning actually charged the most. So if you have nothing scanned or if you have everything scanned, you charge the minimum amount. Our understanding is part of the pain of the scanning is trying to be offset by that. Seventy-four per cent of firms who charge have side arrangements. All firms seem to agree on reasonable charge.

The ones that charge were the ones that don't. Firms hosted on servers charge a little bit more, so the not hosted, the average was about the $77, hosted was about $93. Also makes sense to a certain extent.

Some of the considerations just to get here because this is just the information. This is the information you provided us. If you look at the buckets of the number of records and then the sizes of the regions, no one firm in a region has more than 20 per cent of the records, actually, it was less than 15 per cent. So the logical conclusion to that is that you are likely going to have to always search other firms to find notes. Fifty per cent, a large number of the survey projects of the ones that were responded which were over a web-based survey are not currently scanned, so there is likely a scanning support that's needed because one of the high charging firms had 50,000 records and nothing scanned. Obviously an incomplete and inaccessible record is really not in the public interest.

This was not asked directly, but it came out of the comments, firms charged local firms less than outside firms, so either free or reduced rate and two-thirds have special arrangements with other firms. Obviously there is no single province wide index. It's a combination of local indices, hosted scans and paper records.

I want to kind of leave you with there was a wealth of comments, like, it was a very hugely responded survey. It's amazing to read through some of these things. Pretty much every respondent had a point in certain ways. These are just selected comments that seem to go broad range around some of the issues.

"The public who benefits from a well researched survey product, should in some manner, bear the cost."

"We do have special arrangements and is that not collusion? How do we protect the public interest with cliques?"

"What about copyright?"

"Why don't we have a set fee guideline?"

"The fees some surveyors charge are way past 'reasonable'."

"No central location."

"We win the project and then the margin is sucked out of the project when we call the competing surveyor for their notes."

Again, I'm just the messenger, but this is essentially the response that was received in the survey. Obviously there are issues here, but if we back up, the reasonable charge was actually almost consistent across the board. There is likely something that can be defined around this area and I think that's something that can possibly be part of this discussion or further discussions. Thanks very much.

MR. ANSELL: Thanks, David. So we do have some good time for discussion and questions, and I think we will do it as a panel so that you can ask a question of the whole panel or individually. I will just open up the floor to questions.

MR. STIRLING: My name is Rob Stirling in London. I'm in the middle of a survey and the survey is on hold right now because of exactly this problem. We have done the research at the registry office. I have researched all the firms I could. I have been to the site. The woman met us on the property. She was very anxious to have us tell her where her boundaries were, but I warned her we were held back because of one surveyor that wanted his 1,000 retainer and there is nothing I can do.

So I brought this to the Association. I was told to wait until this meeting, so that's why I'm here now, so I can report back to my client. It sounds like what we just heard is we should establish a reasonable fee and set that fee across the province, and if that's the case, I would be all in favour.

If it means presenting a motion here now, then I would be glad to do so. Would that be appropriate?

MR. ANSELL: Any motion would have to be in writing and I would suggest that a motion would be more appropriate at the open forum tomorrow. I think let's have the discussion today, certainly have your motion presented at the open forum.

We do have a good crowd, but just in case there is others that aren't here right now, if that's okay with you.

MR. STIRLING: That's fine. I will tell you now what my motion is going to read.

MR. ANSELL: You certainly can.

MR. STIRLING: It says that there be an upset limit of $30 per plan and $5 per package of notes related to that plan. Thank you.

MR. ANSELL: Tom?

UNIDENTIFIED SPEAKER: Just a question for Bill Snell. I wasn't sure if I heard him correctly that the laminated lock maps will no longer be available at the registry offices or no longer updated at the registry offices.

MR. SNELL: As of the end of the year, it's our goal -- at some point and it's anticipated by the end of the year they will no longer be available in paper version at the land registry office.

UNIDENTIFIED SPEAKER: So we will have to subscribe to Teraview to access that information.

MR. SNELL: Currently the only source, although that may change in the years to come, once that happens, a source will be Teramap on Teraview, that's correct.

UNIDENTIFIED SPEAKER: My question is to Bill. Your last slide showed a green box and a brown box, and then your solution to not having obviously overlapping PINs was to show a second Part 2.

If the PIN map is not a survey, why would you just not put the line between the green box and the brown box over to where the survey line was? Could you show up that last slide that Bill had in his presentation?

It's obviously, Bill, there is no overlapping PIN lines.

MR. SNELL: If you believe that the line is shown, the limit of Part 2 that extends into the PIN to the west, is the limit between the two PINs, then that's another option, right? You can just show that as your result. Just show the PIN limit and the part limit as being corresponding.

We are not saying where that is. We are just saying the two have to correspond.

UNIDENTIFIED SPEAKER: Correct. I have been criticized and I had a plan rejected from the registry office where did exactly that and I was told that my plan had to match the shape of the parcel on the PIN map.

MR. SNELL: If that is the total extent of the discussion, I would suggest that that was incorrect and that would be an appropriate matter to bring to one of my staff to the assistant examiner in your area.

The property map, as I just said, is an illustration for locating PINs that has no bearing whatsoever on how you are going to reflect the extent of geographics on your survey plan.

MR. ANSELL: Phil?

MR. SWIFT: Phillip Swift, Toronto. Question for Bill. When the property index maps are digital and available online, will they show plan numbers like R-plans, M-plans, expropriation plans or will they just be a line and a PIN?

MR. SNELL: No. The intent is that the online version will replicate as closely as possible what is now available in the paper version.

MR. SWIFT: That sounds great. Thank you very much.

MR. MAUGHAN: Larry Maughan, Parry Sound. I used to go to the registry office and somebody wanted us to do a survey and we do a search, and my goodness, this is going to mess here. The other scenario is that the registrar would put a caution on the property that it would need a survey. This is before PINs and all this electronic stuff. The registrar would look at the ownership, and because he was local, he knew the area. It was a widow trying to get release from her property and he would make exceptions, or in some cases, he would ask for a survey.

I'm just wondering how now when we see all this electronic things and people making decisions from south-western Ontario for Parry Sound, for example, how they deal with these human aspects of it? I think it's a concern. We are getting so electronic that there is no compassion in some instances and I just raise that.

It used to be that the registry office was a friendly place to go, they would make deals with their clients and you can interact with the staff and share problems and share solutions.

I just came from a meeting with the former registrar basically telling the users of the registry office just what you did about shrinking them to a couple of desks. All the documents are all stacked up in boxes ready to be archived. I just wonder if the government hasn't gone too far with this electronic business.

MR. SNELL: I'm not sure how to respond to that last comment. Certainly there is some local presence still around in the province and specifically in the north. One of the three land registrars actually is located in Gore Bay, in Manitoulin, so he has some northern knowledge. I also have a staff member, Michael Marlatt, works out of North Bay. There are, of those 18 specialists, several scattered around the province including Northern Ontario.

So while there won't be the same presence that there has been traditionally or historically, there still will be opportunities to discuss matters with people who have some local knowledge. And as far as the electronic registration, it's going to happen. We are going to go to E-plans, so I'm not sure I can comment much more than that.

MR. MAUGHAN: One other comment of meeting the local former registrar was he showed me, I think it was about 20 filing cabinets of documents with plans attached to the documents. Fortunately they are keeping those in the shrunken registry office. I'm wondering if our Association shouldn't be -- and I don't know whether other registry offices are doing this or not -- but these are valuable documents. If we are trying to build a cadastre and that kind of thing, I think something should be done to make them a little bit more accessible. They are there, but how do you kind of search them.

MR. SNELL: It's interesting you bring that up, Larry. Every registry office across the province has kept documents with plans attached where they were identified. I can't say that everyone was captured, but in many cases, we estimate that there is about 500,000 across the province, paper documents with sketches attached, that remain in the land registry offices.
We have a project this year, again in 2012, where each one of those is going to be scanned and made available through the normal process where you go online and get any other document that is already on the database, so this year they will be scanned and made available online.

MR. MAUGHAN: That's good news.

MR. ANSELL: Thanks, Larry. Ralph?

MR. GRANDER: Ralph Grander from Port Perry. Along that same line, we go to the registry office a lot because that's where we can -- we can't do everything online. Is there any movement to scan the other records, the books and the plans attached and the abstracts, documents, everything.

MR. SNELL: The short answer is "yes." I believe you are probably speaking to the records in the office of abstract indexes, paper parcels and documents that aren't in the current title database that you could find online.

We are currently exploring options on scanning all of those. It's a rather challenging project because of its sheer size. It's many more records than the 500,000 that I talked about with the plan attached, so we are exploring options on the best way to scan those and the most cost efficient way. Certainly the return on usage for those documents is substantially less than the current title document documents, but, yes, the long-term goal or medium-term goal is to scan all of those documents and have them available on a government website at some point.

Probably it will be handled office by office over a period of few years as opposed to doing it on a mass across the province because it's just too big of a project to undertake.

MR. GRANDER: The second question, I guess, is again, I visited a land registry office. I'm only restricted to search one office, say, I want to get a parcel registered as a land registry. Yes, I guess I could do it from the office, but is there -- that answers my question. It's going to be a government website, so I will be –

MR. SNELL: For the historic documents. Certainly current searches, that's going to carry on for the time being through Teraview. As far as I understand, you have a local key and a remote key in where you are going to search in remote offices?

MR. GRANDER: But I think that's all going to change in 2015, I think.

MR. SNELL: 2015. I'm hesitant to use the word, but we are in a contract with Teranet, there is some fee harmonization that's happening, and, yes, there is going to be the same charge for both remote and local offices and it's not going to way you want to go. The harmonization is going to be going up.

MR. ENGLAND: Brent England, Owen Sound. Just a question on the Registrar's Compiled Plan. Current PINs that aren't upon a subdivision always refer to a document in the system which describes the boundaries of that property.

I'm just wondering if there is any possibility to have that information included on Registrar's Compiled Plans because it's a Lot 1 on the plan, but there is a document that's associated with that lot which describes the boundaries. It's a similar situation, but that information isn't in the system. We have to go back to the microfilm.

MR. SNELL: Registrar's Compiled Plan, the PIN description would be Lot 5 on the RCP, correct, in the thumbnail? But the title document for that lot will be in the document pool of the PIN.

MR. ENGLAND: That hasn't been my experience. There is a table on the plan which shows the --
MR. SNELL: The historic title document.

MR. ENGLAND: Yes.

MR. SNELL: I see. Good point. I hadn't thought of that. You would have to get through at the office.

MR. ENGLAND: It seems to be a minor detail, but it would speed things up for us.

MR. SNELL: Okay. I will make a note of that. Certainly it will be addressed in this large scanning project that I was talking about where we are going to scan everything, but that may take several years so I can make note of the RCP issue. Thank you.

MR. ANSELL: I see three standing up over here. No. I see two standing up.

MR. MATTHEWS: Mike Matthews, Kingston. Couple of more questions for Bill. Bill is popular today. First question deals with again plans and documents. We had an in instance in Kingston just this week where it came to our attention that documents and sketches attached to the document were actually being separated by some of your very seasonal staff, you know, it could be summer students. The end result was that the sketches ended up being at the Archives of Ontario and we were able to get them back or at least the registry office staff were able to get them back, but I just wanted to share that with you.

MR. SNELL: That's in Kingston?

MR. MATTHEWS: Actually it was the Ottawa office. Whether that's unique or not, I'm not sure. I do have concerns as a surveyor doing research when I hear comments like that in terms of staff not respecting the value of sketches and plans and survey and that sort of thing, so that's one of my concerns.

The second question I had was the highway register. In southern Ontario, we haven't had a need for a highway register. It was created for the Ministry of Transportation so we can put our documents in the registry system. Can you just give us an update where it's at right now across Ontario?

MR. SNELL: We have automated the highway register. Currently it's just on a day forward basis and we are in the process of having staff go back and enter the historic documents that are in the register, into the automated index.

It wasn't that along ago, perhaps in the fall, I can't remember, but fairly recently, we promoted an automated highway register, so you will be able to search -- currently you will have to go to the office to do it, but ultimately, it will be available online where you would be able to search by P number or highway number or document number or something like that.

MR. MATTHEWS: And that's for all the southern --

MR. SNELL: Wherever there is a highway register and it's a land titles index which should be available on every registry office.

MR. MATTHEWS: Okay. Thank you.

MR. ANSELL: Only two more very quick questions. That's all we have time for.

MR. CLARKE: Barry Clarke, Hamilton. Again for Bill Snell. You indicated because of lack of resources, constraints, that sort of thing, that our situations whereby surveyors are submitting plans and they are being sent to some particular area for review and rumour has it in our area that ultimately all surveyors are going to be sending their plans up to Thunder Bay.

I don't know if there is any validity. Maybe a bit of it is just a rumour, but if this continues, another registry office and it comes to our area, my concern is who is the point of contact if you want to discuss that review of the plan? Should it be sent outside of your area to some other place?

MR. SNELL: This is a good question. I will address quickly the Thunder Bay issue. There is going to be a processing centre of some sort established in Thunder Bay over the next couple of years. Exactly what is going to be done there and how documents are going to be processed, it remains to be seen. There may be some plans that are down, but currently that is an unknown.

As far as dealing with the remote centres who are processing plans, again, there have been some learning pains and how we have done this, but the plan is submitted initially to the local land registry office. There will be communication with the client, yourself, when the plan is sent to the remote office for review and you will have a contact name there for any inquiries that you may have.

MR. CAMPBELL: Kent Campbell, Mississauga. The scanning process. Any chance that they are going to be scanned in color?

MR. SNELL: Is this to me?

MR. CAMPBELL: Yes. Certain documents, you will see, will say as an attached plan as out lined in red or out lined in green.

MR. SNELL: Yes. I understand your question. The answer is actually no. They are going to be scanned in black and white. The original documents are going to be retained and available, so on those occasions when you actually need the color as often as you do on a board plan, you will be able to ask for it to be retrieved. It won't be same day retrieval, but they are not going to be destroyed. They are going to be put in storage and available in a two or three day turnaround time.

MR. ANSELL: Is your question quick and answer easy?

MR. KRCMAR: I will be quick. Tom Krcmar. It sounds that the complaints and review department has found that surveyors were not actually doing their full research on surveys. Dan, I'm wondering, it seems that they are not doing the research because of fees only, not because they can't access the records themselves, so I wonder, as professionals, shouldn't we be doing the research fees or no?

I wonder what the Association's stance is on professional surveyors who decide that fees are more important than survey research.

MR. CORMIER: First of all, I think Bill would like to thank you for that question right off the bat.

MR. KRCMAR: It was directed at Bill too.

MR. CORMIER: I can't speak on behalf of the Association, but one of the things when I canvass and I listen to people talking, I would like to say it's a minimal issue. Let's say the lack of research, the lack of field note request, but I will tell you from canvassing and listening to people talk, it's widespread.

I think one of the comments that was made to me a few times just to stir it up before we have to close off was one of the scenarios was you are getting this information, people are coming in and they are not requesting information that's relevant to the survey.

And that was one of the comments. I had this in file, and they didn't request it, or they just requested the principal project area. They didn't ask for the abutting, and that seemed to be one of the big issues was when they were asking. They were basically asking -- the minute they heard the price, they were going just for the principal property, and that was pretty widespread.

If you are charging $200, I just want the principal property. I didn't make this up. It just came across a number of times. Another thing that came out that was kind of interesting just quickly was one of the companies charges a lot of money for their records and I queried them. I said, "Why do you charge that?" And he was mentioning all the reasons and they were pretty valid.

And then he commented how much the next person, an adequated company that sends them in mail, and was really upset with the same price, and I said, "What's your reasoning?" And he says, "In this day and age, especially with the media being what it is, I give them the information digitally for, let's say, $200 in real-time. They have it in minutes. I have to wait for something at $200 for a week." He says, "Where is the value? Am I getting the same value?" And that was a really good point.

MR. KRCMAR: I just hope that it's a resolved issue because the surveyor standards, we need to keep them high as professionals because we have to protect the public. If those standards start going down, where are we all going? And the Association needs to protect the public in that way. Thank you.

MR. ANSELL: That pretty much takes up all our time. I would like to thank the three gentlemen for a three informative talk and really raised some good issues about what we need to talk about.

I hope you will all join with me in thanking. That concludes our activities for our education day, but I have a couple of reminders, don't everybody take off at once.

For those attending the social event at the Lone Star Ranch, you must be in the lobby at 6:15. The buses will leave at 6:30 and they will leave without you if you are not there. You must have your ticket to get on the bus, so remember 6:15.

For those attending Pat Hills' hockey tonight, it's at the University of Ottawa Sports Complex, Arena #2. It starts at 8:30. The arena is located at 125 University Avenue. Please see Pat for details.

This concludes our business session for today and we will adjourn until 8:00 a.m. tomorrow morning. Sergeant-at-Arms, will you please remove the Standard Measure?

SERGEANT-AT-ARMS: Yes.
--- Whereupon proceedings adjourned at 5:08 p.m.

Friday, February 24, 2012 (upon resuming at 8:00 a.m.)

MR. BRUBACHER: Could everyone take their seats. We would like to get started. We have a full morning and a full afternoon. Thank you. The Standard Measure is in place and the meeting can now reconvene. I want to remind you to silence your cell phones. We have had some donations.

The open form will commence following the coffee break. Please take note that all motions must be in writing with a mover and a seconder. Please present the motions in writing to the Executive Director Blain Martin and he will create a slide to show on our screen up here prior to the vote so we can all see them in front of us.

One small announcement before I get going. I have a list here of unclaimed exhibitor prizes from the welcoming party. There is a lot of booze on this. I'm going to just quickly go through the numbers. Maybe you don't have any of your tickets anymore, but if you do, write this down: 152218, 2 bottles of wine; 152219, 2 bottles of Scotch; 152152, another bottle of Scotch; 152422, another bottle of Scotch; and 152308, a Future Shop gift card.

By the beginning of the coffee break, which pretty much means there is no reason to read this list, however, anything unclaimed will go back into the pool. We are going to sell some quick tickets. If you want to try again for some of this stuff, we will see what we can do. We will have the draw, I guess, just before the President's luncheon. A little bit out of schedule, but we will do our best to send you home with some alcohol.

Let's continue on. First up on our agenda is a report on the budget from Russ Hogan, then we have a report from the Surveyor General. Sue will come up here and introduce Wikar Bhatti who is actually going to give us something a little bit different than we are used to at a Surveyor General's report, Professional Surveyors Canada report from Norm Cote, report from the Executive Director from Blain Martin, Website Committee Report from Ken Wilkinson, AERC from Bill Buck, and then depending on how long we have either a short or an excruciating long report from me until the coffee break.

At 10:30, we will have the liability insurance presentation from Dan Dzaldov, which I think everyone will want to hear. And then really the only thing after that is the open forum.

We have with us today a number of professional guests representing other provincial and neighbouring state associations, and the national organizations involved with our profession. I would like to take this opportunity again to introduce them during this part of our business session.

I'm going to give a representative an opportunity to speak.
From the New York State Association of Professional Land Surveyors, President Steve Boddecker.
From the Minnesota Society of Professional Surveyors, President Paul Vogel.
From the Association of British Columbia Land Surveyors, President Peter Mueller.
From the Alberta Land Surveyors' Association, President David Thomson.
From the Saskatchewan Land Surveyors' Association, President Wayne Adams.
From the Association of Manitoba Land Surveyors, President Don Bourgeois.
From the L'Ordre des arpenteurs-géomètres du Québec, Pierre Tessier.
From the Association of Nova Scotia Land Surveyors, President Carl Hartlen.
From the Association of Newfoundland Land Surveyors, Neil MacNaughton.
From the Association of Canada Lands Surveyors, Vice-President Jeff Fee.
From Professional Surveyors Canada, Norm Coté.
From the Canadian Hydrographic Association, President George McFarlane.
From the Ontario Association of Architects, Gerrie Doyle.
It is now time to hear from your friend and mine, Russ Hogan.

2012 BUDGET:

MR. HOGAN: Good morning, folks. I'm Russ Hogan and I have the honour of being your current financial councillor. I will get right into this because everybody early on a Friday morning wants to talk about finances.

I'm going to be talking about three things. One is a quick review of how much money we spent last year, a little bit of time spent on what we plan on spending this year, and then obviously some time on the fees that we need in order to be able to spend the money we want to spend this year and be sustainable, I guess, into the future.

For 2011, I sort of split things into two slides. Part 1 here is the majority of our finances and things that our fees primarily go to, I guess, is how I would put it, or membership fees. The other slide shows some of the things like SRD and some other things.

From here, you can see that revenue was short, far shorter than we had hoped. The biggest culprit falls under "cost-related activities" where we actually had budgeted a little over $100,000 in revenue that we anticipated we would get from a survey law course that unfortunately was never held. Although the survey law course has been developed, it has yet to have been rolled out. That was a big chunk on the revenue side.

On the expense side, we are over budget. I will quickly touch on a few of them. Salaries and benefits. We did hire a new staff member, Julia, as you have all heard. She was six months in 2011 and her salary was not included in the overall budget for last year.

Office administration. It's sort of one of those tough areas. There were a number of things that were quite a bit over what we had anticipated. To name a few, there was Internet administration. I guess the old site and trying to get the new site up and running. Some money for staff search and the cost for financial audit were considerably higher than we anticipated.

Under "statutory and related expenses," although it shows it's doing fairly well there, we did have some unanticipated expenses. One was some legal fees with respect to the copyright case against Teranet. And then under "non-statutory committees," we did have about $30,000 that went to our digital cadastre Task Force.

They hired a consultant to manage some of those 100-day projects. A little bit on some technical work that was done, I guess, for the black box. And then as we heard on Wednesday, I guess it was, they met pretty much weekly, so there were some expenses attributed to that as well.

And then another big chunk was credit card charges, as we see just about down at the bottom there where in the past. We have not budgeted for credit charges, but, of course, when we take payments with credit card, there is a cost to that. For the coming years now, we have decided we would separate that out and you will see that for future years, we are budgeting for that.

Here is Part 2. Continuing education. As we are all aware, a number of years ago we used to have a special levy for continuing education. That levy hasn't been in place for a number of years now, but it did build up quite a surplus over the years and that money was meant specifically for continuing education, so we do have a separate accounting for it.

This year, we put on three seminars, I believe, and the Geodetic Picnic. The revenue from the seminars were $33,000. The Geodetic Picnic, actually, pretty much broke even. I think it was a little on the plus side. The expenses, of course, for putting on the seminars and stuff were quite a bit higher than what we brought in, so we had to use $98,000 from that surplus. You will see there we have $44,000 remaining that we collected through those previous continuing education levies.

When I talk about the budget for 2012, you will see -- where we are looking at now is more based on a cost recovery basis as opposed to having a special levy for that. Survey records index, it's pretty much a cost recovery thing. It's administered by the Association, but the firms in the area are the ones that pay for the records index, so, again, that's outside and it's the cost divided by the firms, and then invoiced.

Survey Review Department. As we are all aware, that's funded through our plan submission stickers, and revenues were down quite a bit from what we had anticipated we would get this past year. Our expenses were up a bit from what we had anticipated we would spend. We are a little bit short on both ends and we were required to draw $52,000 from the surplus that SRD has. That surplus is now to about $72,000. All in all, that is sort of the synopsis of our budget or our spending for 2011.

I was going to stop and find out whether anybody had any questions. Actually, that's probably a better way than trying to go back and forth through these topics, so if anybody has a question about the –

MR. SUTHERLAND: Norm Sutherland, Petrolia. I'm not quite clear on the revenue for the seminar. I got the impression over the years that things were so good and with full attendance, we actually build up a surplus so that that $35 fee would apply across the board.

Now that I understand that it's being reviewed to have to increase or do it as an ongoing basis, could you just clarify that a bit? As I say, I am confused on how this is working for ongoing seminars, the costing. I get the impression that a lot of the seminars are filled right up. They are filled up quickly which is good, so I'm just a little confused on that.

MR. HOGAN: In the past, and I don't remember the exact dates, but we did have a bylaw that had a special levy of, I think it was, $150 a year. We had a bylaw that ran for three years, and then I think it got extended again for another three years and I'm not sure now whether it was for a total of six years. Anyway, that $150 went into a separate fund, and the idea was that we would use that money to cover the majority of the cost of putting on seminars.

There would be a nominal fee of about $30 or $35 which would more or less cover lunch for the seminar, but it was a nominal fee. We all paid into that fund and some of us took advantage of it and went to the seminars and obviously others didn't necessarily go.

Over the last few years, and we haven't collected that levy, that special fee for a number of years now, I think it might have been maybe as recent as 2009, but I think it was even before that when that levy was ended; so since then, any seminars that have been put on, again, up until very recently anyway, it had been put on and we paid $35. The actual money to put those seminars on and as we can see here, this past year, the majority of the funding came out of that surplus, that $98,000.

We could continue that way and have a special levy. Everybody pays, and then we draw out of that, or on the other hand, we could just deal with this on a cost recovery basis.

The decision of Council was what we should probably do is allow people to choose where they want to go for seminars. The Association isn't the only organization that can put on educational seminars for our members. The idea now is that we will make sure that we have appropriate seminars available.

We will try to purchase as many seminars as we can, and if we need to develop something, we will, but when it comes to delivery, we will start to charge a fee that will at least recover our cost for putting it on as opposed to having a separate special levy. Hopefully that answers the question. I'm not sure.

MR. SUTHERLAND: I'm glad to hear what I have heard. As I say, going back in history, I recall $150 across the board was to encourage people to attend. In other words, they paid the money, they should show up because there is no other leverage and we all know there was a problem getting people out for whatever. Now with mandatory education, that will happen. As you say, then, people can choose where they want to go. Anyway, that clarifies it for me.

MR. HOGAN: Thanks for clarifying it as well. I did fail to mention that, yes. Because of mandatory continuing education, the feeling was that we didn't need that lever anymore.

MR. SUTHERLAND: I was just reminded there should be a seniors rate.

MR. MUELLER: Peter Mueller from B.C. One thing that we have done in B.C. lately is we opened up our seminars to other interested groups that deal with land issues and we end up charging a premium for those people to come in, so our program is actually making some money.

It's really beneficial because it educates those groups that we must deal with. It's something that we found very successful, so it might be something you might want to consider.

MR. HOGAN: Thank you. And we are doing that. I believe the current seminar is $175 for members and is it $275 or something like that, $250, for a non-member, so we are trying to leverage the same thing.

MR. MUELLER: Great. The other point I wanted to ask was on your plan stickers. Are those only for the registered plans that you do or for all plans?

MR. HOGAN: All plans of survey. I'm going to move along here because a lot of these topics are going to be covered off again and I don't want to sound like I'm repeating myself, but there are a few things here that are obviously going to pop up both in last year and in the coming year.

For the 2012 budget, I have to say, first of all, you will see that the revenue shown here is based on if our fees bylaw goes through, so if we get our fees increased, this is what we anticipate we will bring in.

I didn't know which way to sort of approach this, whether to talk about the fees increase first and then the budget. I figured I will lay out the budget so you will understand where your fees are going to and why we need the fee increase. On the first line there, you will see that we anticipate about $382,000 increase in revenue if our fees increase gets approved.

Pathways Project as we heard yesterday, the current Pathways Project, it expires at the end of March. We haven't heard whether or not it is going to get extended at this point. We are still hopeful, but at this late date, we are starting to wonder whether it will. $15,000 reflects roughly what we anticipate to bring in from the Pathways Project from January through March.

The project with York University is underway now and we anticipate will get $50,000 roughly a year out of that for about three years, I think.

Again, that helps, although it is a shorter-term revenue stream. On the expenses side, salaries go up. As I've mentioned, again, Julia has started with us, so she will be with us for the whole year in 2012, so that's reflected in the salaries plus some annual salary increases for staff.

A big change here is on the statutory and related areas. We have set aside $100,000 for council approved project funding. So in the past, and I think I failed to highlight and you will see it at the bottom of here, the actuals for 2011, we did run an overall deficit of almost $175,000. In 2010, it was about $250,000 in deficit.

A lot of that money had to do with special projects that council felt the Association needed to undertake in order to get things accomplished, to move us along. We have had our strategic planning. We have had motions from the floor looking at, for example, the feasibility of the digital cadastre and that cost, as I recall, is around $60,000 to get a consultant to take on that feasibility study.

So those types of things, and it was felt that there is very little -- well, I shouldn't say very little. There is a lot you can get accomplished with volunteers. But with volunteers, you can only go so far, and really in order to move us forward and to accomplish the many important things that have been identified through our strategic planning exercise, we need some funds to be able to hire folks to help us move those things along. That is the intent of the $100,000 for council approved project funding.

I guess the other one here is, as I mentioned, we have set aside $25,000 in this year's budget for credit card charges. With the launch of the new website and if we are able to pay for courses through the website using credit cards and that sort of thing, I think our cost or our expense for the credit card is going to continue to increase, so we have built that in.

I have to say I'm happy to say that with this, I'm anticipating that we will have somewhere in the neighbourhood of $30,000 surplus. Just to highlight, as I mentioned, we had a deficit of $175,000 last year, about $250,000 the year before. Our surplus at the end of 2011 sits at around $420,000, I think, in that very area anyway. I'm not including things like fixed assets like the building and that sort of thing, but cash and investments.

I definitely think we can't afford to let that get any lower and we need to start to build that up again gradually over the years. I don't think we need to make it back in two years, but if we can continue to build that up a bit over the next ten years, I think we will be in very good shape.

Here is Part 2 again. Continuing education. We anticipate it's somewhere in the neighbourhood of about $40,000 to put on a one-day seminar throughout the province, in that range. So here I have shown a couple of seminars as an expense plus we have also set aside $15,000 to develop a seminar in-house if we feel we feel something that we need isn't available externally, then we will have some money set aside to develop something ourselves. That accounts for the $100,000 in expense.

Revenues from the seminars. As I say, I would anticipate in the neighbourhood of about $85,000, and then I've shown $15,000 in revenue from past levy, so we still have that $44,000. If it's needed, we can draw on that. If on the other hand we start to make money through this, we can also build that surplus up again and we can start to build that up. If need be, we can potentially lower the cost of the individual seminars a bit.

Survey Records Index. Again, it's there because it is something that we have to deal with, but it's more of a flow through. Survey Review Department is another area that I think we need to put some though into. For the 2012 budget, I have basically used the revenue that we brought in 2011 and I really don't know whether or not sticker sales are going to continue to decline or whether things are going to turn around all of a sudden and we will sell a lot more stickers this year than we anticipated or not.

It's one of those things that's very difficult to determine, so I thought, you know what, for the time being, I'm going to assume that it's going to be about the same in 2012 as it was in 2011. Our expenses when we went through and looked, we felt that they needed to be bumped up a little above what we actually spent in 2011.

So we have a shortfall of about $60,000. We do have $72,000 in the surplus, and if we needed to, we could use that, but I would rather not see that surplus again go any lower at this stage.

One of the things -- and we will hear about this -- is struggling to determine whether or not or we should increase sticker fees or when we should go about doing that. I had been hoping that by this time we would have a better understanding of what we thought we needed from an overall peer review process that would help us meet the requirements of our legislation and we would understand whether or not we are going to be putting stickers on everything we do or whether there is going to be another mechanism for funding overall peer review and including the survey review department, but at this time, we are nowhere close to that, so I think we are going to have to do something. Either we are going to have to sell more stickers, or we are going to increase sticker fees, one or the other.

I will leave it at that now and see whether or not anybody has any questions.

MS AKSAN: Anna Aksan from Toronto. I would like to have many questions, but I would like to, at the moment, focus on Survey Review Department. They have half a million dollars going to survey review budget every year. What I would like to know is how many firms are reviewed every year and how much does the review of one firm cost and how come it's so much?

MR. HOGAN: I can't answer your questions, I'm afraid. I would assume that about a fifth of the firms are reviewed on an annual basis since we go through a five-year cycle. I don't know how much it costs per firm.

MS AKSAN: No. But divide the total amount by the number of firms. The other comment I want to make is maybe instead of looking at number of stickers sold or increasing the fee for the sticker, maybe we should look at overhauling the Survey Review Department.

MR. HOGAN: I think we need to look at what we actually require for peer review and what is appropriate for funding that peer review. I think Survey Review Department is going to play a part of that, overall peer review. They do the current peer review for the cadastral firms, but we need to look at what's required for the profession overall.

MR. NORGROVE: David Norgrove, manager of SRD. For the past nine years leading up to the current year of 2011, the department has met its mandate in all regard including comprehensive review, systematic reviews.

This past year, we had some difficulty including my own sickness, my illness, and we also had two of our consultants who were off for a couple of months, and that is what caused the department to not meet its mandate in full.

Our shortcoming this year was a total only of six comprehensive reviews that we did not complete. All of the systematic reviews were completed in full this year also included eight of the comprehensive reviews having to be referred to the registrar due to the quality of the work that we were looking at with so many problems that were exhibited in those reviews.

We have met our mandate. We have watched our costs. Any of the costs associated with the time spent by a consultant has been approved by council and our costs are not out of line by any means.

MR. HOGAN: Thanks, David.

MR. CHURCH: Paul Church, North Bay. In your revenue statement, you had $50,000 coming in from a York University project and either I missed this or I forget, but could you refresh my memory as to what that project is?

MR. HOGAN: York University has taken on a project that the Association is partnering on to mine their courses for competencies, I believe, is how they frame it. It's very much related to the competency based assessment work that has occurred under the Pathways Project. Bruce Millar is going to be involved with that York University project as well, so there is a revenue stream from that coming back to the Association. I'm not sure whether there has been a lot of information about that out to the membership.

MR. MUELLER: Peter Mueller, B.C. At the AGMs that we have been attending this year, it seems to be a pretty common theme where the activity level for our profession is declining. Here you have your decrease in stickers. In B.C., we have checklists, so that is declining by about 13 per cent. Do you have a sense of percentage as to how you are doing?

MR. HOGAN: Yes. 11 per cent, I believe. I'm trying to pull that off the top of my head. I do know that I looked at that back in December, and as I recall, I think we were short of about 11 per cent compared to the year before. I'm going to have to get moving along here, I'm pretty sure. I got one last thing to do here that I think is probably of interest to everybody.

Fees review. As you will recall last year, there was a motion from the floor asking us to look at fees. It was great. It was two days after I had agreed to take on the role of finance councillor. I will go down in infamy now.

That's just the motion from the floor. The good thing is it said with the intent of increasing fees for 2012, so that is still our goal is to increase the fees for 2012. Why is a fee increase required? I think most of you have probably heard this from me over the past number of months anyways, the current fees were established ten years ago.

Over that time, inflation has been in the range of about 22 per cent, between 22 and 23, rate of inflation it says here for the last 12 months, but I think I looked that up back up in November or December last year was a little over 3 per cent. Just based on that, if we just looked at that, our fees would need to go up $250 just to make up for that aspect of it.

AOLS membership has decreased. It has gone down. We did have a spike in the middle there. It went up a bit, and then it dropped back down. Certainly over that time, the Association has tried to manage this more by cutting spending, of course, then by increasing revenue. That only goes so far.

Anyway, unfortunately, the revenues have been insufficient especially in recent years to fund the operations and the initiatives of council and its committee. How much? In determining the fee increase, we looked at the trends over the last few years. What have we been spending money on and are there things we can stop spending money on. Unfortunately for me, I think all the things that had been identified by previous finance councillors, and as I say, they cut. The trend in revenue, of course, as I say inflation, membership numbers, that sort of thing.

And then certainly the initiatives that we would like to undertake over the next few years. In the last two years, we have put a lot of effort into strategic planning and we want to follow through on what was identified through our strategic plan, and as I have mentioned in the past, or as I mentioned going through our budget for this year, we need to set aside some funds to hire people to help us move those things forward. Bottom line is the result of the analysis was that we need to increase our fees across the board by 50 per cent.

For 2012, council is proposing the following: $1,500 for a licensed member, $500 for a registered member, $750 for certificate of authorization, and $375 for each additional member, $150 for the associate member. I believe, and I should have written this down, but the associate member actually goes up more than 50 per cent. That was the one area that we felt we should raise a bit higher, and then retired members were $90.

I have to take a step back here. The associate members fees also included some other things in the past as well. That's what we are proposing. We are also proposing that the fees payable on January 1st. Our current fees would remain, and this increase would be through a second instalment midyear. Right now I would anticipate somewhere around the 1st of July.
In addition to that, council is also proposing an annual increase for five consecutive years in addition to this initial increase. This increase, roughly 3 per cent, and certainly not exactly, so for the next five years starting in 2013, we have increased licensed members by $45, registered members by $15, $25, $10, and you can see, the retired member get a break.

So this is how it would look from 2012 to 2017. So that is what we are proposing. I have had draft bylaws prepared for awhile, and I wasn't sure whether to send it out before the AGM or after the AGM. In the end, I thought we will wait until after the AGM some hopefully people will have an opportunity to think about it before they vote. I anticipate that we will get that out in the next few weeks. Our legislation requires us to do it by a mail ballot, 30 days, to respond, so that's where that's going.

The last thing, and this is to do with Survey Review Department funding. As I mentioned, I have waffled back and forth a number of times of this one over the past year because I would like to wait until -- I was hoping we would be able to wait until we sort out the overall peer revenue function and how all that fits together, but I'm concerned now that we see the results of our finances from 2012. I'm concerned now that if the sale of stickers doesn't increase, we are going to have to increase the fees.

Looking at it now, if the stickers sales remain constant, if we increase the fee by $2.50 a sticker, I anticipate in the range of about $25,000 surplus for the coming here, so that's likely the way we will have to pursue this.

Any questions?

MR. MORETON: Peter Moreton from Stratford. I think we are all pretty good in math. I don't have a problem with an annual increase of a certain percentage that should have occurred a long time ago and let's just go forward with that thought.

We do that in the normal business practices. What I want to ask is: Are all members treated equally? Do all members enjoy the same benefits from this Association, licensed and registered?

MR. HOGAN: I would say that, yes, they do.

MR. MORETON: So why is the fee not equal?

MR. GRANDER: Ralph Grander from Port Perry. I was going to say the same thing. I don't understand why we are not just paying a fee for the cost for me to be a member and then it's equal across the board. It can't be that much money.

MS. KLIAMAN: Cindy Kliaman from Toronto. I was wondering why you are upping the associate member fee from now $50, I think, to $150, I think, for students. It should either remain at $50 or be something quite nominal. It seems quite a large increase.

MR. HOGAN: Something that I didn't put in here and thanks for that question, Cindy, because it reminded me. The draft bylaw, we have put together that council can waive the associate member fee for any student or class of students or member, associate.

If we wanted to encourage, for instance, the students in a university geomatics program to become an associate member, we do have the ability to completely waive that fee and I think that's what we would like to do.

I don't think $150 for an articling student is, as an associate member, a terrible fee. I think they do get benefit of being part of the membership there.

MR. PILLER: Helmut Piller, Toronto. I take issue with the increase for the certificate of authorization. The certificate of authorization fee was generated -- I forget what year it was -- and this money was supposed to be spent for the benefit of the private practitioner to give him additional information or background, law reports, different things. This hasn't happened for years now.

In effect, the certificate of authorization fee is a taxation on the people that do run their own business and we do contribute a lot to the Association, so we are not treated equally here as well. What is the philosophy behind the certificate of authorization fee if we don't get anything for it? And you can go back to that bylaw. It was meant to bring additional information to the private practicing member.

MR. BRUBACHER: Wayne Brubacher, Kitchener. You want an answer?

MR. HOGAN: I don't have an answer. Thanks, Helmut.

MR. BRUBACHER: That's the answer. Wayne Brubacher from Kitchener. Just quickly on Helmut's comment. My understanding of the legislation is that the certificate of authorization was introduced when all bills for all professions were revised from the Professional Organization Committee report in 1980.

That put the capability of having a certificate of authorization in the hands of the profession, but whether it would be appropriate to introduce that as a bylaw, I can't understand that because I think it's a statutory thing, but that's not why I'm here. I'm here because we all know that there is a difference between the C of Rs and the licensed member and it's in the word, license. That's a big thing.

What we want to do eventually, I hope, is to bring them into licensure. I would put it to council to put that back on the table. I think it has been, but put a little further up on the pile and then I challenge all of our membership to get behind that so we can get that price up equal. In the mean time, I don't think we can ask for it.

MR. HOGAN: Thank you, Wayne.

MS AKSAN: Anna Aksan, Toronto. This is about the sticker price increase. Since it is a common knowledge that the sales are down probably partly by the turndown of the economy but in a large part because people don't put the stickers on the plan so you can increase the sticker price ten-fold if people don't buy them and then they don't put them on the plans, you are not going to get any revenue out of it.

What I would say, first of all, the Association has to enforce the law. The sticker goes on plans of surveys. If the plan is labelled it is not, this survey is not a plan of survey, there is something not...

MR. HOGAN: Thanks, Anna. I agree with you 100 per cent. I have heard comments that sticker sales are dropping because people aren't willing to put stickers on plans. I keep telling myself I can't believe that. It's $12.50. It can't be a financial side of things, so there must be another reason and I don't agree with it, and I do agree that if this is actually happening, there is something more that we have to deal with. From a financial perspective, it's obvious, we either need to get those sales up or raise the price of the individual sticker.

MR. BUISMAN: Jeff Buisman from Guelph. On the stickers, I think the drop in the stickers is not abuse or the economy necessarily. I think in our practice, we have seen single family dwellings construction drop. It is being replaced by condos, that kind of thing, so one sticker on one condo plan for 50 units versus what used to be 50 construction SRPRs, I think that's a monster factor in the decline.

I have a hard time believing it's abuse of the sticker privilege. The majority, I would say, have the ethics to use the stickers properly. It might be a bit of the economy, but I think it's just the changing marketplace, so that leads me to the next thought to sort of say just similar to when you register a plan that the initial registration is 70 bucks and then 2 bucks a lot, you might want to look at some methodology or something like that for the SRD stickers as well to say that it's -- I think $15 for an SRD on a 100 unit condominium, that's a bargain. I think you should look at maybe so much per -- that would be hard to enforce, I realize, but it's just a thought.

The second point is I think you have to move ahead with your proposed fee increases. It should have been inflation every year and I just really encourage you to move forward on the proposed increases. The other thing about the idea of the C of R holders having the same as the licensed members, a bit of it is marketing. If you bring the C of R holder membership fees up so high, they may drop out. They may choose to drop out, so we have to be careful on the pricing of that.

MR. HOGAN: Thanks, Jeff. You are absolutely right on all three accounts. With respect to the stickers, that is another aspect of overall peer review as well as the continuation of the plan review side of things and I have heard your comments that are from a number of other people as well is $15 for a condo is a bargain, so we should be looking at that when we do come up with an overall funding model for peer review, I think. Thanks.

MR. MURRAY: Richard Murray from Windsor, the junior councillor. In my company, our business model has changed so much. We went from 1,500 stickers a year to almost none because the work has changed so dramatically. We do almost no legal survey work anymore, really, in the true sense of the word. We do an entire wind turbine site, those surveys are required because of the McGuinty government's position, but we are doing thousands of acres of surveys. We should change the model perhaps and move away from the sticker program to perhaps a percentage of gross or something of that nature or something along that lines to change how we are doing things and to reflect what has happened inside of the business.

That way we won't try to figure out who should be paying what, who is doing this, who is doing that. It won't really much matter what your gross billings are as what you are going to pay your percentage of and it's going to cover the cost that way. That would be fair and equitable amongst all members and that would take care of the problem. You wouldn't have to worry about figure how to increase the fees and things of that nature. Obviously, if we reach critical mass, then that problem would have to be dealt with at that time on the basis of changing their percentage. Thank you.

MR. HOGAN: Thank you.

MR. BRUBACHER: One last question. Thanks.

MR. CAMPBELL: Kent Campbell, Mississauga. Yesterday, I got up there and I spoke about the new Professional Standards Committee that we are forming and how much work we could potentially be doing. I just keep seeing it exploding this year. We are looking at C of R peer review. So how do you deal with that? Where is the revenue income going to come if we are doing that kind of work?

I know that another person came up to me and said, "Do you recognize of course that we are not looking at stickers on plans, we are looking at stickers on projects now, so how many people put a sticker in the file when they have done a boundary review just to simply put in a couple of bars in the ground for a fence survey?"

It's a different marketplace out there and I think this Committee is going to be having to look at this, so I'm going to appeal again for members that would like to be on this Committee. I have seen a few people come up here and talk today with a lot of ideas. Give me your name and we will get things going in the next couple of months.

MR. HOGAN: Thanks. I'm going to have to cut it off. Obviously I think I have taken more time than I was meant to, but by all means, if you have any comments, concerns, please come and talk to me.

MR. YOUNG: Jack Young from Gravenhurst. I will sneak one last one comment in here. I think Wayne and I are the members here that were on council when the Association took over from the province in reviewing plans. I believe we struck the price of the sticker at $10 at that time. Do you remember that, Wayne?

So there hasn't been a very substantial increase. $7.50? Sorry about that. One minor thing and that was the $25,000 for credit card fees. Has it been investigated at all in looking at using bank transfers or bank payments to decrease that? I don't know whether it's feasible or not, but something you should look into.

The final comment is that 27 years ago, I was up on the podium doing exactly what you are doing. You have done a hell of a lot better job than I did, however, I think I had a little bit of a handicap of a hangover that morning.

MR. BRUBACHER: Thank you, Russ. I'm actually going to take the President's prerogative and have one last comment on this. I am a C of R member. I am a GIM. I don't need to be a member of this Association to practice. I'm here because I have a passion for it. You give me a regulated profession and a license. I will pay you $1,500 bucks, but right now, we are not equal, and I think that's the crux of the matter.

You give the C of R members a $1,500 tab and you will have zero, I think. Moving on. Let's have Sue MacGregor come up from the Surveyor General, which as I mentioned before will be a little bit different than what we have seen in the past from the Surveyor General. Thank you.

REPORT FROM THE SURVEYOR GENERAL:

MS. MacGREGOR: Good morning. I just wanted to take the opportunity to let you know that the Surveyor General's Report is complete. I thought it was going to be handed out on the stick that you received in your registration package, but I guess at the end of the day, we have decided to put it on the website, so it's there AOLS website to be downloaded.

Rather than stand up here and read through a report that's already on paper, I wanted to maybe change things up a little bit. Before we get into that, I just want to point out that we have been very busy. I explained the State of the Union yesterday at lunch. One significant thing that we were able to accomplish this year is we now have an Office of the Surveyor General website.

If you go on and you Google "Office of the Surveyor General," you will see it. There are tools there available for the survey community. There is a lot of history there. I think we got some significant dates there that every surveyor in the room should be aware of.

This is a work in progress. Have a look at it. If you have corrections, improvements to suggest, please let me know. When you download the Surveyor General's Report, if you have any questions, by all means give me a call and I will answer your questions.

We had one significant project this year. We reran the boundary between Ontario and Quebec, the eastern boundary for Ontario between the Saint Lawrence River and the Ottawa River. This is the historic boundary between Upper and Lower Canada and it also is the first time we have run a provincial boundary in 65 years.

The last boundary was the one with the Manitoba Ontario border back in 1947, so I wanted to take an opportunity and allow you to see the work that was done there because it's quite significant and it was a very interesting project for us.

Wikar Bhatti was our project manager on that job. It's not complete yet, but a lot of the work is finished. I just wanted to take this time slot and show you what we have accomplished. Wikar, could you come up here and take us through this?

MR. BHATTI: The Ministry of Natural Resources is mandated with the administration of the Province's Crown land. As part of that duty, the Office of the Surveyor General on behalf of Ontario is responsible for the definition and the maintenance of the provincial boundary.

The premise of this presentation is the retracement of a 43 kilometre long segment of the historic limit between Upper and Lower Canada. The stone monuments marking this boundary have fallen into significant disrepair over time whereby original monuments have either been destroyed or attempts have been made to actually dig up some of them and steal them.

This has attracted the attention of local organization on both sides of the provincial line. Just a brief history of the line. The boundary was originally created under the Constitution Act of 1791, which divided Quebec at that time into Upper and Lower Canada. However, under that Act, there were no provisions for actually having the line marked in the field. Over time, confusion arose as to exactly where the line's true location was.

As such, an Act in 1860 was passed by the Parliament of Great Britain that gave permission to have this boundary actually marked in the field. E.T. Fletcher, a provincial land surveyor, carried out this survey setting 46 stone monuments along the boundary.

An interesting by-line in his report was one of the guides assigned to him was Jonathan Alexander MacDonald. The same John A. MacDonald would later become the first Prime Minister of Canada in 1867.

1922 saw a provincial joint-venture to rehabilitate the line, and that was done by Mercier and Wilkie. They found a majority of the monuments set in 1860 but also set several new ones.

In 1969 and 1987, the provinces jointly inspected the line. While they found a majority of the monuments from 1922 as well as 1860, some of them, they recommended some fourth of monument remediation be undertaken on behalf of the provinces. However, since then, no work has taken place, which brings us to today.

Last fall, a site meeting was requested by the local Glengarry Historical Society, a representative of the Survey General's offices of Ontario and Quebec to view the damaged monuments and elicit some willingness on part of the provinces to restore the monuments. Let it never be said that the Survey General gets out in the field.

From that meeting, the Office of the Surveyor General partnered with Le Bureau de l'arpenteur général du Québec to support an initiative to retrace the provincial boundary and place additional monuments at the intersection of the boundary and major roads to encourage visitation by the public.

As you can imagine, the logistics of such a project presented some unique challenges. Issues included partnering with the jurisdiction Ontario, what type of monuments we were going to set, stone, steel? How do we design them? Where do we get them from? What do they sit on?

We decided on a combination of granite monuments and steel bars, but these granite monuments weighed 700 pounds, so the issue still remained: How we were going to actually transport those monuments to the site, let alone place them on top of the concrete foundations?

We had to deal with various contractors, stone masons, crane operators, excavators, concrete, the learning required was fairly steep.

With any project, we broke it up into its major tasks and assigned milestone dates to each task just to ensure that the progress was being made. As I mentioned, we chose a combination of granite monuments and steel bars. Part of this exercise was to promote a public appreciation of the heritage of the boundary, so, again, the monuments were located at intersections of the boundary and major roads, so the granite monuments were located here while the steel bars that we had decided on were located at these locations.

This is a slide of the southern-most point. You can see they are actually digging the hole which was 5 feet to the right, they are constructing the actual form for the concrete foundation. In the back there is a catering truck. That guy lives there. We didn't call him. Note that.

Here is the concrete foundation, the form actually in place. Its center is exactly on the boundary line. We ensured that from offsets. Once the concrete foundation was poured and hardened, we drove rebar into it to bond it to the final concrete and then we also sketched the exact location of the monument on top to place it.

This is a crane that we had to hire to transport the monuments to the site as well as helping the placement, so this slide will show the progression of the monuments actually being placed onto the concrete foundation.

The monuments, again, 700 pounds a piece. They have Ontario on one side, Quebec on the other as well as a number of the monument and the year it was placed on the other two sides. Here is the final monument in place. It has been being back-filled. You will notice that there is a line cut in the base of the concrete there. That shows the direction of the line. The monuments were set square to the boundary line just to give the public a better orientation in terms of which way the line goes.

This point is at the major bend in the line. It's about 500 feet off of the road. We had to hire a little Bobcat there in the background to transport this monument to the site through the bush and also to help with its final placement. The person there, his name is Richard Blanchette. He's a Quebec land surveyor and he was one of the team members.

This is the final monument in its place, and this is the one at the bend. As I mentioned, we also had to use steel bars. This is a steel bar with an aluminum cap screwed on top of it that sits on a larger aluminum collar and a cap goes on top of this by the side of the road, you can see there with a little sign.

Some of the works that were required in this location, for example, the monument had to go in this precise location, so we actually had to move the culvert in the field entrance there five-metres to the east just to ensure the longevity and the safety of this monument.

So the moments through time: The one in 1860 by E.T. Fletcher, the one in 1922 by Mercier and Wilkie and the one we set today.

At the conclusion of the project, the list of deliverables will include a report which is currently being prepared. It will consist of the scope, the various agreements, site locations, photos, et cetera. We are also going to produce some plans. The official document will be similar to this product here, which is a confirmation plan of the international boundary.

The confirmation plan that is currently being prepared will be signed by both the Surveyor General of Ontario, Sue MacGregor, and for Quebec, Daniel Roberge. There will be two official copies, one housed in each office.

Another product that we are going to prepare is a mapping product which will be similar to this. This is a sample of the Quebec-New Hampshire boundary, but it will be a sheet of imagery overlaid by the boundary line and they will also have a table of coordinates for the monuments that will be shown on that particular sheet. It will just be a number sheets along the boundary.

This is a good news story. Everybody here, everybody here in Ontario and Quebec has a vested interest in this project. From the start, we developed a communication strategy to address three major stakeholders groups identified: Public, private and industry. Efforts were made to keep land owners, local municipalities, local MPPs, appropriate Ministers aware and updated on the progress of the project.

This fall, each province's surveying publication will carry a detailed article on the project. Other agencies have also stepped in as well. The local historical society is erecting additional public signage to promote a greater appreciation of the heritage of the boundary line. Local newspapers have also stepped up. In Cornwall, they have printed articles highlighting the efficiencies of the progress and commending the partnership of both provinces.

Were we successful? By acknowledging our responsibility and understanding our liability and not knowing where the boundary is in terms of managing the province's Crown land, we demonstrated our accountability by addressing the concerns of the different parties regarding the location of the boundary.

Re-monumented the provincial boundary, a project 40 years in the making, we completed in about four to five months. We established an excellent working relationship with our provincial counterparts. We forged a program that can be applied to other parts of the boundary. While this was a small project, it was a successful exercise in fiscal responsibility in fulfilling our mandate.

What does the future hold? The question still persist, not where is the rest of the boundary, but what's the potential impact of not knowing where the rest of the boundary is.

There are already commercial concerns regarding harvesting logs in the Ottawa River. Are the logs taken from Ontario or Quebec? The Ministry of Natural Resources, it's our mandated responsibility for being the caretakers of the provincial boundary. We need to know where it is. The Ministry of Transportation are assuming highways that abut up to the boundary. They need to know the limit of their jurisdiction.

There are farmers that are ploughing fields right across the boundary, right across both Ontario and Quebec. Potential title issues. Do they have proper title for both parcels in either province?

Going a step further, are local municipalities actually receiving their fair share of the property taxed revenue for those parcels being farmed? This project presented a great opportunity to working in collaboration with Quebec and maximizing our collective resources.

Carrying forward, we have recognized these efforts and are currently seeking funding to develop a continuing program to improve and give certainty to the provincial boundary northerly through the Ottawa River up to James Bay.

The team that worked on this representing Ontario was myself, and on Quebec, it was Eric Belanger and Richard Blanchette.

On a personal note, it was a challenging project that gave me a tremendous perspective both historically and professionally. But partnering with Eric and Richard made this project easy, effortless and efficient.

Thank you.

MR. BRUBACHER: I know you would like to have questions, but we are about 40 minutes behind time and I don't want to take time out of our open forum tonight. I think Wikar is very happy I just said that.

Thank you. That was fascinating. Norm, can you come up and give us a presentation on Professional Surveyors Canada. I want to give you as much as I can, but as you perfectly aware –

PROFESSIONAL SURVEYORS CANADA UPDATE:

MR. COTE: Thanks. I will try my best. Good morning, ladies and gentlemen. It's been ten years since the last time I addressed you and there is a lot of people here, but not as many as it was the last couple of days, so that's okay.

First of all, I'm supported here today by two people I would really like to acknowledge. Both Ontario Land Surveyors, they have been around through the transition of the CCLS to Professional Surveyors Canada and I would really like to acknowledge past present Denis Blais sitting back here and of course our executive director, Sarah Cornett. Could the two of you please stand? You have done a lot of work and you need to be acknowledged.

Thanks for getting us back here to explain to you a little bit about what we have been doing. It's great that we are able to take the time to come together once in a while or once a year to celebrate the profession and get reacquainted with each other and sharing our stories over an occasional drink.

I see my notes as "occasional" underlined. That's what people in common do, right? They get together and coincidentally, members or Professional Surveyors Canada also have a lot in common with each other and value that sense of belonging to something worthwhile.
Today, what we are going to do is outline the big picture of what we are all about and what we have been up to.

The first question, of course, to answer is: Why Professional Surveyors Canada? Why not? Given everything that we have heard, it's time for a change. Almost exactly five years ago today in February of 2011, the surveying leaders from across Canada got together in Toronto to discuss the current state of their profession.

During that meeting, one factor dominated all, a pervasive sense of anxiety about the future. The traditional need for measuring, marking and mapping mixed with modern enabling technologies like the Internet, cell phone and texting has changed the way we do our work in a way that our forefathers probably wouldn't even recognize.

The profession will need to adapt with increasing speed to market pressures and innovations, and there are more opportunities out there than ever before in the history of our profession, and yet our numbers are dwindling.

I just want to show you a very quick couple of slides that came from the Professional Surveyors Canada Compensation/Demographics study. It's out there now. This graph shows the age profile, the demographics of our profession. This is national. This is not just Ontario. This is national. As you can see, 40 per cent of our membership is over 50 years old and many of our members are getting their licenses to practice only after the age of 25.

I'm proud to say that we can say that we are no longer the second oldest profession. The next slide is the response to the question: At what age would you like to retire? And this is the response. The average age for retirement is around 64, as you can see. Many respondents indicated that they had not even thought about when they would like to retire yet. Do you remember the old dream of freedom 55? Well the new reality is probably freedom 75.

When you cross tabulate some of these data and you project them forward, you get this graph. We seem to be doing okay here in about this year, but in eights short years, folks, in the year 2020, we will be losing 25 per cent of our membership to retirement with only 13 per cent coming online. That's a ratio of 2 to 1, and so in 25 to 30 years from now, we can expect to have only half of the number licensed members that we have today. It is urgent.

You have heard it throughout the meeting in the last couple of days. You have heard the old story about doctors with borders, and the theme of this meeting, I believe, was a life without limits. Tomorrow may very well be surveyors without boundaries or boundaries without surveyors. I rehearsed that and I got it wrong.

Getting back to the meeting of the surveying leaders. There is an overwhelming belief that the profession needed a voice and a champion to elevate its profile. There is an overwhelming belief that surveyors need more connections with each other as well as related professions, and there is an overwhelming belief that the practice of professional surveying must have a life-long learning culture to ensure a relevant and competitive advantage in the marketplace.
There is also sense of urgency in meeting these basic professional needs, and it was unanimously decided that it's time for change.

So then people starting asking the question: Okay. Who is going to make this change happen? The response I heard was they will take care of it; they will do it.

Okay. So how will they do it? Ladies and gentlemen, I've been across this country several times in my position here and I have yet to find out who they are. I can only come to conclude that we, the individual surveyors, are they. We are the only ones who can control our destiny, and we wouldn't really want to leave it in the hands of anybody else, would we?
It was mandated that the CCLS, the Canadian Council of Land Surveyors, take on this monumental task. But the CCLS was an organization that represented the Associations' national interests and not the whole profession. So in a few short years and a lot of consultation, the CCLS had to give away to a much broader organization to be called Professional Surveyors Canada.

It continues with its original mandate of serving the licensing bodies through our Professional Association Liaison Committee and that is chaired by one of your own members again, I'm proud to say Wally Kowalenko, he has gracefully taken on that tremendous role, and Professional Surveyors Canada has been expanded to include all surveyors no matter what discipline they practice in.

What is Professional Surveyors Canada? Very simply, it's the advocate for surveyors. As the advocates for the experts, Professional Surveyors Canada is by definition a member-based community dedicated to its members' professional interest. It's all about the profession.

This logo instatement will be our brand. It reflects our unique strategy and the positioning in the marketplace. Professional Surveyors Canada is unique and that is the only national surveying organization that serves its members' professional interest. Over the last couple of days, there was a statement that was made that associations are not in place to serve members' interests; they are there to serve the public interest.

This what was Professional Surveyors Canada has discovered is that the members themselves needed to have their interests looked after.

Organizations such as CIG, GIAC, and CCOG, to name a few, also play important roles in our profession, and it will be necessary to facilitate dialogue among these groups as well.

I will just go to explain some of the graphics behind our logo there a little bit. The three wavy lines down below represent the dynamics of our profession and in the media in which we operate. It represents land, air, and sea. The profiles themselves represent that individually we can only raise our profile only so much and our voice can only be heard by certain few.

However, if you integrate all of those together mathematically, you come up with the black wavy line which is supposed to signify or represent the fact that if we could all work together and integrate everything that we are doing, we will have a much higher profile that we can achieve and a much stronger voice in dealing with the public and with government.

The yellow figure, originally it was meant to represent a stylized tripod to respect the traditions whatever everybody knows a surveyor to be, behind the tripod. But over the last few months, it was recognized more of the "A" that stands for advocacy, which is what this organization is all about.

So the little Canadian red flag signifies that we are in fact very proudly Canadian. So when you bring it together, you get this statement there: "Advocating for an integrated and dynamic Canadian surveying profession." If you remember nothing else today, folks, please remember this, that we are the advocate for surveyors.

Who are we? Is its people. Professional Surveyors Canada is comprised of its individual volunteer members. It is, by definition, a national community of Canadian Professional Surveyors, being both member-based and member-focused. The organization is very young, it's energetic and it's full of potential, emerging from a rich and honourable history. It comprises Canadian surveyors who range from those beginning their careers to those of us who have been around for a while.

There are lots and lots of great ideas out there. We have heard a lot of them again yesterday. I continue to get them almost on a weekly basis as to what we can do to help elevate the profile of our profession.

But ladies and gentlemen, those ideas costs money, and those ideas take people.

So organizations don’t get things done on their own. It’s people interacting with each other, conducting business with each other that make things happen, and organizations such as Professional Surveyors Canada must be able to support them.

What is it that we do exactly? Our mandate, our mission, our promise to you is:

Professional Surveyors Canada work on behalf of its members to encourage and enable an environment where their work is valued as underpinning the fabric of society for the well-being of Canadians.

That is a mouthful. I underlined some of the key words there. There is a couple of play on words there about the underpinning. We are not just the foundation of the well-being of Canadians, we underpin that foundation through the cadastral survey fabric, through survey control fabrics and those kinds of things, so that's what Professional Surveyors Canada will work to do to help the public understand that it all starts with us. Nothing on land can develop without the role of the surveyor at some point along the line.

Who do we serve? Surveyors in all disciplines. There are several different categories available to you. There is the regular membership, there is corporate members, which include both the associations, licensing bodies and firms.

Associate members who basically include anybody else outside of our profession that has an interest in our profession, there is student membership available. And believe it or not, there are retired memberships available because these guys still are very loyal to their profession and they want to stay connected.

So you can decide which category is right for you. Those who may be a little bit shy about applying on-line can see Sarah Cornett, she has the forms in hard copy.

Our stakeholders, our partners for success, again, are directly our members, professional surveyors across Canada, other similar interest groups, government regulators at all the municipal, provincial and federal levels, of course, all of the licensing bodies are our core group of stakeholders and academia, of course, because that's where all of our careers begin.
How do we do this? As the image suggests, with a lot of hand shaking, a lot agreements because there is not a lot of money to throw around at some of these projects and initiatives. We are going to build our profession step-by-step using three main strategic building blocks by educating the public on the value of the professional surveyor, enhancing career opportunities, by providing ongoing educational opportunities for personal, professional and business growth, and by building community among surveyors by providing tools and an environment for communication, information sharing with professional surveying community.

There are presently 11 different versions of our profession across Canada and we have been advised that unless we can learn to speak with one voice, our words will be falling upon deaf ears.

Those who have had the privilege to travel across the country have noted that the profession has a lot more in common than we have with perceived differences.

What are we doing right now? Under advocacy, we are monitoring the Lightsquared issue, which I'm sure most of you have heard about. In fact, the Surveyor General of Canada first heard of the issue from Professional Surveyors Canada while we were up in Yellowknife. We have since prepared and submitted our position paper to the Ministry of Industry Canada last summer.

We participated in a Canada-wide study of the profession in cooperation with NRCAN beginning with the Compensation study I mentioned earlier. And that study has been broken up on a province-by-province basis, so you can compare your results with that of the national group. Take some time to go through that document, there is some pretty interesting facts and figures to digest.

We have renewed our partnership with the National Society of Professional Surveyors. Denis Blais has been our representative on that group. They are looking very closely at what's going on north of the border because the issues that we have up here are all the same as there and they are looking for best practices.

We met with CIG Executive to explore a partnership and how we can work together and not compete as two national bodies. Planning is underway to gather data and recommend best practices in the use of property data by municipalities across the country.

Just on a side bar note on advocacy: Did anyone watch Prime Minister Harper's speech to China a couple of weeks ago on his trade mission there? He uttered a statement which I thought was out of the ordinary, and he said, "Canada is geostrategically positioned to compete in the Global Economy."

Folks, I don’t know Mr. Harper that well, but I can tell you that's probably not part of his everyday vocabulary, so I'm thinking someone in this room got to him. If that's the case, if that person can prove it, I'm going to buy him beer.

Interesting words. If the people at that level are using that kind of language that's common to us, I think our inroads can be made a little easier.

On the career enhancement building block. The practice of professional surveying by itself implies a culture of life-long learning, and those who take a newly accepted knowledge and make a positive change are the ones who benefit. We have delivered our first Continuing Professional Development seminar, Project Management Essentials, which was developed right here in Ontario. It debuted for Professional Surveyors Canada in Newfoundland late last spring and its second version was given in Edmonton, Alberta. From all accounts, the feedback received from that was very, very high, especially with the younger students. They had never seen a presentation like that before, a non-technical presentation. They certainly recommend that any surveyor, young and maybe mid-way through their careers, attend that course.

We continued delivery of our Risk Management seminars through our Professional Liability Insurance Committee. Those seminars are getting better and better with each presentation as well. We are partnering with the ACLS in offering their GeoED program to surveyors. They have a new website, www.geoed.ca, I believe. Go to that, and there is a number of long distance education seminars being prepared and put on that. That will be available to all surveyors.

We are looking planning more seminars for you this coming this year and through our Continuing Professional Development Committee headed up by Mr. Luc St. Pierre from Quebec who you have heard earlier in this meeting.

The idea is not to keep re-inventing the wheel but to work with our partners and stakeholders across Canada to share learning opportunities regionally and nationally. For example, in my travels last year, I have seen at least four versions of seminars on water boundaries. Water boundaries are a very hot topic these days. Why not develop one world-class seminar and present it across the country?

It would be a lot more cost-effective. It wouldn't take nearly as much time or as many volunteers to prepare and set up and deliver, and there are many other subjects that are not really specific to any one region of Canada, and these things can be share and developed as well.

In helping to provide learning opportunities to our students earlier in the their careers, we are giving free memberships to all of those who participated and contributed in your poster competition, so to us, they are all winners.

Our website is now up and running and upgrades have been made and put in place including the job bank and equipment exchange. There have been quite a few hits to those. We had the ability to monitor activity on that. We have had several members teleconferences to accommodate members across several time zones.

We will have launched Horizon, our new E-magazine, and the February issue is going to be coming out fairly soon, I understand. We are looking at stories and articles about the profession. I know there have been a lot of people in Ontario that are good story writers. I have seen your magazine, the Ontario Professional Land Surveyor, and what we are trying to do is encourage communication amongst the members across the country.

We just need to share that with everybody and something higher profile will eventually come out of that. We've made presentations at every AGM across the country. We've grown to over 400 members and we have written articles for Geomatica & Professional Surveyors Magazine, which is an American publication.

By the way, I just happen to have the February version of that right here. We have a great partnership with Professional Surveyors Magazine. In the February issue, they have an article in there about surveying education in the States and they refer quite frequently to the Canadian model of surveying education to improve their own.

The March issue, the cover story on it is surveying opportunities in Canada, and in the February issue back to that again, it has a whole section on there about sound advice for business survival, so these articles are coming out. They are very timely and I just want to point that many of you who are members of Professional Surveyors Canada does not give you automatic membership and Professional Surveyors Magazine due to privacy, legislation, so forth. You have to go back on to our website through our member benefit section and subscribe directly to that magazine to that company.

Professional Surveyors Canada picks up the tab, and so out of 400 members, the statistics are that we have only had 90 subscriptions to that magazine and we have kind of them promises that we can do much better than that. When you leave here today, when you think about it next week, get back on to the website and go in store your information in there. There is no other harm more than that. There is no additional cost to you.

I mentioned we had 400 members. Here is kind of the distribution right now across the country. Atlantic Canada is pretty much consistent around 14 or 15 per cent. The rest of the membership is all over the map -- no pun intended. We would like to see Alberta and Saskatchewan and Manitoba are not too bad. They are a little higher than average, but we would like to see growth in our four AAA-sized provinces: Quebec, Ontario, Alberta and B.C. can all have room for improvement.

Many people have told the profession that it needs to change if we want to start to continue being of value and relevant to our society. Change has to be better than what we have right now. Change implies action, and action which leads to movement and that movement needs a clear direction, a vision, if you will. It answers the question of: Where are we going?

And so this is our vision statement: That all Canadians come to respect the art and science of the surveyor's role. People have been around for a little bit to appreciate the fact that we are trying to get them to respect the art of the surveyor's role. That doesn't surprise. The science part is changing exponentially. If you were to replace the word "respect" with "value," you kind of get the same sense of feeling, and that's the whole idea is that perceived value in our services.

This is the long-term goal, ladies and gentlemen. It won't happen overnight, but every decision and every action we take today and tomorrow will take the profession a little bit closer to achieving this higher level goal.

It's important to understand that this is for the profession, it's not for the organization. So what we are proposing here is not a revolution, but a revived evolution, or to coin a new term, a "revivolution."

In closing, the organization has taken the vital first step with its leadership and it's to recognize and define what the problems are.

We are beginning to make inroads to the solutions to those problems, externally by educating the public, and internally by educating our members.

These solutions are more readily found by the group than the individual, so we are beginning to build a solid community of surveyors across the country. The future of our profession will rely heavily on each of you in this room and across Canada to believe that our value is important and to actually do something about that.

A positive step in the right direction is to join Professional Surveyors Canada so that you have access to more timely and pertinent information and the opportunity to do something and make a difference in your world.

I want to extend a sincere thank you to all those who have supported Professional Surveyors Canada in 2011 and it will be vitally important for each of you to renew your membership as we move forward. We continue to want to have you in our scope. We want to support your efforts in striving towards personal, technical and business excellence.

Thank you for your ongoing support. That's all I have to say. Thank you again for your time this morning. Thank you.

MR. BRUBACHER: We will now hear a report from our executive director Blain Martin. Thank you, Norm.

REPORT FROM THE EXECUTIVE DIRECTOR:

MR. MARTIN: I'm going to go through a number of topics today. The first topic is personal. You saw my e-mail about being six weeks away, so I'm going to describe what those six weeks was about. I'm also going to talk a bit about the cadastral fabric project, a little bit about the AGM, a bit more information about the strategic plan, some other activities that I have been involved with over the past year, a bit about the staff at 1043, and then I want to conclude with a little bit of information about council.

My six weeks away: I have had lots of people come up to me after seeing one of the bi-weekly e-mails where I mentioned that I was going to be away for six weeks, asking me what on earth I was doing. Some people thought I had taken a sabbatical in Florida. I kind of wish that was the case. Some people thought I had moved away to work on the cadastral fabric project solely. That would have been a good case too. Others thought that there was some kind of an illness, and there have been lots of rumours going around about that, and, indeed, that is the case. Before I talk about it, I want to tell you I have been fixed. That is kind of an unusual way to speak of it, but it may be closer to the truth.

My six weeks really spanned over the Christmas period before, and there were two main functions that I was performing during that time. One of them was the cadastral fabric, getting ready for the Wednesday session. The other was getting ready for this AGM, which is a tremendous amount of work. I will have a bit more detail as I go on.

What did I actually have? We have talked about demographics. Indeed with demographics, men particularly, we reach an age that -- it's hard to even say it: prostate cancer. It's a hard word to say. There's a lot of psychological. Me? Why me? So there is a bunch of psychological stuff that goes around with it. For me, we detected it quite early, and the answer was surgery, which happened on December 12. Now fortunately, the PSA level provides a guideline. The result is after about six weeks you get your PSA test done, and if it's non-detectable, everything is good. It's a wonderful word to hear: non-detectable.

I wanted to start my presentation off with this not one to quell the rumours about what I'm doing, but more because I have a lot of friends out there. Remember last year at the AGM, we had Laverne Hanley talk, and when he talked about Union Gas, he had the prostate cancer tie on, and he talked about know your number.

For my friends out there, know your number, and that number is your PSA number. You have to get it done every year, my view. I have a bit of a passion about it now. You have to know your number every year because there is no reason for men to be dying of this now. If I hadn't have known my number, a year from now, I wouldn't be up at this microphone. So it's easy to get fixed, but you have to know that number. My reason partly for talking about this is to get my friends who aren't doing their PSA test to get it done regularly.

More fun stuff. The cadastral fabric project: I really wanted to highlight who the team was that has been working on this for the last two years. I personally believe that this project is of tremendous importance to our profession here in Ontario but also right across the country and perhaps the world, because we are approaching it in a bit of a different fashion than has been approached anywhere else. This team, I have been the chair of it for the last couple of years. We have had these members. I don't have to go through their names, but I particularly want to thank David and Izaak, if you are here Izaak. I think maybe he is going to come in later. I particularly want to thank David and Izaak for taking on the co-chair role while I was away and keeping it moving and getting us to a stage where we were at on Wednesday where we could do those presentations and let everybody know what was going on.

The AGM -- is Drew here? Drew, can you stand up? I want to particularly thank Drew. Drew volunteered to fill in my role as executive director to get this AGM functional, and I can't tell him how much I appreciate that. I would like to give Drew a round of applause. Travis will describe his team a little bit more later.

The hotel -- I first I was at the hotel in October, and I became quite concerned because of the various floors and us having to move, and I'm thinking, "Oh, goodness, is this going to be a good venue?" It's actually turned out to be very good, but we did have a little bit of a rocky start.

I think it has been a very successful meeting. In my first year on this job, the report got out two weeks before the annual, which is not a good thing. This one we had out last summer, and we are aiming to do that again. We also, last year, put out selected portions of it a very short time after the meeting, because we get the court reporter. We get that pretty quickly, and we can just put it out to the membership, not in its full format, but let the information be out there.

The strategic plan, Paul actually did a great job of presenting that, going through the place mat and working through all the actions that we have been doing. I don't think he really gave information about how many people were involved in that activity. There were all of Council, all of the regional group chairs, selected committee chairs, some of the key Committee members, and some members that just really wanted to be involved. So if there are some of you out there that would be like to be involved in the next strategic planning update, it's going to happen in April. I think you can send me an e-mail and say, "I want to be involved in this," and I don't think there would be any problem having more input. The more input we get into this plan, the better the plan is. We do keep it current by having these regular meetings. The last one was in the fall, and we are going to move it to the beginning of the year this time, and that will help council get their priorities set for the upcoming year as opposed to doing it later in the process. We have developed, primarily through Julia, a work tracking sheet with yellow, red, and all that sort of stuff on it.

We look through that at each Council meeting, and that place mat that some people see, that gets a lot of traction when we take those out to regional group meetings. I often give people four so they can take them home and have them on the table. As I said, it's going to be updated again on April 5 of this year.

Other activities: One of the things I changed this year was our weekly staff meeting with key staff, and I think that really has helped the office. Bill and I meet every Monday morning. Maureen and I meet every Monday morning. Sometimes we miss because of things that are happening, but generally we meet every Monday morning. Dave and I meet every Monday morning. That has been great.

One of the other activities I had this year was an executive directors' meeting with all of the executive directors across the country, which happened in the summer time. It was really good communication with the other executive directors. We were careful because we have Council, which sets policy for the associations, but the executive directors sort of do the administrative things. We talked about those kinds of activities and improvements that we can have between the provinces. We developed some tools together. It has been a really good session, and I think it has helped build this cross-Canada feeling that Norm was talking about with Professional Surveyors Canada, so I think that was a good activity.

My weekly mail: Remember I put out one a while ago and said, "Now we are going to have a weekly e-mail." I did it one week, and then three weeks later, I did it again, and then four weeks after that. A weekly e-mail is really tough to do. So what we have done is prepared a bi-weekly newsletter with a few topics in it, and I think that's been very well received by the membership, and it is quite regular. Again, Julia, who is the new hire that Russ talked about, is the one who is facilitating that.

It's actually sort of modelled after Horizon. That's the Professional Surveyors Canada newsletter. It seems the same sort of software -- Constant Contact. We are using the same piece of software. It works phenomenally well. The interesting thing with Constant Contact is I can tell who has opened that e-mail. We are getting a hit rate of about -- when I first say this, you are going to think it's low. I did -- 45 per cent. About 45 per cent of the e-mails we send out are opened, but evidently, that's really high for an e-mail like that. So it's a good communication piece.

I want to skip over the next one. I actually talked about it in here last year, how great this website was going to be and how fast we were going to have it up -- last year. Ken is going to come up after, I think, and give us a little bit of an idea of it, but it has been tough to get going. There is no doubt about it.

The committee restructuring has gone quite well. We do have to get out some more communications. Some of the commissions have already met, so that's an activity that we have been involved in and has gone very well. I put it various committees in there because I do sit on a number of committees, and I meet with them quite regularly.

The staff at 1043: I can't say enough good things about Bill. Where is he? There he is back there. Even at the meeting here, what's Bill doing? He is running the camera, recording the meeting. He is absolutely great. He is a great help all the time. We talk about stuff on Monday morning and throughout the week. I can't say enough good things about him.

Lena, who is the office manager -- I noticed at the convocational lunch she, all of a sudden, was your assistant, Bill. She really is the office manager, but she does assist Bill a lot with the AERC stuff. She is incredibly dedicated. We have had the financial councillor's report. Lena is really cost conscious in terms of running that office and saving us money as much as she can, doing things like buying supplies at Costco on the weekend when she is there for herself. She is just a great person to have on staff.

Maureen is absolutely great to have there too. I want to highlight just two of the things, but she does a gazillion things. I want to highlight a couple of things: the Ontario Professional Surveyor, which, again, Norm already mentioned. It's a great magazine that goes out, and it goes out regularly. She concentrates on getting really good content, but she also concentrates on getting advertisers to actually pay for the magazine, which is great.

One of the others things which is really close to my heart is I think we absolutely have to have this educational piece in place, and Maureen has built a really good relationship with York and goes out to various meetings. That's a great thing that you are doing there, Maureen.

Julia, I don't know if she is here. She is probably down at the registration desk still working. She is our new hire. She is hired specifically for education and has that focus. She is quite involved with that committee but has gotten involved with a lot of the other committees and provides an administrative function to those committees. Minutes of the committees, she does so that the Chair of the committee does not have to do minutes. The Chair of the committee is able to think of what is -- and organize the meetings. So that's really helpful. She has also done the newsletter, which is really good.

David is sitting right down there. I think my health problems are like a walk in the park compared to what David has been through this past year. He was off for a number of months and Doug Reitsma came in and filled in for him, did a great job at that. So that was good.

I was glad to hear you get up and speak earlier, David. That was good. He seems fine now and back managing the department, so it's good to have you back.

We did hear from John Ward about some changes that we have to go through with the Survey Review Department and the implementation of Reg 1026. That's going to be a big focus, I think, over the next year.

Council: We have this year our first GIM president. David, it has been an absolute joy to work with you. You have been great. We did change the meetings of Council a little bit this year. In the past, it has been about five meetings a years that were two-day meetings, but we felt that there was not enough contact between the Council members, so we kind of changed that. We kind of changed it so that Council met every month sometimes for one day, sometimes for two days.

I think Art said when he has been speaking, he kind of feels that Council has kind of moved to a level that's more strategic than this operational piece that they seem to be dealing with. We talk about really interesting things, and we put policies in place that really move the profession forward. I think we have some great agendas and we have some great discussions.

I often get that from a number of members as we are walking out of the council chamber. "Boy that was a great Council meeting." It's just kind of interesting.

All the letters that you send in, if you send us letters, if you send letters to me, if they are addressed to council or to the president, they all go there.

Some council meetings have a specific focus. There is a strategic planning one I mentioned coming up in April. There is a budget meeting we have in November. We had for the first time last year a joint meeting between Council and AERC. So I think that's really AERC in terms of developing some policies.

I would like to conclude by saying it has been an absolute great pleasure to be working with Council.

MR. BRUBACHER: Thank you Blain for that excellent report. We do have a few more that we are scheduled for before coffee break. We are at about 12 minutes after 10, which is running a little bit late. What I would like to do know is call the coffee break for 20 minutes instead of the 30 minutes that's in your agenda to try to get us back in line. The report from the Website Committee we will hear immediately following from Bill on the AERC. I will move my President's report to the luncheon this afternoon, so hopefully we can get everything in without squeezing out our all important open forum a little bit later this morning. Thank you.

--- Recess taken at 10:13 a.m.

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

MR. BRUBACHER: If you could take your seats now. We have had a little bit of a crisis just right here at the end. We lost a presentation and we are just desperately trying to get it back so that we can have the presentation on the Liability Insurance. Thank you.

In the very short interim, I'm going to ask Al Jeraj to come to the stage. He is the Chair of the 2012/2013 AGM in Toronto. Hopefully if things go correctly, you will move right into the insurance presentation. Thank you.

MR. JERAJ: I think Dave just said everything I was about to say. I'm Al Jeraj. I'll just repeat what you said. Next year's AGM is going to be in Toronto at the Marriott Hotel downtown. It runs from February 27 to March 1, so please mark those dates in your calendar right now.

I encourage you everyone to attend and encourage all your other colleagues to attend that didn't make it out this year. I'm a firm believer in member participation, so I encourage everyone, if you have any ideas you want to bring forward or whatever you would like to see at the AGM, contact me or Dave or Paul or any of the council members and bring your ideas forward. That's it. Please make sure you guys attend next year and hopefully it will be as successful as it was this year. Thanks.

MR. BRUBACHER: I can see the presentation being e-mailed, I think, from a Blackberry to a computer and hopefully we get him up here quite quickly.

In order to fill the time and not get behind time because I'm desperate not to take time away from your open forum, I asked him earlier and he is going to give me a look of surprise when I ask him now. Izaak, you have a short thing you wanted to say -- we have that presentation

-- but a short little furtherance on our Wednesday discussion that I think will be very informative and will be a necessary bit of information for us in our discussion at the open forum. Izaak, sorry to put you on the spot.

The insurance one is ready. Okay. Then we will change plans and do the insurance one. Sorry about this. We are trying to make this work as smoothly as possible. Can we get that insurance presentation up, please?

I give you Mark Sampson from CG&B.

PROFESSIONAL LIABILITY INSURANCE PRESENTATION:

MR. SAMPSON: Good morning everyone. It's actually pretty nice in this room. Blain had me locked up in the basement the last few days by myself in the corner and he said, "Don't worry. All the surveyors will come by and they will talk to you. They love insurance. You just stay right down there. Don't worry. I will funnel them down." Yes, that didn't happen.

My name is Mark Sampson. I'm your insurance broker. I look after all of your professional liability insurance. We do probably about 99 per cent of all the surveyors in Ontario's professional liability insurance. Blain asked me to talk for about 30 minutes about insurance. I can talk a lot longer than 30 minutes because I know it's fantastic topic and everyone likes talking about it.

A couple of things I was going to bring up today is just give you a background, talk specifically about the program, hidden costs of professional liability claims, and then what to do when confronted for a claim. Frequently asked questions. I get tons of questions especially around renewal time and premiums are issued, so I thought I could address some of those today as well as talk about a bit of a program that we have.

Just background. Insurance basics, just role, my role. I'm the insurance broker. I work for you guys. I work for the Association. I'm not the insurance company. I don't pay the claims. I work for you. When you have questions or contracts that you sign or you have to sign for, you can contact me. Like I said, I have probably spoken to a lot of you on the phone or e-mail, just not in person, but I work for you, not the insurance company.

We do have an insurance company that is called Intact Insurance. The division of Intact that actually does your professional liability is a company called Novex. They are the ones that actually charge you all those premiums, but they are also the ones that pay for the claims.

We also have an adjustor which is Maltman’s Insurance. Many of you have dealt with Maltman’s. John Breese has been on the program for many, many, many years, so he is the adjustor. He actually works on behalf of the insurance company to adjust the claims, but he also works for you as well because he is very knowledgeable and he knows a lot about surveying as well. He is fantastic.

The AOLS program established in 1995 used to be with Guardian Insurance. ING bought Guardian and then they changed their name. With financial troubles in Europe a couple of years ago a group of Canadian investors bought out the Canadian portion of ING Insurance and they became Intact Insurance, which is actually the largest insurer in Canada, Canada-owned. Once again, the program is with Novex Insurance Group.

Historical results. The insurance program has been actually pretty consistent over the last many years. The premiums have sort of fluctuated but not -- in a few years ago, commercial insurance premiums were up like 20, 30 per cent. The insurance program, because you are a buying group and you buy it altogether, the losses are sort of mitigated a little bit and big losses are absorbed by the premiums of the Association, so the premium has relatively been consistent, no big ups, no big downs.

However, there have been a couple of things over the last few years that we have noticed, particularly the insurance company actuaries. There has been an increased claims frequency as well as severity and that's not good.

Sort of like the NHL with regard to frequency, so they also say that concussions are up in the NHL this year and of course the Commissioner Gary Bettman is just saying, "Well, no. They are not really up. It's just that we have had a better way of diagnosing them and we are better at that and we are taking actions." So I sort of took that approach with the insurance company that no, no, no, frequency is not really up. It's just that we are doing a better job at reporting claims. That's gone over okay. That's the good. The bad is actually frequency is up, guys.

Between us, I work for you. There is no insurance company. Actually the claims trend, we are having more claims, and that's a bit of a worry, but actually more worrying is frequency is one thing. It's the severity that's causing a little bit of an issue. The claims that we are having, maybe 5, 10 years ago, a claim that could be settled for 10 or $15,000 is maybe selling now for more like 30 or $50,000.

Of course that's really because of the cost of land values, the cost of buildings, the cost of homes have all gone up, and of course lawyer fees have gone up as well, but the cost to actually adjust the claim and settle a claim is going up significantly.

The bigger claims, I mean, we had a claim earlier this year regarding a boathouse up in northern Ontario. There was an issue with the boathouse. I won't go into details, but there was an issue with the layout and the boathouse maybe before used to be -- maybe you can build a boathouse for $30,000, $50,000, the claim is going to be $300,000 or more, and it's a boathouse. This is the example of the work that you do. It's actually costing more money to get out of the mistakes.

One of the things I want to talk about is sort of the key features of the program. Many of you don't really pay a lot of attention to insurance, which that's a good thing, and you don't have to. That's why you have the Association and that's why you have myself. You worry about surveying. I worry about the insurance. But I thought maybe I would take five minutes and just sort of tell you a little bit about the policy that we have.

It's a very old policy. It's a manuscript policy and there are not a lot of words on that policy, which is a good thing. This policy was established over 25 years ago. It's a manuscript working specifically for your operations. It's not available in today's marketplace, and there are not many exclusions, which is a good thing. Sort of knock on wood, there haven't been many claims that have been reported that haven't been covered.

Because Intact Insurance has been on your program for over 25 years, the benefit of the doubt goes to the surveyor. Once again, John Breese at Maltmans and CG&B, we do a good job advocating on your behalf. But the policy in general is not available. There are a lot of policies out in the marketplace now that are very thick with lots of exclusions. That's not your program.

It's a very, very broad, and trust me, the insurance, you would rather get off the manuscript wording and go to their standard wording, but we have been fighting for that for many years. It's a fantastic working. Some of the key coverage features. Surveyors, they seem to like each other very much and work for each other. They sell to each other, they merge. There are a lot of different names, so we have a very broad named insurer which is really important should that claim occur. It does pick up all your entities, past entities, past directors, current employees, current professionals, contract, so it's very broad and that's to your favour.

One of the other things that's really good is that there is a deductible on every claim, and that's $5,000 for every claim; however, the wording says that the deductible doesn't apply to a defence cost or expenses.

This is really important that if you have a claim, if it's an actual claim or if it's just alleged that you did a mistake or an error, we send out John Breese and he investigates the claim, he negotiates, and if at the end you found out that the insurance company might have incurred 20, $30,000 of expense cost or investigation cost, as long as nothing gets paid out, there is no charge to you guys, no charge at all, and that's a real benefit. I will get to why you have to report claims.

The other thing is a split deductible which is a really good, so there is a $5,000 deductible, as I mentioned. Let's say there was a claim for $8,000 and that was the total claim amount and you think the insurance settles for $8,000, I have to pay the $5,000, the insurance is only on for $3,000. That's not the case. One of the endorsements that we have on this very broad wording is that it's a split deductible for claims under $10,000, so that claim that might have been paid out at $8,000, your deductible will just split.

The insurance company will pay four and you will pay four, so it's quite fair that way. Same if it was a $6,000 claim, very minor, you were able to make some corrections. It was $6,000, you only have to pay $3,000 and the insurance company will only pay $3,000, so it's a really good thing.

Definition of professional services is very broad and it's specifically to the operations of a surveyor, and once again, not a lot of words. Very simplistic, but not a lot of words, it actually gives you broader coverage.

The biggest thing I have to tell you is, especially looking around the room, discovery coverage. Discovery coverage is when you sell your business or retire from practice. You guys are professionals and you are held to a higher standard of care.

This is very, very important to every person in this room. Part of this program through the Association is you get discovery coverage free, and that's a huge factor. Not available in the marketplace. We only got this negotiated in about six years ago. As long as you are with the program for at least five consecutive years, you get $500,000 of discovery coverage indefinitely as long as the policy is enforced with the Association.

So that's a huge, huge benefit that you get as part of this program. Once again, many of you might not even know that that was incurred. If you bought a standard policy out in the marketplace, you wouldn't get discovery coverage. This is really important, so when you cease operations -- I won't get into all the details -- but it's a claims made policy, so when a claim is made, there has to be a policy enforced.

If you retire, your policy gets cancelled. There is no policy enforced, thereby there would be no coverage under a policy. That's why you need discovery coverage. So everyone in the room, as long as you have been with the program for at least five consecutive years, you get $500,000 indefinitely.

The one thing you would have to pay for is if you had higher limits, like a $1 million or $2 million. The first $500.000 is free. That's the minimal requirement that you must carry as a progressional through your Association. That's what you get for free.

I would recommend if you have been in business and you have always carried a million dollars of liability insurance, I would recommend you carry at least a million dollars for the first few years upon your retirement because any projects that you had in the past, if a claim happened a month after you are retired or you sell your business and it's a month after your policy has cancelled and they find an error, you only have $500,000; you don't have a million.

That policy was cancelled or not renewed, so I would recommend if you are contemplating retirement or you are going to sell your business or whatever, contact me. $500,000 is free, but I will give you a price ahead of time for discovery for at least or a million or whatever limit that you currently had on the policy, so this is a huge, huge, huge benefit.

Moving on. Experience, expertise, continuity, claims handling. We have been your broker for over 25 years. Maltman's has been your adjuster for over 25. Intact through their acquisitions have been your insurer for over 25 years. It's a good relationship that we have with you guys. It's competitive terms out there. I will talk about it in a little bit. We have an insurance advisory committee that meets quarterly to review every single claim that happens or is made on the program. The Committee is made up of the Executive Director Blain, myself, the insurance company, Maltman's, as well as a lot of your peers.

It's a good Committee. We review every claim and we make sure that the insurance company is adjusting it properly that we can mitigate any claim when possible. We pull out plans. We look at different scenarios, how do adjust it, how to get out of an error if we think that we are actually negligent or maybe it was another party, so it's a full review.

The Insurance Advisory Committee have asked me to go to market this year, which means to make sure that our program with Novex is the most competitively priced, so I'm going to go out to different insurance companies domestically and internationally just to make sure our program is still priced right and we do a check every five years or so, so just to let you guys know that that's we are doing.

Hidden cost of claims. I'm going to breeze by this. I do a talk to new graduates on insurance and stuff. Although you guys aren't new graduates, I think this is just a good refresher that losses occur primarily because of an error or omission. Errors or omissions occur because of a mistake, but mistakes occur because the proper process or procedures were not followed or important steps were skipped.

I can't stress this enough. We see over and over and over again the reason why is you guys don't follow the procedures that you have studied. They are overlooked. The processes are skipped. Short-cuts are taken, and those are the causes of the claims. Don't take short-cuts. Always follow the procedures. Pay particular attention to construction projects, construction claims. Those are where all the claims are coming is the construction work. Don't take short-cuts.

And just hidden costs. Obviously if you do have a claim, regardless, it is covered by insurance. That's fantastic, but there is still a cost that you are going to incur such as reputation. You are probably going to lose that client. If you are in a small opportunity, you are going to get a bad name. No one wants to make an error. You guys are all professionals. No one wants to make an error. The error will be paid for by the insurance company, but your reputation is hard to repair. Obviously, productivity you have to defend, and the allegation or the claim, and profitability, you are still going to lose fees. You could lose these fees and you could lose future fees from a big client if you have made a mistake.

There is unpaid remedial work. Obviously there is going to be deductible, and if you have a claim, your premium is going to increase which I will touch base in a second.

What to do if you are ever confronted by a claim? The first thing is do not admit liability. Often if you have made an error or an omission, the contractor or the subcontractor could have been avoided and they could be partially liable for that, so don't admit a claim, but you have to report it immediately.

Like I said, the adjuster that we have on the program, John Breese, is very, very knowledgeable. He has been in it for over 25 years. A lot of you work with him. He wants to talk to you and there are ways that we can mitigate the claim and reduce the claim right off the bat, but do not attempt to negotiate settlement yourself unless instructed to by the insurance company.

The first thing you do if you think you made an error and omission, contact the Association, contact John Breese. We will give you advice. Some of that advice would be, you know what, you made an error. We think there is some work that can be done to fix it. The insurance company shouldn't be involved because we will send up some flags, but that advice will come from the insurance company.

If we think it's better for you to negotiate yourself, great, we will give you that advice and we will give you some parameters to do that, but often, getting John involved and giving you that advice, once again, your business is not insurance. This is a big thing is that if you start to negotiate the claim by yourself because you think it's under my deductible, nothing will happen, and things start turning sideways; you could prejudice the insurance company.

If this error happens six months ago and you sort of said, "Well, no. I can do this remedial work. I could do this," and you go along that path and then eventually the contractor doesn't like it and comes back and says, "No. I don't like the solution" and hits you with $100,000 claim and then you involve the insurance company.

You know what, if the insurance company comes back and says if you notified us right away and we could have gone out the claim for $25,000 and now all of a sudden it's $100,000 because you have attempted to solve it yourself.

You could have prejudiced the insurance company and you could be on the hook for the difference of the $75,000. Once again, I work for you. If that happens, I'm going to be on your side. I'm going to be pushing for the insurance company to pay the full amount. But I do want to stress: Don't negotiate on your behalf, on the insurance company's behalf. You don't have the authority, so if you are willing to do that, you might have to suck up all the consequences.

Report, report, report. Trying to be very clear to report. Report your claim, report your claim. This is very important. There is no cost to report a claim. As I mentioned, any legal cost, we don't track the number of reports by survey firm. It's much better just to report it. Get it on record. Get some advice even if nothing comes out of it. It won't affect your premium. You won't be charged your deductible or anything like that. If you think of any situation which may give rise to a claim, you have to report it.

Frequently asked questions. This is what I get often at renewals. How is my premium calculated? Why am I paying so much money? I get calls all the time. I get 280 calls every year, once a year. Really the premium is driven by the size of the firm for the first priority, depending on your revenue. Often I get calls, "Why did my premium go up 10 per cent or 15 per cent when Blain told me in the letter the rates only went up 2 or 5 per cent? Why did my premium go up 10 per cent?"

Your revenue is probably up 10 per cent or 8 per cent, so really your revenue primarily drives. The more operations you have, the higher your revenue, the higher the exposure that you are going to have an error, thus, the higher the premium, so we always ask for financial statements. We compare last year over this year. Your revenue is the first thing. Number of OLSs also contribute to that.

Once again, the larger the firm you are, probably the more OLSs you have on staff, higher the premium.

Limit of insurance. I get this all the time. How come my premium went up again? Half-way through the year, you increase your limit from $1 million to $3 million. There is going to be a cost to that. So the limit of insurance that you select does impact the premium, and the other one is the frequency and severity of the claims.

This certainly impacts your premium, which I will talk about. I get this question all the time. Am I getting a discount for being claims free? It's all those other surveyors are having the claims, am I getting a discount? I can confirm that, yes, you are. You are getting your discount by not getting a surcharge, if that makes any sense, so if you have a claim, you are going to be surcharged, so you should.

This is a group program. The big benefit is that it takes care of everyone regardless of when you have a claim. But if you do have a claim, there is going to be a surcharge. First of all you are going to pay your deductible which is going to be $5,000. The next is that your premium is going to be surcharged. In the past, we used to apply the surcharge of 12 per cent of the claim cost, so if you have $100,000 claim, you are going to be paying $12,000, not in the first year.

In the past, what we did is we took that any claim over $50,000, we applied the surcharge over 12 years. It's a very, very long time that we apply the surcharge. If it's under $50,000, we apply the surcharge over six years. But once again, there wasn't a huge impact over premium, so this year we have changed it. The Insurance Advisory Committee, we have changed under my recommendation is that any claim under $100,000, the $12,000, the 12 per cent of the claim will be surcharged over three years.

Once again, I get a lot of questions about I'm still paying for that claim. That was 10 years ago. I can't believe my premium is still being surcharged. We did that to help you. We surcharged over 12 years. It sort of lengthened out the actual premium, but because we have been having more frequency and severity, we have to get money to surcharge in order to fill the pot, so to speak.

So any claim under $100,000 will be surcharged 12 per cent over three years, and any claim greater than $100,000 will be surcharged over six years, so we are still once again trying to spread out the impact of the surcharge.

I track the amount of surcharge every year and what's still outstanding in order to apply it to be fair. But if you retire, you are still responsible for that surcharge. Once again, the surcharge -- technically, I should charge everyone in the room if you have had a claim. I should charge you the following year. We are just trying to be nice to say, "You know what, the program is there. It's an errors and omissions program. You probably don't have that many claims. Let's stretch the surcharge so it doesn't financially impact you too greatly."

But you are still responsible for that, still responsible for that surcharge, so if you are looking for discovery coverage and you retire, you have to contact me. I'm going to look if there is any surcharge still outstanding. You are still responsible to pay back to Association that amount.

Finally, what liability limit should I carry? This is a question I get all the time. I don't have an answer. Really, your minimum requirement is $500,000. I would say the cost to go to $500,000 to a million is absolutely peanuts. It's nothing. It's not expensive at all. It might be as little or 4 or 500 bucks.

Carry the million dollars minimum. Once again, if you are laying out a house or anything like that, $500,000 is not a lot of money compared to the cost of a house these days.

Minimum should be a million. I would say on average, people are carrying a million, two million would be sort of on average. A lot of contracts these days are calling for five million errors and omissions limit. That's more common now when you are dealing with projects or commercial projects. They are asking you to carry 5 million so that there is definitely seeing a trend and a lot of surveyors are actually carrying the 5 million not because they have to, just because the work that they are doing.

I would recommend, you know what, carry as much limit as you can afford. Once again, there is also an aggregate limit. If your limit is a million dollars, there is an aggregate limit of 2 million dollars, so basically in one policy, you can have the max of 2 million dollars worth of claims total, so the higher individual limit that you select, a 5 million dollar limit, then you get a 6 million dollar aggregate. I'm here guys. You have my contact information.
I strongly encourage you call me if you want a quote, and then you can make a business decision if you want the higher liability limits.

Last thing, you guys all got it in the package. I created a program for business insurance for the members of the AOLS. The only reason we have never done this before is we do your errors and omissions, that's what we do, but we are a full service brokerage. I got asked a lot by members, "How come you are not doing my business insurance?" Or I get confused a lot of, "I have general liability coverage, how come you guys aren't doing it?"

We do business insurance for a lot of the members already. What I decided to do is to say, "Okay. If I pool everyone's business insurance together, can I get better rates? Can I get better coverage?" Of course what I did was I went to Intact Insurance who does your errors and omissions, the largest insurance in Canada, and I ask them and I put together a program just for everyone.

There are lot of advantages to the program. I won't go into all the details, but it's pretty competitively priced, which is good. There is free financing over 12 months, which is fantastic, but the most important thing is that the coverage is specifically designed for your operation once again.

A lot of you have survey equipment. There are standard exclusions in a typical policy -- not that you would know -- but waterborne exclusions, aircraft exclusions where a lot of your equipment is not covered. Some of it could just be on ACV, not full replacement cost over five years. There are a lot of things in your valuable papers and records. Trust me, if anyone has an office insurance program right now, it's probably just standard off-the-shelf wording.

Your valuable papers has an exclusion in there, guys, that right now you have to store it in metal containers. Who stores their valuable papers in metal containers? Even on the computer, you have to have backup. So this program was able to remove that exclusion. There are a lot of things here specifically designed for you.

I would recommend that you give me a call. It's pretty competitively priced, and I can get you a quote. Maltman's Insurance, I have arranged for him to be your adjustor, so now you are going to have one person adjusting all your claims. You can just come to me for all your certificates, your contract reviews.

There is also auto insurance, directors and officers, a lot of things. I also understand that a lot of you would have local relationships. Some of you are from small towns. You will have local relationships with local brokers. I respect that, and that's fantastic.

You guys are loyal to CG&B on errors and omissions and the Association. I respect that you are loyal to your local brokers. However, you have to ask yourself: Are you being covered correctly? And at the very minimal, give me a call and we can talk about it. And if you are not, you can have an option. It's there for you if you like.

Questions about insurance or anything like that?

MS. PAGE: Since I don't own the business, so should I retire tomorrow, I'm covered too, right?

MR. SAMPSON: Yes. Any employees, past employees, directors, obviously professionals are covered for discovery, so that's one of the advantages of this program.

If you do retire -- let's talk about selling and buying a business. So a lot of survey firms are selling their business. Some are buying businesses. There is a distinction if you are just going to buy the assets or buy the assets and liabilities. If you are a survey firm buying another firm, if you buy the assets and liabilities, those liabilities for past plans and mistakes follow to your firm.

Same with any claim surcharge or anything like that, that follows to your firm. If you are buying liabilities, that's -- I guess it's general advice. It wasn't in the presentation. I see it all the time. If you just buy the assets, just the plans and not the prior liabilities, then it's better off as a purchaser. The seller, if their liabilities or if they are not selling liabilities and they are retaining them, discovery coverage is most important for you guys because there is no other policy out there that will respond.

So that's why you need the higher limits because if you are keeping those liabilities in that corporation, you have to make sure you are covered properly. Once again, to your question, yes, any past employees are also covered as long as the AOLS still has the insurance program, as long as the policy is still enforced, they are all covered indefinitely.

MR. BRUBACHER: Thank you very much.

MR. SAMPSON: Thanks guys.

MR. BRUBACHER: All right. Now we are going to have a very quick, in fact, the shortest Izaak de Rijcke slide deck ever. I give you Izaak de Rijcke.

MR. DE RIJCKE: Thanks, David. As David said, this will be your shortest slide deck ever in your life, I promise.

Having said that, I need to apologize for feeling even compelled to come and speak again and appear in front of all of you. I feel compelled because Sue used my name yesterday during convocation lunch. Her speech, her talk, her presentation as Surveyor General was bang on. She talked about communications.

I listened to her talk, her presentation about the importance of how communications lies at the centre of what we do with our clients. It is a necessary skill set for all of us to successfully deal with the public.

In my work, I do this when I deal with clients by asking first and foremost the question: What does success look like? How do we define success when my engagement with you is over? Sometimes clients have a very difficult time expressing it, so we talk about it. We communicate it. And through that process, we define what success looks like. Sometimes with some startling results. Sometimes it means that the client understands at the outset that success isn't necessarily winning a case, which might for many lay people seem shocking if they find themselves embroiled in litigation and having to work with a lawyer.

Let me bring you down from an altitude of 50,000 feet down to 500 feet. I don't think I did this on Wednesday with this information because there were many puzzling questions about this entity. How can AOLS do this? Who instructed AOLS to do this? When we were asked to okay it? Who stands to profit? I want more details. How do I buy shares?

In my view, these are all very normal reactions. They are human reactions and they are also very good questions to ask from business people. You are all business people. One way, shape or form, you need answers to these questions. I sat down at a table at lunch yesterday, the convocation lunch in this very room, and at the table sitting next to me was Professor Costas from York University.

I sat down and Costas said to me, "What is this ODCC? What is that?" I said, "It's actually quite simple. I'm surprised you are asking me the question." I grabbed the menu and drew this out. I drew this out and I said, "ODCC is a company. It's completely owned by AOLS. MPAC and Union Gas are here to write a cheque and they want to do business. They want to buy a subscription to data and it is a purchase from only one entity." Their version of what I think Shoppers Drug Mart or Staples uses as a euphemism today, the Easy Button, right?

MPAC doesn't want to deal with 120 firms. Union Gas doesn't want to deal with 100 surveyors, so this is the gateway. They want to buy a subscription to data and it's a purchase from only one entity and it was AOLS council that authorized the incorporation of ODCC to accomplish this.

AOLS owns it. AOLS controls it. AOLS guides its policy. And most important, AOLS sets the governance controls because governance has to be aligned completely with the public interest. In turn, ODCC purchases limited data sets from a number of survey firms on a go-forward basis. Contractual controls are in place to limit a very narrow use and application. No purchase of plans is being contemplated in this model, so Costas said to me, "Why didn't you say that? Why didn't you explain all of that to everybody when you were talking yesterday on Wednesday?"

I said, you know what, he is right. This is the road ahead and there are many issues. In fact, my head spins when I try to think of all the many issues to be addressed and resolved at the same time.

I only come to terms with it in my own head if I break it down and say, yes, there is privacy, yes, there is data management, yes, and so on and so on. We have to crawl before we can walk and we need to walk before we can run.

But right now, we are crawling in order to accommodate some very surprising results from only a few 100-day projects. Other 100-day projects may soon be looking for a connection or a gateway to implement data solutions from land survey firms.

Unfortunately, I left the menu laying around on the table, and during dessert, I think there is some chocolate and some strawberry that slobbered over it. If this was helpful and I thought it might have helped in answering some of the questions that kept lingering on after Wednesday. Thank you, David.

MR. BRUBACHER: Thank you. I hope that clarified some aspects of what the ODCC is all about in people's minds and hopefully we will reduce some of the back and forth that could potentially happen in the next couple of minutes.

This is the portion of the meeting that allows you to bring forth any matter of new business that you wish to address before this meeting.
You may speak on any topic you wish at any time except that once a motion has been presented; I will limit discussion to the topic of the motion. If a motion presented fails to receive a seconder, it will be dropped from the discussion.

I remind you that the proceedings are being recorded and that if you wish to speak, your are to proceed to the microphone and give your name and town or affiliation.

Any motion from the floor must be in writing and seconded by another member. Assistance is available from the Resolutions Committee.

Each member or other association representative who wishes to speak may do so once and the mover may reply. Voting will be by a show of hands, licensed and registered members only may vote.

We have a number of motions already. Can I have the first one shown on the screen? I had the original. I don't have it with me at this moment, so I have to wait for it to be shown before I can read it to you.

I'm sorry. Retired members can also vote at meetings. Sorry about that.

Whereas the Cadastral Task Force has presented a viable road forward with the Cadastral Fabric Project, be it resolved that Council be requested to support the initiative and continue forward with it as quickly as possible.

This was moved by Barry Clarke and seconded by Jeff Buisman. Discussion?

OPEN FORUM:
MR. CLARKE: Barry Clarke, Hamilton.
I think you all know that I was fortunate enough to be involved in a couple of the pilot projects in there, and I was quite surprised at the results, and I got very excited about the opportunities for ourselves and the association to go forward. It was quite a simple process of just attaching data to an e-mail and sending it off and how excited they were to get it and really wanted to move forward and proceed with it. I was even further excited after Wednesday after all the presentations in there but discouraged at the end of the day at some of the comments that were made and some of the concerns about the data and concerns about liability and all that kind of stuff. I was concerned that it may discourage the task force, maybe even delay this process or derail this process, and I do not want to see that happen. I don't share the concerns that some of those members have with the respect of liability or issues with their clients about releasing plans to these organizations.

There was one individual who expressed concern about what his client would think if he was to send an M plan off to these organizations in there. I just don't understand that because, certainly, when we are sending it off, it's at the time of registration. The plan is registered. Anybody in the public can walk into the registry office and get a copy of it. So I don't share that concern.

The other issue with the SRPRs in there, again, I don't share that concern. Copies of these SRPRs have been distributed through real estate transactions. It's a public. There are all kinds of copies out there. I'm not aware of any court cases that are going on that surveyors are being sued, so I don't think it's a concern.

I would like to move forward with this. I don't want this delayed. I don't want it derailed, and I want to be able to ensure that council keep going with this, and that's the purpose of the motion.

MR. BRUBACHER: Thank you, Barry.

MR. MILLER: Rick Miller, North Bay.

I concur with Barry's motion. The one issue that a number of us in the room have expressed over the last couple of days is that in moving forward, the next step that we feel should be taken immediately is a meeting of all the C of A holders with the task force to deal with business model issues and so on. We are all in favour of moving forward with this, but now we need to iron out some details, and if we don't do that immediately, it could cause a problem Barry's trying to avoid here. It can derail it very quickly. So I would ask that the task force immediately schedule a meeting with all C of A holders in the province.

MR. BRUBACHER: Thank you. Just to reply to that, Motion No. 3 will, I think, speak to what your concern is.

MR. GRENKIE: Ed Grenkie, Stoney Creek.
I think this is a tremendous opportunity for our association to take a big leap forward into enhancing what we do, making it more public to what we do, and I think it's an opportunity that if we don't take it, we will be giving up something. We have given up a lot of things over the last century that we have done as surveyors that we don't do anymore, like planning, maybe not so much drainage anymore, even forestry -- those kinds of things.

They have all gone to us now, and I think that we need to take this opportunity because if we don't, I'm thinking maybe the engineers will take it on. You see more and more engineering companies picking up survey firms. What's going to happen down the road to all our records there when there is no longer any surveyors within that engineering firm? Maybe they are going to have the opportunity to make these monetary issues -- it's going to be a benefit to them, and I think we should take it.

I appreciate some of the concerns that you had. People were remarking that especially with SRPRs, it's an opinion. Every survey we do is an opinion. I don't care if it's an M-plan or an R-plan. Sooner or later, we have to re-establish some sort of boundary for it. It's an opinion. So that's always there.

Liability, I don't see that as being a big issue. As Barry said, these things have been floating around all over the place. We are always going to be liable. It might put it a little bit more in the forefront then, but so what? We are big boys and girls. I guess I'm a little older. We have to be prepared to take on all these issues.

I think one of the things that gets to me is that this is a tremendous opportunity to be putting all our records in one place, provincial-wise. Right now, when we go to take a survey on, it's where do you go for survey information? You go to your little community that you are in, but sometimes that information is not always there and sometimes not always available too. Then there is the cost. Sometimes it's zero. Sometimes it's horrendous. If we put it in one place, we could get a better rate, and we would start using it more and more and more and continuously, and it's going to be very profitable for everybody -- not today, not tomorrow. I don't expect to see big profits out of this. In fact, probably I won't see anything out of it, but what I will see is a start for this association to move forward in a tremendous effort, so I support it wholeheartedly.

MR. BRUBACHER: Thank you, Ed.
Mr. Raithby?

MR. RAITHBY: Good morning. David Raithby, Stratford.
Gentlemen, for the last number of years, there has been a light at the end of the tunnel that's been the train that is rushing towards us. It's not been a good thing. Now the light at the end of the tunnel is an opportunity for this association to move forward. Be it resolved council's requested to support this initiative and continue towards it as quickly as possible, and I hardily agree. Thank you.

MR. BRUBACHER: Thank you, Dave.

MS. PAGE: Dasha Page, Grimsby.

I feel that it is important that I make my support official. I would like to echo Barry's comments, but I also want to point out that I'm an employee only. I'm not a C of A, but I was privileged being on the pilot project and seeing what is ahead of us, and considering I have many decades to go before the Freedom 75, I really think this is the only option that we have. Thank you.

MR. BRUBACHER: Thank you, Dasha.

MR. MAK: Ron Mak, Orangeville.

For those of you who know me, you know I'm a pretty simple guy. I don't like big words. Mike Power, I don't know if he is here. I have mentioned this to him. It kind of scares me when he talks. It takes me a day to process what he said afterwards. I never have the recording to go back to it.

I have four words. One is excitement. It has been expressed before so I'm not going to dwell on that. The second one is anxiety. We all have a lot of anxiety, and it kind of goes hand in hand with excitement. What helps mitigate that is safety. I can kind of use an analogy, say, to a roller coaster. There is a lot of excitement. You are also a little bit scared, but you also feel safe because you know the roller coaster has been properly designed. It's going to give you a good ride. It's going to be a lot of fun, and it's safe because safeguards have been put in place. Smart people, smarter than me, have been involved. It gets down to trust of those people who have built and designed that roller coaster.

I see the same thing here. I don't have all the answers here -- none of us have all the answers -- but I do have a very high degree of trust in the leadership that's in place. It's a diverse team. I think all of the interests are well represented, and I see no reason to move forward. This is the most excited I have been in this profession since the day I was sworn in. Thank you.

MR. ANNABLE: Drew Annable, London.

I feel the presentation the other day was good, but the discussion after kind of derailed it a bit into a plan distribution discussion, which I think is a totally different subject. What we are talking about is building a data cadastral base, and I don't know how many of you in the room have had an opportunity to use the Teranet parcel fabric that is now the database that's available for people to use.

In southwestern Ontario, where I'm from, a lot of the small urban centres, when you look at this database against the aerial mapping that it has, the shift is enormous. You are talking about property lines that are easily 50 or 100 feet out from where they should be. This is all the users, like Union Gas, have available to them now. The people to be building this database, an accurate one, for people, such as Union Gas and MPAC, to use are in this room today, and we should be moving forward as quickly as possible to build it.

MR. BRUBACHER: Thank you, Drew.
MR. MOUNTJOY: Bob Mountjoy, Brampton.
I have a very quick question. You mentioned several motions. Are there other motions related to the cadastral project?

MR. BRUBACHER: There is one other related to the cadastral fabric project, yes.

MR. MOUNTJOY: What is that? Generally, what is that one?

MR. BRUBACHER: In general, it speaks to the C of A voting right question.

MR. MOUNTJOY: Just curious if there is sequence that we should know.

MR. BRUBACHER: The sequence was in the order that I received them.
Hearing no other discussion, I call the question. All those in favour signify by raising your hand. Thank you. All those opposed? That looks like it's carried to me. I don't need a scrutineer to see no hands. Unanimous vote. Thank you very much.
Can I have the second motion up, please.

MR. MARTIN: May I get up and say something first, David?

MR. BRUBACHER: You may.

MR. MARTIN: I didn't get up and speak to the motion because I didn't want to urge people to actually vote in favour of it. Personally, I have the fundamental belief that this is our future. I sat with Gordon Gracie. He sat beside me at an AGM in 1976 or 1977 when I was an articling student, and there was a vote on the floor, much like this, that was about restructuring the association and bringing in photogrammetrists, and that sort of thing, and that motion was defeated. Gordon turned to me and said, "This is a dark day for the profession." This vote that we have had here is a great support for our future.

MR. BRUBACHER: I agree. Thank you, Blain. I have to say this chain around my neck just got a lot lighter.

Our second motion is moved by Rob Sterling, seconded by Paul Miller:
"Be it resolved that a standard upset price be set across Ontario for surveyors to pay for the acquisition of a survey plan from another surveyor as follows: survey plans, $30 each; field note package, $5 each." (As read)
Discussion, please.

MR. CLARKE: Barry Clarke, Hamilton.
I'm not too sure whether we need maybe a little clarification because you are saying survey plans $30 each. Fine. Going to a survey company asking for records to be able to perform a survey, and it requires 10 survey plans, am I talking about $300 here, or is there an upset limit? I would just like some clarification.

MR. BRUBACHER: Rob, are you in the room to speak to your motion? How about Paul

Miller. Are you in the room to speak to the motion?

MR. YOUNG: Mr. Chairman, Jack Young, parliamentarian. I would deem that the motion is out of order; that neither the mover or the seconder is here.

MR. BRUBACHER: I have to agree with our parliamentarian's decision on that. Can you please remove the motion from the screen? I'm not exactly sure what I'm supposed to say at this point. It obviously hasn't been defeated. It's just non-existent.

The third motion, please. This one came quite sort of at the last moment, and I will read it here because I'm also getting old. I would like to put forth the following motion."

This is from a mover, Julia Meldrum-Smith, seconded by Andrew Shelp.

"In the wake of the AOLS incorporation of the Ontario Digital Cadastre Corporation, which is intended to contract on behalf of the members of the association to deal with the digital submission of proprietary data in external contracts, be it resolved that we ask council to consider in all future activities henceforth that although it is presumed that all members shall benefit from Ontario Digital Cadastre Corporation and its activities, only valid Certificate of Authorization holders shall hold Class B voting shares of Ontario Digital Cadastre Corporation." (As read)

Julia, would you like to speak to your motion?

MS MELDRUM-SMITH: Andrew is the brains; I'm just the pushy one.

MR. SHELP: That doesn't bode well for anything, unfortunately.

MR. BRUBACHER: State your names and affiliations for the record, please.

MS MELDRUM-SMITH: I'm Julia Meldrum-Smith from Cornwall.

MR. SHELP: Andy Shelp from Ottawa.
In bringing forward this motion, we did discuss Barry's motion because our motion was twofold. The first, Barry dealt with quite adequately. Through discussions, just sort of straw polls and discussions at coffee and anywhere anyone would listen to me -- this is not an attempt to detail anything. This is not demonstrated as a lack of support for anything. I think collectively -- and we saw that in Barry's vote -- that everyone resoundingly supports this, as do I, as does Julia. The only concern is that once the corporate structure was sort of put out there and the Articles of Incorporation were put out there, there was -- and I understand that this will all probably work itself out over time. Rick has sort of put forward the notion that a task force needs to which a meeting with the C of A holders, which really are the stakeholders in the data. So we wanted to kind of formalize that moving forward. There is a share structure that's there, unlimited Class A type shares, which are non-voting, and limited Class B shares, which are voting and unlimited Class C shares, which are non-voting as well.

As a significant stakeholder in the data, as are most of the people in the room, I think we need to secure our position within the corporation. Izaak's napkin was great. What it highlighted was that there is a body above you who has the ability to deal with your data, presumably, within the CR share structure of the company. However, moving forward, I think we need to solidify the share structure of the company and how that affects the people who have the invested data and the invested money.

That's what this is about. Let's move this forward. There are a lot of unanswered questions.

They will be resolved as the corporation starts to move forward, but I think the initiation of the corporation came as a surprise to most people. Izaak has done a reasonable but yet sloppy job of doing it. It's a good thing he is a lawyer, not a surveyor, because that was crap. Sorry. Izaak, I'm only kidding.

That was the impetus for this sort of motion to try and maybe solidify some of the things that are in the corporate structure and get some movement forward. If it is not resolved today -- and that's all fine. It's all good -- the idea that the task force will support a meeting of the C of A's would certainly satisfy this because at that point, the share structure will become quite apparent, I would suggest. So perhaps it's a little bit –

MS MELDRUM-SMITH: All right, shut up.

MR. SHELP: Perhaps it's been superceded by Rick's comment, however.

MS MELDRUM-SMITH: Sorry, Andy. It's the tiara. It's gone to my head. Pun fully intended.

Obviously, we need the full support of the C of A holders, and I think this would ensure that. So rather than derail, I think this would be an engine behind the project, and I liked and echo what Ron had said. I think he hit those forwards pretty well. I'm not quite as -- I don't want to say I'm not as trusting, but I trust in God and suspect everybody else. So I honestly think that this would speed things along and take that anxiety out and put the safety fully in place.

MR. BRUBACHER: Thank you.

MS AKSAN: Anna Aksan, Toronto.
I am going to speak very briefly against the motion as it being premature and there is not enough technical structure of the project in place to go ahead at the moment and exclude a large number of the membership from basically participating in the project.

MR. SHELP: If I could just speak to that. I don't think it excludes anyone. I think it recognizes the fact that everyone has some form of ownership. It just structures it a little bit. There is nothing exclusionary about it other than what is inside the corporate structure, which is exclusionary by its nature, by having voting and non-voting shares.

MR. AUER: Gary Auer, Kitchener.
It is a little exclusionary, but what we are looking at here is a very small piece of the future of this company. It's the backdrop for everything that is going to get attached in the future, and the C of A people are not going to be the ones that are adding all the additional information that will actually probably generate a lot more value. You need this to start, but in the long term, it's not the sole product. It's the basis upon which we build a lot more detail.

Since the value data is going to come down the road, and it's going to come from GIMs and who knows what sources we may find that will add additional value to this corporation, you are going to have to give them some, I think, voting rights as well down the road. So I think you have to keep that in mind that we are starting it, but there is a lot more to follow.

MR. BRUBACHER: Thank you, Gary.

MR. GRANDER: Ralph Grander from Port Perry.
I agree the motion is premature. It's a quite complex thing -- I mean, a C of A holder. We are a C of A holder. My father is. But we don't own necessarily the records that we keep, so it's complex anyway.

MR. BRUBACHER: Would you like me to reread the motion?

MR. GRANDER: Yes, sure.

MR. BRUBACHER: "In the wake of the AOLS incorporation of Ontario Digital Cadastre Corporation, which is intended to contract on behalf of the members of the association to deal with the digital submission of proprietary data in external contracts, be it resolved that we ask council to consider in all future activities henceforth that although it is presumed that all members shall benefit from Ontario Digital Cadastre Corporation and its activities, only valid Certificate of Authorization holders shall hold Class B voting shares of Ontario Digital Cadastre Corporation." (As read)

Moved by Julia Meldrum Smith, seconded by Andrew Shelp.

MR. GRANDER: Right. There are other owners of records -- right -- besides Certificate of Registration owners?

MR. BRUBACHER: Wally, go ahead.

MR. KOWALENKO: Wally Kowalenko, Toronto.
I wanted to let you know that I'm an employee of the City of Toronto. City of Toronto owns a lot of survey records. It's built a significant high-accuracy cadastral fabric. It owns it completely, and if you want the City of Toronto to participate in this initiative, then I don't think that that motion -- that motion should be withdrawn. Whether it is or not, of course, is up to the membership here, but I will be voting against it because it's against the best interests of my employer.

MR. BRUBACHER: Thank you, Wally. Can we have the screen? I think I know what is going on. We will get it back in a moment.

I have received another motion while we have been standing here, and I think that fourth motion is being put on the system, and we get it back in a moment.
George, please.

MR. MCFARLANE: Thank you, Mr. President. I'm George McFarlane from Mississauga. I have just retired my cadastral licence, and I'm a registered member. I'm here to speak against the motion. I'm just like Wally. Didn't all the members approve this new company? All the members of the association? Isn't it for all the members of the association? I think it's pre-emptive. We should allow the people who were entrusted with organizing this company to determine what share structure should be like, how the company should function, and we shouldn't be setting any limits that might exclude people, and you are excluding people included in the city.

MR. BRUBACHER: Thank you.
Larry?

MR. MAUGHAN: Larry Maughan, Parry Sound.
As you know, Dave, I'm for this initiative. I do this myself, in my area, build a cadastre. So I'm all for it. I'm also chairman of a group of eighty-eight C of A firms in Ontario who have banded to stop to abuse of a private company profiting from our surveys.

I think that behind this motion that that's the background of it. So there is that nervousness of when we start to put our surveys online for the world to see and the world to use that we get our just dues. There is a tendency, with all due respect, those of us in private practice have other issues that we have to work with daily. We just had a presentation about liability insurance, and it's the private surveyors that are subject to that, and these other matters. So that's what's behind this.

If the motion is defeated, and I think it's a good motion myself, but if it's defeated, I trust the task force will take notice of all the discussions and the importance of the copyright issue and the IT ownership that the C of A holders have. Thank you.

MR. BRUBACHER: Thank you, Larry. Speaking for the task force, I don't think that I would be remiss in saying that we will definitely be keeping that at the top of the list of importance. Thank you.

MR. MATTHEWS: Michael Matthews, Kingston.

I do work for the provincial government, Ministry of Transportation, so we don't have a C of A. I find the motion is restrictive, so I don't support that.

MR. BRUBACHER: Thank you.

MR. CAMPBELL: Kent Campbell, Mississauga.
I want to make a few notes here too. I used to work in private industry; now I'm government. Of course, this whole initiative looks fantastic because even whenever I am in government, I want to push the role of the surveyor. In 20 years time when I'm gone, I want another surveyor to be able to take that place, and government doesn't grow surveyors. The industry grows surveyors. So that's why I was for the first motion. This one, I don't even know if I'm going to bother voting on it really. It's only a motion to consider. So council could consider it for about five minutes of your next meeting.

So just a couple of things. First of all, I think Gary Auer was bang on. It's going to grow. It's going to go somewhere. You don't want to constrict yourself now with some kind of structure you are going to put in place that could bind you in the future, and the future is digital. So I'm thinking, the C of A's are going to be protected. We have heard it over and over. Your IP is protected. If you contribute the data, you are going to make money. If you don't contribute any data, such as myself, I won't make any money. So it doesn't matter in that way.

The other thing, too, in terms of the future, as a board of directors, I don't know if I would be too comfortable having them all filled with land surveyors and maybe not GIMs. I think if it's going to be a GIS company in the future, I think I'm going to want GIMs running it and maybe other people from outside the industry, like with MBAs, other expertise that maybe we would be short in. I am just kind of indifferent to this motion.

MR. BRUBACHER: Thank you, Kent. I will let Andrew speak, and then I have to --

MR. SHELP: So the motion sort of reached its critical mass, and it has served a purpose, although I know it's going to get declined, so that's okay. On behalf of Julia, and there appears to be a recognition from members of the task force that they will agree to meet, as Rick had suggested, with the C of A holders and anybody else who has a stake. I don't know how government works, but my understanding was that if you practise legal surveying, you had to have some sort of right to do so in the form of a C of A, but maybe that's okay. That's all fine.

We are going to withdraw our motion, and that's okay because it does seem like there is an association movement or a task force movement to at least meet with potential stakeholders. Can we do that? Can we formally withdraw –

MR. BRUBACHER: You may withdraw. Can I get concurrence from –

MR. SHELP: I think it did serve a purpose. It sort of heightened the awareness of how the corporate structure will be, and it got people thinking of it as a business as opposed to a database, of which it's both.

MR. BRUBACHER: Thank you

Julia, can I hear you on the recording concur with that?

MS MELDRUM-SMITH: Yes.

MR. BRUBACHER: Thank you.

MS MELDRUM-SMITH: I'm with Andy.

LARRY MAUGHAN: At seven o'clock this morning, the copyright enforcement group had a meeting -- we only had a few minutes -- and we talked about this. It was suggested that we meet -- that's those C of A holders -- in about a month's time in Toronto. I would like to invite the task force to this meeting, preferably if the association would pay for it. That would be wonderful, and it would show that we are here all together. That's what a group of C of A holders decided this morning -- that they were going to meet. We didn't know what was going to happen just now, but I think this is the opportunity to say look up your calendar and fix a date in about a month's time.

MR. BRUBACHER: Thank you, Larry. That sounds like a good opportunity. While we have been talking, I have received two more motions. I'm going to take them in the order that I received them. They are related. The first one is quite a bit simpler. Let's just play it by ear here. Let's have Motion Number -- I have kind of lost track. I guess this is four. This is a high number for us, isn't it? We also have some auctioning to do. I think it's coming. I have it here. Moved by Ron Mak, seconded by Thomas Hoppe.

Thomas, when you come to the microphone to speak, can you tell me definitively how to pronounce your last name?

"Be it resolved that the AOLS create a fee schedule for the price set for survey records." (As read)

I think we are going to get it on screen in a moment, but if the mover and seconder would like to come forward and speak to their motion.

MR. MAK: Ron Mak, Orangeville.
After writing the motion and realizing I maybe had more time to write it, I maybe would have come up with a better wording. I'm obviously trying to resurrect a previous motion that was tabled or floored. Remember, I'm the simple guy. I have no idea of what really happened to it.

Essentially, what I would ask council to do is define the word "reasonable" in our legislation. Currently in my practice, I can be asked to do a fence survey where somebody wants their property lines established, and I figure it's going to take my field crew three or four hours to do that. However, I need the records of the subject parcel, and I need the abutting parcels as well. I know that I will be charged close to $500 for those records.

Personally, I don't feel that's reasonable when that $500 gives me three sheets of legal size paper showing an outline of the property with dimensions and a box in the middle with four building ties. I know that it probably took about, if I'm generous, 10 minutes to go to the filing cabinet and grab those three pieces of paper and fax them over to my office.

This has been the subject of a complaint, and I was somewhat dismayed to find out that the complaints committee either didn't want to address the issue -- but in a sense they did by saying, "We find the charge is reasonable." I disagree, and I would like to throw it out to the larger audience to find out if this is a problem a little bit broader than my small practice, and in conversations, I suspect it is. I'm hoping that this will give the association a mandate to help flesh out this word "reasonable" and what it means.

MR. BRUBACHER: Thank you.

MR. HOPPE: Thomas Hoppe -- we will go with Hope for now -- Cobourg.
To support Ron's motion, I had seen a proliferation of digital records and non-digital records in this survey world. Again, similar to Ron's issue, we are finding a large variation in pricing as to how we are going to get these records. I would like to see something a little bit more structured as well, something that is in the reasonable range. The original motion had a number, and I think that the rebuttal to that was: Did that mean for every record? So, therefore, if someone wanted to negotiate a blanket value for a large search. I don't think that was the intention. So in our motion, my belief is that if you are looking for one or two records, we have a reasonable value for that. If we are looking for a large blanket search for an area, that should be negotiable to a number that would be reasonable to any member.

I have seen through my experience in different parts of the province that $100 or $150 for a blanket search containing all records an area, to me, seems quite reasonable and quite affordable to disperse to my client, especially when I'm going to several firms, but I don't find it reasonable, as Ron had indicated, that if you are going to go to three firms and get a bill for $500 from each firm, how that could facilitate proper research for our product.

The elephant in the room is there is a market value for our surveys. We know this. If we say one group of surveyors that has a large record holding can do that survey for X dollars, the next person coming along has to add 10, 20, 30, 40 per cent to that price as a disbursement, how that survey firm is going to be even reasonably competitive. That's a big issue.

So we need to make sure that there is some kind of ground rule or some kind of basis for our decision for how much we are going to charge for records and how we are going to apply that equally across the board.

MR. BRUBACHER: Thank you. Jack, I was just about to call on you.

MR. YOUNG: The motion, as it stands right now, is out of order. I don't know whether you are getting rid of it or not, but I will just repeat it here. I have the handwritten one.
"Be it resolved that the AOLS create a fee schedule for the price set for survey records." (As read)

You cannot direct the council to do anything at one of these open forums. All you can do is ask council to consider it, and council should consider it in the upcoming year. Right now, the motion, as it stands, is out of order. It could be amended. I will leave that up to the movers.

MR. BRUBACHER: I would ask, actually -- I have another motion in front of me, which covers the entire scope of your motion, Ron, including a draft by-law. So I think that there is a lot more information in this additional motion, as your information. It's your choice whether we continue with it or we move to the new one.

MR. MAK: It would be easier to make the decision if I could see the other motion.

MR. BRUBACHER: Can we have that one switched over? The mover of it is right behind you.

Is the chain getting heavier again? You can see why I wanted to take the simpler one first. "Draft reasonable charge by-law, By-law 2012-X, definition of 'reasonable charge' for field notes, whereas the Surveys Act requires every surveyor shall make and preserve exact and regular field notes of all his or her surveys and shall keep a proper record and index of all such field notes and shall exhibit or give copies of the same to any surveyor for a reasonable charge, and whereas it is in the public interest to ensure surveyors have access to all relevant survey records to make informed boundary opinions, and whereas the Surveyor's Act O. Reg 216/10 section 8 requires when undertaking a survey, a licensed member shall (a) refer to the documentary evidence related to the land under survey and the adjoining land under survey, and whereas complaints have been received on both the cost and quality of survey research, and whereas the AOLS conducted a member survey on fees for survey records with the intent of establishing a definition for 'reasonable charge.' Now, therefore, the council for the Association of Ontario Land Surveyors --"

If you could flip the page, please? I hope it's the council for the Association of Ontario Land Surveyors. I made a wild leap there. No. There we go. I was right.

"-- hereby establishes the following definition of a reasonable charge as the charge for the time spent to retrieve relevant records plus out-of-pocket expenses. Council further establishes that a reasonable charge is a maximum of $50 for a single project or a maximum of $100 per hour for survey record retrieval plus a maximum of $10 per large format plan and $1 per page.

"It is understood that these rates will be revisited periodically to reflect current market rates. A member shall ensure that proper indices are maintained for all records in the member's possession for which the member is responsible in order to facilitate prompt retrieval. Field notes, as described in the Act, shall be complete and reflect final boundary opinions made during the survey. These field notes can include field notes, plans, reports, and digital files. All survey records shall be made available for pick-up or delivery to another member requesting same within five working days of a request." (As read)

Mover is Susan McGregor, seconder Eric Ansell.

MR. MAK: In light of this motion, we are willing to withdraw our previous motion.

MR. HOPPE: Thomas Hoppe, I concur.

MR. BRUBACHER: Thank you.
I think that we need a minor adjustment because I also don't see a "council consider" in there.

MR. YOUNG: This body cannot approve this at this meeting. This is a by-law, and the by-law requires notice to be given to the membership and a vote at that particular time. I guess you could discuss it, but you certainly can't pass this at this meeting. So in that respect, it's out of order.

MR. BRUBACHER: Would the mover and seconder of this be content with a discussion that went into the official record that was then considered more by council, or how would you like to proceed?

MS MCGREGOR: Just to provide some context, we had this discussion at council because we wanted to try to move this forward. We felt that it's an important thing. I absolutely am not pre-empting a membership vote. These numbers here reflect what we found in the reasonable charge during the survey. It really doesn't matter to me how it's priced, how it's structured. The simpler the better.
Just remember the prices you set are the prices that you are going to be charged in return. So keep that in mind. It's the old rule of Solomon. You carve up the pie, and the other guy gets to choose which piece they want. I believe this motion is out of order, but this would be the kind of by-law that, I think, council would like to see go to the members for a vote. So we will withdraw it here today. I think Eric is in agreement, but I will let him speak for himself.

MR. ANSELL: Eric Ansell, Peterborough. As the seconder, I agree the motion might be out of order, but I certainly would like to hear discussion on it so does council does get some direction from the membership.

MR. BRUBACHER: Thank you. I think Anna was -- I kind of lost track out there. Do you know who was first in line?

MS AKSAN: Anna Aksan, Toronto.
Of course, I cannot speak in favour or against the motion since there is no more motion. However, the research problem is really a big one, at least in Greater Toronto Area, and it obviously is not done properly, because surveyors do not purchase the notes or the plans, as a matter of fact. I would say that it is for the council to put quite a bit of urgency on the issue because definitely it is not in the public interest to do surveys that are not researched properly.

I also would like to comment. I am one of those firms that don't charge for the notes unless we are charged. However, this is to make you aware that the firms that charge the most, don't buy survey records from other companies like us, and that is for sure a fact because we get quite a bit of inquiries and no sales to those companies that charge us. Thank you.

MR. BRUBACHER: Thank you, Anna.
Wally?

MR. KOWALENKO: Wally Kowalenko, Toronto.
What I would like to propose to the membership here is building on Thomas's earlier suggestion about disbursements. We are only solving part of the problem here with defining what a reasonable fee is for the field notes. So I would suggest that council also consider incorporating in the by-law, should it be enacted by council and forwarded to the membership for approval, a provision which states that the charge for the project will be billed back to clients in the form of a disbursement so that these charges are not included in fixed price estimates by surveyors to their clients because that will just continue the problem with some members.

MR. BRUBACHER: Thank you, Wally. I think you were next, Joe.

MR. YOUNG: Joseph Young, Thornhill.
I would like to speak against the topic. I think that perhaps even it's out of order for us to discuss council enacting a fee for a service that we provide. I think this is a business decision between firms. It's what rate you charge it's part of running a business, and it's not something that council should address, other than, perhaps, in the way they do fee studies, and they report on the current fees that are reported in studies.

MR. BRUBACHER: Thank you.

MR. BRUBACHER: Wayne Brubacher, Kitchener.
I just want to, perhaps, reiterate and strengthen what Joe said. I'm more concerned about whether this is an antitrust situation, whether council has the right under the Competition Act to set a floor price for anything.

The pharmacists, I believe it was, in Nova Scotia were investigated by the Competition Bureau because they agreed to accept the insurance payout for certain drugs, like for whatever it might be. Insurance companies agreed that a certain drug might cost $24.99. The insurance might agree that that's what they would reimburse -- probably, they would round it up to $25 -- when, in fact, the sticker price was $29 or something at the pharmacy, but the pharmacists agreed that if it was an insurance issue, they would charge what the insurance company would pay, and the Competition Bureau investigated them for that, and they said that's setting prices. I'm not sure how that would apply here, but I would be very careful, and I think I would get legal opinion on that.

MR. BRUBACHER: Thank you.

MR. PILLER: Helmut Piller, Toronto.
It may be an issue for the Competition Bureau, but on the other hand, it could also be an issue for antitrust matter. In other words, a company that has acquired could push other people out of the market by pricing these records, which is not in the public interest, because that closes the market down to a few, and the public could perhaps not get the service that they need and want for a reasonable price, but one that is held by a bunch of companies or owners. We have some issues of where the field notes and the records are held are not held not by the surveyor but a subsidiary of the surveyor who charges out.

I think it is in the Act as a reasonable fee to establish. In which form we can do it, I don't know. There are more many opinions, probably more legal opinions. What we have heard also in the past is those surveyors that had acquired the records of other surveyors, their argument is, "I have to make the money back." My counter was always, "Well, you didn't have to buy them, and you know that you are mandated to have to keep the records maintained and make them available.

Some of the stuff that I have scene, particularly on the LSR website, is pretty shocking. Field notes, a plan, $140, it's empty. It's a blank piece of paper which basically laid out some lots somewhere sometimes, totally meaningless. I am knowledgeable enough that I don't go near it, but if that is also marketed to the public, that's not a very good thing for us to do or to allow.

MR. BRUBACHER: Thank you.
Are you two waiting for the microphone? Both of you? Okay, Julia. Then at Dave, I think I'm going to have to cut it off because we are now at 12:29, which is our time to get out of here, and we still have some auctioning to do and President's Lunch next door. I'm hungry. I want to give this away.

MS. MELDRUM SMITH: As if you don't know Julia Meldrum Smith, Cornwall.
I would agree with Joe except that I am not in the business of selling field notes. I make my field notes available because I have to. It is in the Act. As a member of the complaints committee, we have had a really hard time addressing these issues because it has not been made clear what a reasonable fee is. How do we, as a complaints committee address a complaint of somebody wanting thousands of dollars for some field notes when we have nothing to advise? We may all personally have our opinions. We do have our opinions about what is reasonable. Our hands are tied by bulletins and what is in the Act.
I don't think it is at all unreasonable to determine what is reasonable. I think that was the

whole purpose of doing that field notes survey, and I was thrilled that there was a formula; that it came down to a formula, and I thought, "That's not price-fixing. That's not anything." It's reasonable. Because we have to make the records available and because we have to ask for them, we can't be held over a barrel to do our proper research. It's in the public interest that a reasonable charge be determined.

MR. BRUBACHER: Thank you.
Dave, you will get the last word on this.

MR. HORWOOD: I wanted to comment that this was actually put up as a straw dog to comment on, but I do also sit on the complaints committee with Julia. Being a GIM, I'm unaffected by this. I'm an outsider in this particular realm. It came up more and more times in both complaints and in other issues that we felt that it was an impetus for the survey. The survey was an unbelievable response in a short period of time with a huge number of comments that took a long time to process and get through. At the end of the day, things emerged from there. So it seems to me that there is -- maybe it isn't a huge problem at the present, but there is a burgeoning problem that as a councillor, we would like to some direction as to how to proceed on this.

MR. BRUBACHER: Thank you.
I might hold a recent record for having our parliamentarian at the microphone.

MR. YOUNG: Jack Young, again.
Joe Young has been referred to in response, and I think he deserves the right to respond again. He has promised to be brief.

MR. BRUBACHER: Thank you. Joe?

MR. YOUNG: Thank you, Mr. President and Mr. Parliamentarian.
To respond to Julia's comments referring to myself and the firm that I work for. We are not in the business of making money from records. We don't charge people who don't charge us. I think the true issue that has been sidetracked is the research and surveyors taking the time and competently researching what is involved in a survey before they quickly give a price to the client. That is the issue that should be addressed here by complaints committee or discipline committee or council if they feel fit, not the price issue. We are missing the point and getting sidetracked.

MR. BRUBACHER: Thank you very much, Joe.
Maureen, do you have some numbers for me -- I saw you pulling numbers -- or have the draws been done? Yes? Or am I drawing? Would you like to come up and present the numbers?

I hope you people aren't leaving because we are doing the circumferentor. Let's do the circumferentor first.

MR. DAY: Ladies and gentlemen, if I could just have your attention for a minute please. Jackets off. It's action time. The circumferentor has been auctioned the last couple of years. It is something that's very important in order to try and raise a little bit of money for the educational foundation. It is Charles Potter's sighting compass from 1880, also known as the circumferentor.

Last year, this little forum collected almost $10,000 toward the educational foundation. The circumferentor itself got to a value of about $1,500 to have it in your office. You will have a picture taken. Anybody who puts up any money today, you will get a tax receipt, so anything will help us. So if you would like to come up. If you haven't seen it, it's sitting at the front here. It's something that would probably look good in a lot of these offices. Is there anybody who would like to open the bidding of having this in your office for, say, $250?

MR. BRUBACHER: I will open that bidding, $250.

MR. DAY: Thank you, Dave. Anybody else? Are we going to go up?

MR. CLARKE: $500 dollars.

MR. DAY: $500 dollars. Thank you very much, Barry. Anybody else in on this? Come on, $500. Anybody want to go in on a half-year with Barry and up it and split it?

MR. BRUBACHER: I've been instructed –

UKNOWN SPEAKER: $750 dollars.

MR. BRUBACHER: Now I don't have to do it anymore.

MR. DAY: I like this day. This is good. I was coming to you in a minute anyway. It's good you got in early.

Can we nudge this up? Anybody else want to have a little nudge up on that one?

MR. CLARKE: $800.

MR. DAY: Thanks, Barry. I like that.

MR. RAITHBY: $1,000.

MR. DAY: Wow. Something is going well down in that southwest part of the province, I think. Thanks, Dave.

Anybody else on this? I'm saving you from the Jamie Gelbloom. He said that I should do my best and be very aggressive. We are at a pretty good level. Anybody else want to have a comment on this? No? Going once, going twice. Thank you very much, Dave, $1,000. I appreciate that.

MR. BRUBACHER: One of the things that we have done in the past is that I would like to talk about maybe the joining in together of a bunch of people to match that, and I would be looking for four people out there who would be willing to join me and matching that amount, $200 a piece.

MR. DAY: We have $200 from Dave. Anybody want to match Dave's $200 towards the educational foundation? Blain? Thank you very much. Another $200. Barry, $200. Thanks very much. Sorry, I can't see at the back. Who is that? Ophir? Sorry. Dave here, thank you very much.

MR. BRUBACHER: Dave? Do you want to go for another thousand? Anybody else have an extra $200 bulging out of their wallet? All right. We have a number –

MR. DAY: Somebody else at the back with a hand up. Sorry, I can't see back there.

MR. BRUBACHER: I think Jack wants to say something.

MR. YOUNG: I'm in for $200 as well, but I have a little more information for you. First of all, I challenge all of you to put up $200 for the education foundation. If you can't do $200, $100 would be great. Nobody ever said things didn't happen in the hospitality room. Two nights ago, several people stepped forward to make some fairly good donations. Some of them are here; some of them aren't. Helmut Piller opened up his wallet and shelled out $350, crisp bills.

Anna, do you wish to match that? But that I hope is a match.

MS. AKSAN: I will give $1,000 if somebody else will match it.

MR. YOUNG: Well, I already have people to match that.

MR. DAY: That's a standing offer? If somebody else will match your $1,000 right now, your $1,000 stands?

MS. AKSAN: Yes.

MR. DAY: Anybody else, or can we accept a group of people that will do $1,000?

MR. BRUBACHER: Jack, do we not already have that matched?

MR. YOUNG: Is this a new match?

MR. BRUBACHER: A new match?

MR. DAY: Let's have that stand. I think Jack does want to finish his news from the other night.

MR. YOUNG: Doug Simmonds reached in his wallet. He wrote out a cheque for $1,000. So there is the $1,000 that I hope is a match. I have other individuals who have pledged $1,000, and I will read their names right now: Brian Webster, Ron Denis, Ed Herweyer, and Jaime Gelbloom.

I challenge anyone else to join that elite group with $1,000. You don't have to have that money in your pocket. Maureen would be glad to receive your cheque in the near future, and in addition, you get a tax receipt for it.

This is a great venture. This education program works. It was stated at the education foundation meeting the other morning that there are 10 articled students in the process right now who have received awards over the years. It's working. It's payback time, guys. Let's go.

MR. DAY: We got the $1,000 from Andy, and Anna's $1,000 stands. Just another number, so you are aware: Last year, the bursaries, although there are 10 articling students who did receive educational foundation awards, the total that was given away was $19,850. So it's quite a good number that we do give away, roughly annually. Anybody else would like to match? Any numbers? Anybody else who would like to match? Thanks, Barry. Barry is up from $200 to $500. Thank you very much, Barry.

MR. BRUBACHER: I will join Barry in that.

MR. DAY: Thank you very much, Dave.

Blain, you are going to $500 from $200? That's excellent. I can't do the math. Travis is in for $500 as well. Thank you, Travis.

MR. BRUBACHER: Anybody have an idea where we are at?

MR. DAY: We are over $10,000 anyway, which is terrific news. Another $500 at the back. Anybody else? Can we work on this? Manny is up to $500. Thank you, Manny.

MR. BRUBACHER: I haven't heard much from this side of the room, other than you, this side at the front.

MR. DAY: I just heard a revised number. We are at $11,600.

MR. BRUBACHER: All right. That beats last year?

UNIDENTIFIED SPEAKER: I will contribute $500 on the condition that you don't ask me to take that circumferentor into my home, because I want to keep my wife happy.

MR. BRUBACHER: No, I think the circumferentor is going to Mr. Raithby.

MR. DAY: It's already gone, so your $500 is in, and you don't have to worry about it.

MR. BRUBACHER: You get to get a framed tax receipt. You have to supply the frame.

MR. DAY: The other thing is that anybody that's giving money today, I believe, you are going to be recognized on the website and/or in the quarterly, one or the other or both.

MS AKSAN: The website is not done yet.

MR. BRUBACHER: That's a good reason to get it going.
Shall we tie this one up? Thank you very much, everyone for your generosity. We have some more.

MR. RODY: It's Talson Rody speaking. This is kind of small potatoes compared to some of these numbers I have heard, but I'm going to put up $200. In addition to that, I'm going to issue an e-mail challenge to all the other Senate members to match this, and we will just see where that goes.

MR. BRUBACHER: Thank you very much, Talson. All right. We have the very last item. Here we go. Where did my list of all the prizes go to? We have a bottle of 12-year-old Bowmore Islay single malt from -- do you remember who it was from? I'm sorry. I don't remember. 152567.

Now we have a bottle of 12-year-old Glenfiddich single malt, 152664. 152664? Nobody?

Next one, 152529. Next we have a bottle of Collingwood handcrafted, blended artisanal Canadian whiskey, 152500.

Next is a $100 gift certificate, I think, or $200. I think it's $100 I recall. I'm not exactly sure. 152670.

Second-last but not second-least, 10-year-old Talisker,152586.

Paul Church. Come and get it.

Last but not least, two bottles of Quail's Gate and Grey Monk, a red and, I believe, a white --

no, two reds. 152549. Thank you very much.

I would like to tell you just before I let you go we raised an additional $890 from that ticket sale, $890 additional. So I think that the educational foundation has done very nicely, and I will just toss these off there.

At this time, it is necessary to draw the business session for 2012 to conclusion. I thank you for your input and comments. This concludes our morning session, afternoon almost, and the last session that I will be chairing as your president. We will bump the time next door from 1:00 to 1:15 because we have gone 15 minutes over. I'm very sorry about that. The luncheon begins next door promptly at 1:15. Thank you very much.

--- Whereupon the proceedings concluded
at 1:15 p.m.

REPORT OF THE 2012 ANNUAL MEETING COMMITTEE

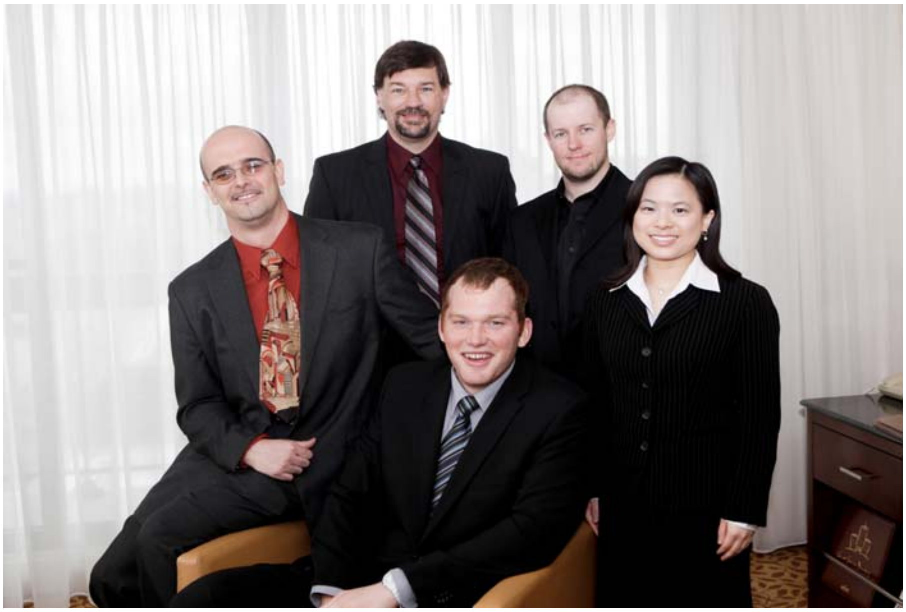
BY CHAIR, TRAVIS HARTWICK

The Annual General Meeting requires an enormous amount of planning to make it a reality. I wish to thank the AOLS Staff, AGM Planning Committee and the AGM Operating Committee for a job well done. A special thanks goes out to Drew Annable who stepped into an important role on short notice and made a significant contribution to the success of the Ottawa AGM. This meeting saw us break away from several traditional topics and events and will redefine the look and feel of future Annual General Meetings. The following represents a synopsis of the registrants for the 120th AOLS AGM:

Members	301
Exhibitors	73
Non Members	37
Associates and Articled Students	27
Guests	23
Staff and Speakers	10
Retired Members	6
Total	477

Thank You

2011/2012 Council
Back: from left to right- Eric Ansell, Phillip Swift, Art Leitch, Russ Hogan, Blain Martin, Bret Magee,
Front: from left to right- Dave Horwood, Susan MacGregor, Wally Kowalenko, David Brubacher, Paul Benedict, Dasha Page, Bill Buck



New OLS Members
From left to right – Simeon Mitrev, Chris Bunker, Mike McKechnie, Amy Li
Sitting: Adam Stephen

Sergeant-at-Arms, Julia Meldrum Smith, presenting the Standard Measure at the Opening Ceremonies

Luc St-Pierre, QLS, Executive Director, Quebec Land Surveyors keynote speaker
Opening Ceremonies

President David Brubacher thanking Sue MacGregor, Surveyor General, after delivering the charge to new OLS's at the Convocation Luncheon

President David Brubacher (right) presenting a citation to Past President Wally Kowalenko for service as a member, President and Past President

President David Brubacher (right) presenting a citation to Phillip Swift as a member of Council

President David Brubacher (right) presenting a citation to Dan Cormier
For service as a member of the Academic and Experience Requirements Committee

President David Brubacher (right) presenting a citation to Nigel Day
For service as a member of the Underground Utilities Committee and Public Awareness Committee

Izaak de Rijcke (left), Mike Power (centre) and
Antoni Wisniowski (right) during the Cadastral Fabric Seminar session

Bruce Millar (left) and Nigel Day (right), Recruiting Seminar Presenters

Eric Ansell (left), Dan Cormier (centre) and David Horwood(right), Survey Research Presentation

Kent Campbell, Standards Presentation

The late John Ward, Peer Review Task Force

Bill Snell, Survey Research Presentation

Ken Wilkinson, Continuing Education

Mark Sampson, Insurance Presentation

Wikar Bhatti, Ontario Manitoba Border

Russ Hogan, Finance Report

Members attending the Business Session


President David Brubacher (left) thanking Laverne Hanley and Frank Seguin of Union Gas

Blain Martin, Executive Director Report

Jack Young, Parliamentarian

Welcoming Party, proceeds were donated to the Educational Foundation

Maureen Mountjoy with Dave Raithby, who was the highest bidder for Charles Potter Circumferentor


Norm Coté, Professional Surveyors Canada

Richard Murray, performing during the President's Luncheon


David M. Horwood, performing during the President's Luncheon


David Brubacher, (left) with Jowi Taylor, (centre) President's Lunch keynote speaker, and Incoming President Paul Benedict (right)


Incoming President's wife Christine Benedict (left) presenting a gift to outgoing president's wife Lee Anne Lane

Incoming President, Paul Benedict (right) presenting the Past President's gavel to David Brubacher

Surveyor General's Report
2011 - 2012
Susan F. MacGregor, O.L.S Surveyor General

Geographic Information Branch
Science and Information Resources Division

INTRODUCTION

The Ministry of Natural Resources' (MNR) Geomatics activities are led by the Geographic Information Branch, which is responsible for surveying, mapping, providing Geomatics services and overseeing the Land Information Ontario (LIO) program.

KEY ACTIVITIES & ACCOMPLISHMENTS

Ontario Road Network

- The Ontario Road Network (ORN) contains information on more than 270,000 km of roads across Ontario and is maintained by all three levels of government.
- Geometry and attributes were added for more than 2,500 km of new roads.
- The ORN will be integrated into Statistics Canada's National Geographic Database to help create census geographies for the 2016 census. This will bring us closer to sharing the same roads geography across all levels of government.
- During the summer of 2011, GeoBase updated the National Road Network (NRN) using the ORN.

For more information, contact
carolanne.albertson@ontario.ca or visit Ontario.ca/lio.

Ontario Parcel

- In 2002, the Ontario Government (MNR) entered into an agreement with Teranet Enterprise Inc. and the Municipal Property Assessment Corporation (MPAC) to create and maintain a single parcel fabric for the province. The agreement is in place until May 2012. MNR is working on renewing the agreement.
- There are over 7.85 million land parcels (assessment, ownership and Crown) across the province, with more than 4.3 million assessment parcels that are maintained in the Land Information Ontario (LIO) data warehouse. The assessment database is expected to grow by over 30,000 new parcels in 2012-13.
- More than 80 licensed users, including provincial government ministries, conservation authorities and municipalities access parcel data from the LIO data warehouse.
- For more information, contact carla.jordan-cooke@ontario.ca or visit

Ontario.ca/lio.

Ontario Hydro Network (OHN)

- A series of small-scale Ontario Hydro Network (OHN) data sets ranging in scales from 1:100,000 to 1:10 million are available soon through the LIO warehouse.
- In 2012, the results of a project to determine if OHN water data can be updated using Forest Resource Inventory images will be released.
- Official geographic names are being integrated into OHN data.
- For more information please contact shawn.kelleher@ontario.ca.

Geodetic Activity

- Ontario's provincial geodetic database known as COSINE (Control Survey INformation Exchange is the primary source for provincial, federal, and municipal control survey information in Ontario.
- More than 150 users registered to COSINE On-Line this year, bringing the total number of user accounts to almost 1,700.
- In the latter parts of 2011, many users experienced problems with the new graphical map display. We would like to apologize for these service disruptions and thank users for their patience as we continue to work with MNR's IT support team to resolve the problem. We anticipate a new version of COSINE by summer 2012.
- Private-sector RTK networks in Ontario can now be integrated into the COSINE system. The station data for the three major vendors (Leica, Cansel and Topcon/Sokkia) sites in Ontario will be loaded to COSINE and will provide support for the recent requirements for integrated cadastral surveys in Ontario.
- The Ontario Specifications for Vertical Control using Automatic Digital Levels publication is nearing final publication. We are getting feedback from other provinces and working with the Geomatics Office of the Ministry of Transportation (MTO) to finalize the future provincial specification.
- A number of QuickBird satellite imagery scenes for northern Ontario have gone through an ortho- rectification process. Twenty-eight remote communities now have an imagery map product that can be used at scales of 1:10,000 to support community based planning and mapping projects in their areas.
- Municipalities and MTO continue to contribute new geodetic GPS projects and digital leveling projects for inclusion in COSINE, including: Hamilton, Burlington, Barrie, Peterborough, Stouffville, and others.

For more information, contact morgan.goadsby@ontario.ca

Geographic Names

- The Ontario Geographic Names Board is working to finalize First Nation names for 17 lakes near the Pikangikum First Nation in the far north. This is significant as lake features will now have dual First Nation/English names in recognition of the right of first discovery.
- The Board made a presentation to the family of Bob Hayward, former driver

of the Miss Supertest III boat and three time winner of the prestigious Harmsworth Trophy for motor boats between 1959 and 1961. The ceremony took place at the Hayward Long Reach Lookout Site, overlooking the newly named hydrographic feature "Hayward Long Reach," near Picton, Ontario.

- The Geographic Named Extent data Layer (GEL) contains the official name and extent (limits of features) for geographic features and places. Work continues to determine the extents for more than 3,500 officially named hydrographic features in the Far North.
- The Geographic Name and Extent Web Feature Service on the MNR website allows users to view official names and extent information for geographic features in Ontario. To date, approximately 75 percent of major water features and 86 percent of officially named island extents are available through this web feature service.
- Geographic Names staff responded to approximately 800 email, phone and in-person geographic naming requests and completed various naming surveys and decision mailings to support the Ontario Geographic Names Board.
- To assist with web mapping searches, the Geographic Names staff generated 450 location coordinates for the "built-up" portions of Ontario municipalities.
- For more information, contact jeff.ball@ontario.ca or visit Ontario.ca/wdn5.

Imagery and Remote Sensing

- The 2010 South Western Ontario Orthophotography Project (SWOOP2010) is nearing completion. The 20 and 50 cm imagery will provide the province with high quality imagery products that can be used by multiple organizations. MNR is also researching the quality of the stereo imagery provided through this project. Combined with specialized software, the stereo imagery, allows for the generation of a digital surface model (DSM).
- Land Information Ontario (LIO) coordinated the development of an Ontario Public Service (OPS) Imagery Strategy. Funding, acquisition locations, standards, storage and policies are included in the five-year strategy. LIO will work with stakeholders in 2012 to implement the strategy.
- The Forest Resource Inventory (FRI) imagery acquisitions were completed in 2011 and the data is being processed. Completion of the FRI acquisition will wrap up over five years of flying and acquiring "leaf on" imagery across over 550,000 sq km of the province. Data volumes for the project are enormous and MNR is working on storage solutions. As with the SWOOP2010 project, digital surface models are being generated through pixel correlation technology and software. Research is now being done on creating digital elevation and terrain models for use by the forest industry.
- MNR has completed the pan sharpening of 10 m SPOT satellite products for the entire province. This was a collaborative project with the federal government. The raw data is available on the federal GeoBase website. MNR went one step further with those products by orthorectifiying and pansharpening the final products. They are now available for use at no cost, without restrictions.

- For more information, contact mike.robertson@ontario.ca or visit Ontario.ca/lio.

Data Access

- LIO's Information Access Section provides metadata support and training to more than 1,000 organizations.
- In 2011, LIO received 570 orders for stereo and orthoimagery and shipped nearly 200 terabytes of data on DVD and external hard drives to more than 90 clients.
- LIO migrated all the metadata from our old metadata system into the new metadata management tool and provided training to all group administrators and editors.
- MNR continues to make a specific set of geospatial data available at no cost to the public through a clickable Unrestricted Use Licence via the Metadata Management Tool.
- For more information, contact anne.halverson@ontario.ca. or visit Ontario.ca/lio.

Ontario Geospatial Data Exchange

- The Ontario Geospatial Data Exchange (OGDE) allows public sector organizations such as provincial government ministries, municipalities, conservation authorities, First Nations and a large cross-section of other public sector organizations and academic institutions to easily share geospatial data under a single umbrella agreement.
- 225 organizations joined the OGDE in 2011, bringing the total number of members to 441.
- There are over 300 data products in the LIO warehouse that can be shared under the OGDE agreement
- For more information, contact anne.halverson@ontario.ca. or visit Ontario.ca/lio.

Office of the Surveyor General

- This year, the first municipal resurvey under section 48 of the Surveys Act was undertaken in more than 30 years. The last resurvey was completed in 1974 and since then boundaries have been confirmed in accordance with the Boundaries Act. In this case, the Corporation of the Township of Tiny made an application to the Minister of Natural Resources to have the limits of a certain road allowance confirmed. A Plan of Survey was completed and the Surveyor General will be holding a confirmation hearing in the spring of 2012.
- We completed a joint venture with the Surveyor General's office of Quebec (Bureau de l'arpenteur général du Québec) to re-establish the boundary between Ontario and Quebec, extending from the Ottawa River to Lake St. Francis. Eight granite monuments marked with "Ontario" and "Quebec" on either side have been placed near roads or public areas to encourage visitation, promoting a greater appreciation of the history of our two provinces. In areas where public visibility is limited but where boundary definition is still important, iron bars were set in specially designed

protective casings.

- The Office of the Surveyor General continues to have an important role in First Nations land negotiations. The Office:
    - works with the Ministry of Aboriginal Affairs (MAA) to provide legal survey advice and assistance with descriptive mapping for negotiations with Canada and First Nations.
    - supports Ontario's negotiators on the Treaty 3 flooding claim.
    - provides professional and mapping services to MNR's Aboriginal Policy Branch.
    - reviews and approves plans prepared under the federal First Nations Land Management Act. The Act requires a proper description that necessitates the resurvey of some reserve boundaries.
    - works with the Ontario Client Liaison Unit of Natural Resources Canada to streamline reviews and to facilitate resolution of First Nation concerns regarding extent of reserves.
- The office continues to provide advice to government regarding changes to legislation and regulations that impact surveying. Some projects include changes to Regulation 1026 mandatory continuing education, and changes to the Surveyors Act in response to the passing of the Not-for-Profit Corporations Act.
- In addition, the OSG prepared descriptions, regulation plans and other professional services for MNR initiatives and program areas, including:
    - tendering 14 contracts for surveys
    - completing 13 provincial park plans for regulation
    - preparing 28 additional draft provincial park and conservation reserve plans
    - preparing Local Services Boards Plans and the Area of Development Control Regulation plans for the Niagara Escarpment Commission
- Last year, Crown Land Surveyors provided more than 125 cadastral survey opinions to MNR staff, surveyors and lawyers as well as comments on 37 Land Titles applications, 10 proposed mining claim surveys and 12 perimeter survey instructions. The Office also reviewed more than 535 survey plans; and prepared over 471 legal descriptions for the sale of Crown land, the regulation of protected areas and the designation of land uses.
- For more information, please contact susan.macgregor@ontario.ca

STRATEGIC DIRECTIONS

- MNR and the Ontario Public Service continue to explore collaborative internal and external opportunities to:
    - Use and re-use common GIS data, systems, components and infrastructures.
    - Increase sharing of information and open data initiatives.
- MNR also supports the national action plan for mapping and is providing input into:

    - Development of a business case demonstrating the benefits of geomatics investments & associated human resources needs.
    - Determining the future for GeoBase and how we might use common systems across jurisdictions to support modern mapping.
    - Participation in the development of a national imagery and digital elevation model strategy for Canada.
- MNR is working hard to complete the renewal of Land Information Ontario's GIS architecture to support a modern mapping infrastructure.
- MNR continues to look for opportunities to increase efficiency and lower costs in delivery of its service and to improve information management.

EXECUTIVE DIRECTOR'S REPORT
2011
Blain Martin, OLS, CLS, PMP, MBA

The Executive Director is the senior staff officer of the Association, responsible to the President and Council of the Association. In addition to formal roles as Secretary to Council and Treasurer of the Association, the Executive Director implements decisions of Council, promotes the welfare and image of the Association, promotes liaison between all segments of the Association and other organizations, government bodies and the public and ensures the efficient day-to-day operation of the Association offices.

This report will cover the period from January 1st 2011 to December 31st 2011 under the general headings of Administration, Strategic Planning, Membership, Government Relations and Public Relations.

Administration

The Association's staff complement for the first part of 2011 included a total of 9 full time staff (including 4 Ontario Land Surveyors). In addition, we have 4 Ontario Land Surveyors on contract to assist the Survey Review Department with the Peer Review Program.

Julia Savitch was hired in July as a Program Manager primarily dealing with Continuing Education. She organizes seminars with the Continuing Education Committee, works with other committees and has taken on the publication of the AOLS newsletter.

Lena Kassabian managed the office in a fashion that kept it running smoothly while keeping her eye on reducing costs for the membership. David Norgrove, Manager of the Survey Review Department (SRD), took an extended leave for health reasons and Doug Reitsma, one of the SRD consultants, took over the reins as Acting Manager in David's absence.

Bruce Millar continued with the AOLS staff on contract as Project Manager of the Mapping New Pathways for Fairness and Equity Project.

Late in the year I took some time for health reasons and Drew Annable took over my role in dealing with the Annual Meeting. Special thanks to Drew for doing this for me.

The Annual General Meeting Planning Committee met to evaluate the 2010 Annual General Meeting and to determine the overall format of the 2011 meeting. A conscious effort was made to balance the time allotted to professional, educational and social functions for the 120th Annual General Meeting at in Ottawa.

Strategic Planning

Once again Strategic Planning played a big role and many Initiatives were underway to change and enhance our organization. A Strategy Map has been updated to help us understand the strategy for us to move forward. Of particular importance in this is the "100 Day Action Plan" where the plan is reviewed by your Council every 100 days to ensure that it remains active.

One of the major initiatives in the Strategic Plan was the development of the Cadastral Fabric Initiative. The Task Force continued to meet every week to move the initiative forward.

Membership

Membership numbers continue to be a concern with the aging of our membership. This appears to be a continued trend in our sister organizations and in society generally with the aging of the baby boomers. It does create an opportunity for new surveyors to become members of our Association and this year we have had 11 sworn in.

The Website continued to be worked on and proved to be a difficult task to finalize. It is not simply a Marketing Website but also contains commerce pieces along with the AOLS secure database. The enhancements will include online registration for membership renewal and seminar registration, social networking, and easier access to the wealth of information that is on our existing site.

AOLS committee work is a very valuable tool for membership communication. Members have participated in many committees this year and several members that have never been involved in Association matters have volunteered for Committee work. This indicates an increased engagement by the members in our profession.

The committee structure has been under discussion by Council for several months. Some committees have been in place for many years and have successfully fulfilled their mandate. Part of the Strategic Plan included a complete restructuring of the committees to reduce their number and to increase their effectiveness. This included transferring some committees to Task Forces with an "end date" and creating four Commissions to look after the Committees that are different but have common areas of focus such as the Standards Committee and the Survey Review Department Committee.

The Geomatics Picnic took place in Belleville and well over 100 members and guests attended. There was much discussion on Integrated Surveys with state-of-the-art equipment demonstrations.

Government Relations

The Mapping New Pathways for Fairness and Equity Project continued with Project Manager Bruce Millar leading the development of foreign qualification assessment and recognition. Part of the project involves the implementation of distance learning initiatives.

Several meetings occurred throughout the year with the Ministry of Citizenship and Immigration in connection with the Fair Access to the Regulated Professions Act, 2006.

Public Relations

The Public Awareness Committee oversees most of the Association's activities in public relations. In addition to preparing brochures and articles, the Committee provides support to the membership and hosts promotional activities at trade fairs, conferences and career fairs.

In 2011 the Committee once again attended education career days, as well as conferences hosted by the Ontario Good Roads Association, URISA, GeoTech and GITA. Media advertising rounds out the Committee's activities to ensure continued exposure of the benefits and resources of the Association to the Ontario public. The Public Awareness Committee and Deputy Registrar, Maureen Mountjoy are to be commended for the effort they put into this very demanding task.

The 2011 issues of the Ontario Professional Surveyor publication are now available on the public website. It generally takes about two weeks to get the current issue posted to the Website.

We continue active involvement with the Ontario Professional Regulators' Policy Network. This is a forum which allows discussion of common issues facing all Ontario regulators and utilities as well as the opportunity for each of us to meet each other to promote our own values and responsibilities and find common solutions to issues.

We continue to be very active on the national front and in seeking solutions to strengthening our profession as a whole. Professional surveyors Canada has launched itself as a national, member-driven professional association. We will hear more about this from their President at our 120th AGM.

I would like to thank President David and all of Council for their help over the past year. Along with that, I especially want to thank all the staff at 1043 and all committee members for their continued efforts and work toward the betterment of our Association and profession.

Blain Martin, OLS, CLS, PMP, MBA
Executive Director
Association of Ontario Land Surveyors

Registrar's Report

for the year 2011

William D. Buck, O.L.S., C.L.S., P. Eng.

The Registrar is appointed by Council under Section 3.(8) of the Surveyors Act and is responsible for overseeing the statutory responsibilities of the Association of Ontario Land Surveyors.

The Registrar's activities are concentrated primarily in the areas of Academic and Experience Requirements, Public Inquiries, Licences, Certificates of Registration, Certificates of Authorization, Complaints, and Discipline.

Academic and Experience Requirements Committee (AERC)

The Registrar is not a member of the Academic and Experience Requirements Committee, but carries out its administrative activities, including preparation of the agendas and minutes for each meeting. On behalf of the Committee, the Registrar also responds to requests for information regarding academic evaluations, requirements for membership, articling, monitoring, and examinations. Deputy Registrar Maureen Mountjoy also assists in coordinating the activities of the Committee, in consultation with the Registrar and the AERC Chair, ensuring that all relevant issues are brought to the Committee's attention. In 2011, the Registrar oversaw the submission of field note assignments, supervised the organization of articling workshops in January and September, assisted with the statutes, oral and written professional examinations in May and November, supervised the writing of four examinations under the Agreement on Internal Trade and participated in the swearing-in of eleven (11) new Ontario Land Surveyors.

Thirteen (13) new students entered into articles during 2011 and one (1) student’s articles expired. As of January 25th, 2012 there were forty-five (45) articling students, an increase of seven (7) over this date last year. The Academic and Experience Requirements Committee also approved twenty-seven (27) academic evaluations during 2011, one less than last year. Eleven (11) of these were internationally educated applicants.

Ryerson University discontinued their Survey Law course, equivalent to our Survey Law I requirement, in their fall 2010 curriculum, however York University is offering courses that are equivalent to our Survey Law I and II requirements in their fall 2011 and winter 2012 terms respectively. Both courses are being taught by Graham Bowden, OLS and both were offered using alternative scheduling that made it easier for students from outside of the GTA to attend.

We are also fortunate in having Dr. Mike Chapman, O.L.S. again offering an on-line Municipal Planning and Surveying course that satisfies our academic requirement in this subject and provides a means for students outside of the GTA to complete this course. Dr. Chapman has also offered other courses on an individual basis to several candidates who were unable to attend regular classes.

Educational Services

The Registrar responds to inquiries from both the membership and the public. Many requests for information are satisfied during the initial contact, but others require research and written responses after appropriate discussions with other surveyors, staff and occasionally Council. One individual Educational Services file was opened in 2011; however numerous inquiries were dealt with without opening files. Typical issues included: non-OLS activity in cadastral surveying, right-of-entry inquiries from the public, concerns from the public regarding lack of response from members for various reasons, and requests from the public to assist in encouraging members to honour their business and/or financial responsibilities. It is often possible to resolve issues at this level and avoid a formal written complaint, which by statute, must be directed to the Complaints Committee.

Compensation Fund

No applications to the Compensation Fund were received during 2011. 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. Both the complainant and the surveyor are given two opportunities to provide information before the file is considered by the Committee. 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.

Eleven (11) new complaint files were opened in 2011, compared to twenty-six (26) in 2010. The Committee held nine (9) teleconference meetings during 2011. Nine (9) of the eleven complaints originated from members of the public, and two (2) from Association members. The Committee issued twenty-four (24) interim and/or final decisions in 2011. 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-four (24) decisions issued in 2011, one (1) was referred to AOLS Council with a recommendation that the member be referred to the Discipline Committee. This is now required by the revisions to the Surveyors Act, which came into effect on December 15, 2009. One file was referred to the Complaints Review Councillor at the request of the complainant.

Discipline Committee

A discipline hearing was held in March 2011 and the details were published in the Summer 2011 edition of the Ontario Professional Surveyor magazine as well as posted on the AOLS website.

A second discipline hearing was scheduled to take place during 2011, resulting from a referral by the Complaints Committee, however the hearing was re-scheduled to March 2012 at the request of the member.

Registrar's Investigations

Section 30 of the Surveyors Act allows the Registrar to undertake an investigation where the Registrar believes that there are reasonable and probable grounds that a member of the Association has committed an act of **professional misconduct** or **incompetence**, or that there is cause to refuse to issue, or to suspend or revoke a Certificate of Authorization. There were no Registrar's Investigations during 2011.

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 firms were referred to Council for discipline during 2011 as a result of SRD referrals to the Registrar.

Licences, Certificates of Registration and Certificates of Authorization

The Registrar is responsible for the issuance and renewals of Licences, Certificates of Registration and Certificates of Authorization (C of A). During 2011 eleven (11) new licences, one (1) new Certificate of Registration and several new or revised Certificates of Authorization were issued. As detailed in the Statistics section below, there has been a net decrease of 2.1% in overall membership and a decrease of 6.2% in the number of Certificates of Authorization.

Elections and By-Laws

The Registrar oversees the distribution and counting of ballots for voting on By-laws, Regulations and elections to Council.

In the 2011 election for Council, David Brubacher was acclaimed as President and Paul Benedict was acclaimed as Vice-President. David M. Horwood, Brett Magee and David Maughan were candidates for the two junior Councillor positions, and David Horwood and Brett Magee were elected. The Scrutineers for this election were Adam Domagalski and Yordanka Zaharieva. Two hundred and ninety-four (294) ballots were cast.

Pathways Project

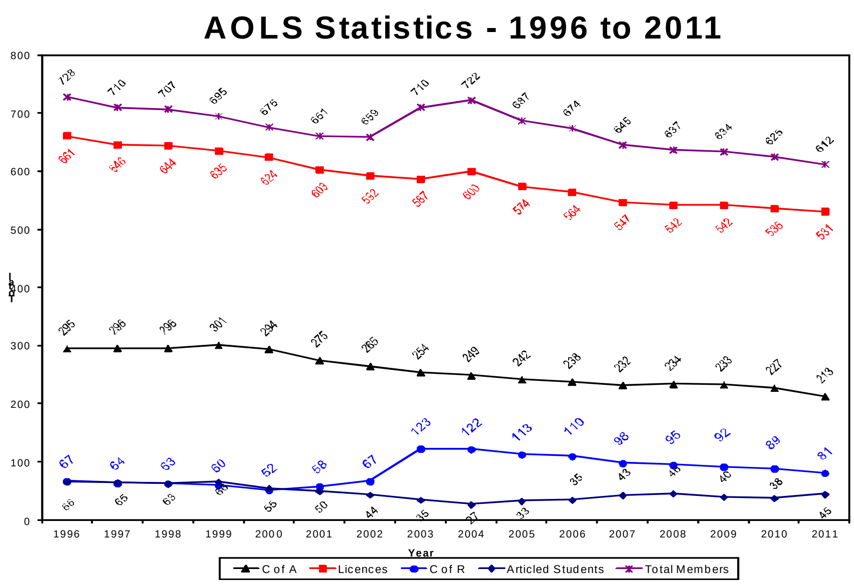
The extension of the original Pathways Project will expire on March 31st, 2012. We have applied for a further extension and have not heard the result of this application as of this report.

The Introduction to Canadian Common Law course was offered to two cohorts in 2011. A total of 32 learners took this course, which was offered in four 3-hour sessions that took place in the evening in the AOLS boardroom as well as remotely using GoToTraining software. In all, 12 learners participated remotely, and although there were some minor technical glitches, all of the remote learners were satisfied with their experience as remote participants. The new Survey Law I course was also offered in the fall of 2011, again using a combination of face to face and remote participation. Twenty-three students participated in this course and all but three were successful. The Survey Law II course began in January 2012, with a cohort of twenty-two. Municipal Planning, Professional Communications and Capstone Technical Writing courses have also been developed and will be offered using a combination of face to face and remote learning. Some of the materials may be useful to the AOLS and other Associations for CPD purposes. The self-assessment tool and the detailed competency descriptions will soon be available on the AOLS website for people who are interested in becoming an Ontario Land Surveyor. All of these courses make extensive use of the Learning Management System (LMS) website, which allows for the posting of course materials as well as many other aspects of the learning experience. Members are welcome to visit this site at http://learning.aols.org/ .

Statistics

Below are some relevant statistics of the Association, current to January 31, 2011.

	As of Jan. 31, 2011	last year	change	% change
• Total Membership	612	625	-13	-2.1%
• Licences	531	536	-5	-0.9%
• Certificates of Registration	81	89	-8	-9.0%
• Certificates of Authorization	213	227	-14	-6.2%
• Members who have passed away since the last AGM	11	11		
• Retired Members	157	161	-4	-2.5%
• Newly commissioned members since the last AGM	6	15	-9	
• Articling Students	45	38	+7	+18.4%
• Associate Members:	194	157	+37	+23.6%



The above chart illustrates the trends in our membership over the past 16 years, during which we have seen a decline of 18% in the number of licensed members. Total membership during this period has decreased by 116 a drop of 15.9%. The number of Certificates of Authorization has declined from 295 in 1996 to 213 as of January 31, 2012, a drop of 20.7%. The number of articling students rose steadily from a low of 27 in 2004 to the low 40's over the last 3 years and now stands at 45. Nineteen of these students received their education in another country.

SURVEY REVIEW DEPARTMENT - MANAGER'S REPORT

PEER COMPETENCE REVIEW – 2011

The Association of Ontario Land Surveyors - Survey Review Department (SRD) is responsible to inspect all "firms" pursuant to Section 40 of "R.R.O.1990, Regulation 1026" under the Surveyors Act. The "firms" comprise any professional member, group of professional members or government department or agency that undertakes professional or cadastral land surveying. The inspection program is conducted within the context of Sections 40(4), (5), (6) and (7) of "Reg. 1026" which specify the frequency and format for both Systematic and Comprehensive Reviews.

SRD handles the following:

1) This year, two hundred and eighty-seven (287) "firms" in the province operated as a cadastral survey practice. As such, the department had to complete, at least fifty-seven (57) Comprehensive Reviews to meet the annual portion of the five-year legislative mandate. [Section 40(5) of Reg. 1026]

2) The Registrar can request a "Follow-up" Comprehensive Review with this responsibility added to the department's yearly duties. Typically, a "Follow-up" Review evolves from a previous sub-standard Review or survey work, wherein the Registrar seeks up-to-date evaluation of the "firm's" implementation of agreed-to operational changes.

   A "Follow-up" Review is similar to a Comprehensive Review in style, form, number of surveys and is completed at the "firms" expense. The same level of scrutiny is applied to access sufficient information concerning the "firm's" response to any offending practice.

3) A Systematic Review is conducted on all "firms" not receiving a Comprehensive Review during the given year. Approximately, 240 to 270 "firms" are considered each year and are completed without access to the firm's support documents. Should the review raise any major question, the "firm" must provide a written explanation together with any relevant support documents.

During 2011, the department did not meet its statutory responsibility as we only completed fifty-one (51) of the necessary fifty-seven (57) Comprehensive Reviews. 2011 marks the first time in ten consecutive years that the department failed to achieve this objective. The illness of three staffers, including two consultants and myself placed the department behind schedule throughout the year. The breakdown of the department efforts remains as follows:

- Fifty-one (51) completed Comprehensive Reviews; and,

- Thirty-two (32) "open" Review files with completed field examinations that await a consultant's consideration prior to release as a "draft" document for the customary "office visit".

Department representation, being the Review "consultant" and at times, jointly with the SRD Manager, completed forty-seven (47) "office visits". This direct contact, between surveyor and reviewer remains the most effective means to resolve/discuss any contentious issues and is not limited to the report content as the respondent is afforded opportunity to discuss concerns about the regulations, guidelines, standards and other issues facing the profession. The SRD Manager now attends the office visit only when requested, or should there be significant concerns within the review, wherein referral to the Registrar remains possible. Both the consultant and the Manager file independent office visit reports. Of the forty-seven office visits, eight (8) of the Comprehensive Reviews were referred to the Registrar for further consideration and any necessary action to bring the matter through to a point of conclusion. In each case, the overall Review results proved sub-standard, such that at least a follow-up meeting with the Registrar was necessary to enhance the concerns set-out within the report. In addition, one of these Reviews has been passed on to Complaints Committee for further assessment.

Systematic Plan Reviews were completed on three hundred and twenty-seven (327) plans. Written response was sought on thirty-one (31) of these plans to consider questions and/or possible issues identified within the examination. Typically, the "firm" provides a prompt explanation to address the department's question(s). At year-end, eleven (11) of these Reviews remained "open" requiring further response and/or explanation from the "firm". In addition, one (1) Review was referred to the Registrar due to questions concerning survey integration.

This annual volume of Reviews, three hundred and twenty-seven (327) plans continues to grow in quantity in comparison to the 2005 volume and prior years based upon the department's new approach as directed by Council. When a substandard plan requires written response from the "firm", in the subsequent year the department selects, at least two plans for the subject executing surveyor. In addition, the department is expected to consider at least, one plan of survey for each executing surveyor within each firm to gain a full understanding of the work completed by each member of the practice. Ideally, we ensure that each and every signing surveyor is considered within a review each year and where problems are identified the number of plans under review can be increased in subsequent years.

The department tracks Systematic Review results (ten areas tracked) to identify trends and potential educational requirements. Emphasis is placed on the plan presentation relevant to the applicable regulations, be it Performance Standards (O.

Reg. 42/96) or the "new" regulations of O. Reg. 216/10, etc. and full compliance with the monument regulations set out under O. Reg. 525/91. From the three hundred and twenty-seven (327) plans, fifty-eight (58) received a "no comment" report from the department, as the review process considered the plan to be in full compliance with "standards" and the relevant "regulations". This total falls short of last year's results in that we recorded seventy-two (72) plans without deficiencies within the previous review period. Further, sixteen point eighty-two per cent (16.82%) appear deficient as to the quality/extent of evidence and/or adequacy of the survey method. Forty-four point sixty-five per cent (44.65%) of the plans exhibit deficiencies as to full compliance with the monument regulations. Further, twelve point twenty-three per-cent (12.23%) exhibit anomalies involving inadequate illustration of topographic features, such as fences, hedges, natural boundaries, etc. pursuant to the survey fabric or full illustration of structures that do not form, control or mark a boundary on plans entering the land registration system. In each of the last three items there has been a significant improvement over the results recorded within 2010.

At the beginning of 2011, the department faced the difficulty in performing a complete review on a plan that does not illustrate all the necessary information to complete a fully integrated survey. We had to consider a plan that was completed in the fall of 2010, yet was registered/deposited in just the early part of 2011. These surveys should have been integrated in full, yet too frequently we saw plans short on a great deal of information pertinent to the "new" regulations set out under O. Reg.216/10. Overall, we found that thirty-one point eight-zero per-cent (31.80%) of the plans proved sub-standard in that the subject document made little or no effort at all to comply with the new regulations. Now at the close of 2011, we are still seeing continued variance in meeting this new requirement with the variance be as small as 2% on a monthly basis. The department is monitoring the Land Registry office returns and will contact those practitioners that continue not to meet their responsibility. Continued variance to this requirement will result in a referral to the Registrar.

The past year proved very difficult for the department particularly as three of us had lengthy "sick" time which delayed our normal approach to complete our duties. Two of the consultants had lengthened down time which limited our ability to keep our workload on time. Myself, I had an extended time away from work which caused one consultant to assume my duties. At this time, may I express my heartfelt thanks for the hard efforts put in by Doug and fellow staff? In addition, we had trouble completing the normal volume of "field examinations" for the standard Comprehensive Review. Too frequently, we found that site conditions were in such form that our field party had to complete additional site visits before they found conditions consistent with the final plan presentation. Again, thank you to the staffers that completed this component of the review process as it is so vital to the final report.

Survey Review Department Staff:	**Consultants:**
D. Norgrove, O.L.S., Manager	D. Churchmuch, O.L.S.,
Isabel Smith, Admin. Assistant	B. McMurchy, O.L.S.,
H. Bernardo, C.S.T.	J. Middleton, O.L.S.,
	D. Reitsma, O.L.S.

INCOMING PRESIDENTIAL SPEECH
Paul Benedict, OLS, OLIP

I would like to thank Dave for my introduction.

Dave always says don't let the truth stand in the way of a good story.

Most people have asked me if I am ready for the upcoming year. My honest answer is I'm not sure. I think it is hard, if not impossible, to be fully prepared for the unknown road that lies ahead. I look to all the tireless hard work that past president Brubacher has put in the last year and I look to all the great and historic things our past presidents before me have done and I really wonder if I am up to the challenge or in the immortal words of Wayne and Garth, "I'm not worthy".

Even though I wear size 14, I know I have some mighty big shoes to fill. But it's not just up to me to do all the things or face the future alone.

I have the backing and support of an excellent team. Part of the team is council; a brilliant and excellent group of people. Another part of the team is the staff at 1043 who are dedicated, hard-working and just too awesome for words. I have my business partner Dave, my dad Ralph and my staff that will pick up the slack at the office for me. Lastly I have my lovely wife and family to support me. Christy says behind every man is a great woman. Well I'm lucky to have 4 great women behind me.

With a support structure like that to prop me up and push me forward I think I will do all right this year.

If you ask me now if I am ready for next year I think I can honestly say I am up and ready for the challenge and looking forward to the adventure.

One of the biggest concerns over the last few years has been the struggle to attract people to volunteer and run for council.

Last week I had the opportunity to attend the Minnesota State Society's AGM and they have the same trouble attracting volunteers as we do. I suspect this is a universal problem. MSPS' joking solution was to offer a free beer to all new volunteers – they might be onto something there.

On the January campaign tour I posed the question – what would it take for you to volunteer or run for office?

Council had been discussing a solution to this impossible question without coming to any conclusions. We had bantered around ideas of paying a per diem, waiving dues, maybe even a small honorarium. But in posing the question I found some surprising answers. Some people were just waiting to be asked but most wanted to know the details in terms of what is the size of commitment we are asking for.

In the interest of attracting people to volunteer…it's easy, no commitment at all. Really, you hardly have to do anything. Just show up once and a while. Don't worry about it. Remember that there is a whole team to help you out.

Honestly – like most things it's as much commitment and effort that you want to put into it. However the more you invest the more you get. Ask any past president or councillor if it was worth it and if they have any regrets for their time on council. I would bet a beer that they would all say it was worth it.

I would love to go on, and don't let Maureen hear this or she will be hunting me down, but while on the campaign trail I promised to write an article and I don't want to steal my own thunder. Besides after the excellent lunch and a long week I don't want to stand between your afternoon nap or your journey home.

I would like to thank everyone who worked so hard to put together the 120th AGM especially Drew Annable, Dave Brubacher, Lee Anne Lane, Travis Hartwick and his team. Also Blain, Lena, Julia and all the staff at the AOLS office.

I look forward to even bigger and better things next year at the 121st AGM in Toronto.

Lastly I would like to propose a toast so grab your glasses. I would like to toast to Dave Brubacher for all his hard work over the last year.

Thank You.
Paul J. Benedict

ARCHIVES AND HISTORICAL COMMITTEE

Annual Report 2011

The Committee is composed of Gordon Good, O.L.S. Retired, Chair, Jim Hill, O.L.S. Retired, Past Chair, W. John Quinsey, O.L.S. Retired, Past Chair, Douglas Culbert, O.L.S., Douglas Sutherland, CST., CET., Donald Anderson, CST., Dr. Lorraine Petzold O.L.S. Retired, Ross Burton, O.L.S. Retired, Past Chair, Larry U. Maughan O.L.S. who joined our committee after the AGM, and Peter Morton O.L.S., C.L.S., who joined our Committee in December.

The committee had a relatively quiet year as compared to last year. The surveyor's data base or "W.C. Yates Project" has been updated. We are pleased to report that all "lost" surveyors excepting two have now been identified. The two remaining surveyors are Homer Grant Miller #991 and John Peter Sinclair #1193. Anyone having information as to their status or whereabouts are requested to contact us, please.

True to her word, Lorraine retired from our committee having accomplished her goal in helping to identify the overlooked retired surveyors. The whole Association should extend a heartfelt “thank you” to Lorraine for her dedication and driving spirit in completing her work undertaken for the Committee.

Vicky’s display at the AGM depicting the growth of aerial photography as applied to surveying was well received. Her dedication and artistry as our ‘set up’ specialist has to be recognized and indeed it has been. The display with the mobile will be given to Port Albert as they celebrate their 175th year. Vicky’s inspiration for 2012 AGM will be “Women in Surveying.”

Jim arranged for the Committee to visit Massey College and Print shop at the University of Toronto prior to summer break. We were entertained with a private introduction to the history of printing and were permitted to look through some very old texts, one printed in 1587.

Doug Sutherland finalized our loan/lease agreement. We are now in position to release certain of our artifacts. A few artifacts are not to be loaned out for any reason as they have been coded as beyond price.

Ross’s pet project of several survey antiques found on the bottom of North Beverly Lake has been his Achilles’ heel. Please send word to Ross if you have any information as to how or why they ended up on the bottom of the lake, sometime between 1885 and maybe 1925. Ross volunteered to assist Blain in cleaning up the “Library” on the second floor as more space is needed to allow for expansion.

Don has been a steady help in the background to Doug and Ross as well as being our official photographer. He is working with Doug in developing a workable data base to identify the stored location of all our artifacts. This will permit the storage of artifacts off premises, to be displayed in surveyors’ offices.

Peter Morton was brought along as a visitor to our December meeting by Doug Culbert and after a short discussion and orientation to our work agreed to stay on as a member.

Not much has been said about Doug Culbert but let me assure you he is one of the busiest members. He performs a lot of work for John and his 1969 photo project as well as being the construction expert for all of Vicky’s ventures.

And a final word for John Quinsey. John has been tirelessly working on identifying surveyors who attended the 1969 AGM luncheon. He continues to edit the W.C. Yates data base pointing out minor errors and omissions. Without his effort the data base would lack authenticity.

Thank you and a well done to the Committee.
Attested
Gord Good, Chair

ASSOCIATION OF ONTARIO LAND SURVEYORS

FINANCIAL STATEMENTS

YEAR ENDED DECEMBER 31, 2011

Suite 501, 55 Town Centre Court, Scarborough, Ontario M1P 4X4
Tel. 416 290 6455/Fax. 416 290 5190/Email: mail@chaplinburd.com/Website: www.chaplinburd.com

INDEPENDENT AUDITORS' REPORT

To the Members of,
Association of Ontario Land Surveyors.

We have audited the accompanying financial statements of the Association of Ontario Land Surveyors, which comprise the statement of financial position as at December 31, 2011, and the statements of operations, changes in fund balances and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements
Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian generally accepted accounting principles, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility
Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.
An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion
In our opinion, the financial statements present fairly, in all material respects, the financial position of the Association of Ontario Land Surveyors as at December 31, 2011, and its financial performance and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Toronto, Canada,
February 1, 2012

Chaplin & Burd,
Chartered Accountants, LLP
Licensed Public Accountants

Association of Ontario Land Surveyors
Statement of Financial Position

DECEMBER 31, 2011

	General Operating Fund	Liability Insurance Fund	Claims Reserve Fund	Pathway Project Fund	York Project Fund	Compen-sation Fund	Total 2011	Total 2010
		Restricted Funds						
CURRENT ASSETS								
Cash	$217,135	-	$466,122	$114,175	-	-	$797,432	$1,801,793
Investments (note 6)	343,345	747,179	1,108,525	-	-	150,000	2,349,049	1,825,547
Accounts receivable	39,304	29,544	-	-	16,188	-	85,036	41,143
Inventory	8,607	-	-	-	-	-	8,607	7,288
Prepaid expenses	28,986	-	-	-	-	-	28,986	28,308
	637,377	776,723	1,574,647	114,175	16,188	150,000	3,269,110	3,704,079
CAPITAL ASSETS (note 3)	186,983	-	-	-	-	-	186,983	189,525
TOTAL ASSETS	$824,360	$776,723	$1,574,647	$114,175	$16,188	$150,000	$3,456,093	$3,893,604
CURRENT LIABILITIES								
Accounts payable and accrued liabilitie	$56,948	-	-	-	$16,188	-	$73,136	$101,212
Deferred revenue (note 4)	355,039	-	-	-	-	-	355,039	471,742
	411,987	-	-	-	16,188	-	428,175	572,954
FUND BALANCES								
Invested in capital assets	186,983	-	-	-	-	-	186,983	189,525
Discipline reserve	37,492	-	-	-	-	-	37,492	52,002
Externally restricted	-	776,723	1,574,647	114,175	-	150,000	2,615,545	2,743,929
Unrestricted	187,898	-	-	-	-	-	187,898	335,194
	412,373	776,723	1,574,647	114,175	-	150,000	3,027,918	3,320,650
TOTAL LIABILITIES AND FUND BALANCES	$824,360	$776,723	$1,574,647	$114,175	$16,188	$150,000	$3,456,093	$3,893,604

Approved on behalf of Council:

Russ Hogan, Finance Councillor

Blain Martin, Executive Director and Treasurer

See accompanying notes to the financial statements

ASSOCIATION OF ONTARIO LAND SURVEYORS

STATEMENT OF OPERATIONS
YEAR ENDED DECEMBER 31, 2011

	General Operating Fund			Restricted Funds						
	Budget 2011 (Note 7)	Actual 2011	Actual 2010	Liability Insurance Fund	Claims Reserve Fund	Pathway Project Fund	York Project Fund	Compen-sation Fund	Total 2011	Total 2010
INCOME										
Fees and licenses	$753,060	$751,433	$751,893	-	-	-	-	-	-	-
Survey Review Department	459,950	476,188	444,422	-	-	-	-	-	-	-
Survey Records Index	30,300	23,916	25,134	-	-	-	-	-	-	-
Investment income	25,500	30,177	32,222	97,450	-	374	-	4,654	102,478	77,753
Cost-related activities	256,000	181,013	144,093	-	-	-	-	-	-	-
Continuing education	50,000	131,580	127,254	-	-	-	-	-	-	-
Grant income	-	-	-	-	-	295,000	-	-	295,000	349,572
Insurance premiums	-	-	-	1,224,525	550,000	-	-	-	1,774,525	1,657,589
Discipline cost recovery	-	10,982	15,777	-	-	-	-	-	-	-
Consulting income	-	-	-	-	-	-	16,188	-	16,188	-
Other income	57,518	7,121	14,119	1,500	-	-	-	-	1,500	1,165
	1,632,328	1,612,410	1,554,914	1,323,475	550,000	295,374	16,188	4,654	2,189,691	2,086,079
EXPENSES										
Salaries, benefits and consultants	485,000	488,504	429,801	48,000	-	218,132	15,438	-	281,570	149,396
Office and general	104,800	84,270	107,041	424	-	152,761	750	-	153,935	269,140
Survey Review Department	459,950	476,188	444,422	-	-	-	-	-	-	-
Survey Records Index	30,300	23,916	25,134	-	-	-	-	-	-	-
Building	36,750	38,331	37,040	-	-	-	-	-	-	-
Statutory and related expenses	171,600	172,684	195,795	-	-	-	-	-	-	-
Legislative changes, standards and technical guidelines	-	-	14,500	-	-	-	-	-	-	-
Discipline expenses	50,500	25,492	28,143	-	-	-	-	-	-	-
Non-statutory committees	74,700	93,894	135,220	-	-	-	-	-	-	-
Cost-related activities	150,000	179,395	175,114	-	-	-	-	-	-	-
Public awareness	74,150	50,529	56,646	-	-	-	-	-	-	-
Continuing education	50,000	131,580	127,254	-	-	-	-	-	-	-
Insurance premium	-	-	-	1,219,059	-	-	-	-	1,219,059	1,179,770
Claims against the fund	-	-	-	-	653,714	-	-	-	653,714	425,801
Credit card charges	-	21,772	18,375	-	-	-	-	-	-	-
	1,687,750	1,786,555	1,794,485	1,267,483	653,714	370,893	16,188	-	2,308,278	2,024,107
EXCESS OF (EXPENSES OVER REVENUE) REVENUE OVER EXPENSES	($55,422)	($174,145)	($239,571)	$55,992	($103,714)	($75,519)	-	$4,654	($118,587)	$61,972

See accompanying notes to the financial statements

ASSOCIATION OF ONTARIO LAND SURVEYORS

STATEMENT OF CHANGES IN FUND BALANCES

YEAR ENDED DECEMBER 31, 2011

	General Operating Fund			Restricted Funds						
	Unrestricted	Invested in Capital Assets	Discipline Reserve	Liability Insurance Fund	Claims Reserve Fund	Pathway Project Fund	York Project Fund	Compen-sation Fund	Total 2011	Total 2010
Fund balances at the beginning of the year	$335,194	$189,525	$52,002	$720,731	$1,678,361	$189,694	-	$155,143	$3,320,650	$3,498,249
Excess of (expenses over revenue) revenue over expenses	(129,931)	(29,704)	(14,510)	55,992	(103,714)	(75,519)	-	4,654	(292,732)	(177,599)
Investment in capital assets	(27,162)	27,162	-	-	-	-	-	-	-	-
Interfund transfers (note 8)	9,797	-	-	-	-	-	-	(9,797)	-	-
Fund balances at the end of the year	$187,898	$186,983	$37,492	$776,723	$1,574,647	$114,175	-	$150,000	$3,027,918	$3,320,650

See accompanying notes to the financial statements

ASSOCIATION OF ONTARIO LAND SURVEYORS

STATEMENT OF CASH FLOWS
YEAR ENDED DECEMBER 31, 2011

	General Operating Fund 2011	General Operating Fund 2010	Restricted Funds: Liability Insurance Fund	Restricted Funds: Claims Reserve Fund	Restricted Funds: Pathway Project Fund	Restricted Funds: York Project Fund	Restricted Funds: Compen-sation Fund	Restricted Funds: Total 2011	Restricted Funds: Total 2010
OPERATING ACTIVITIES									
Cash collected from members, customers and other sources	$1,467,365	$1,607,956	$1,196,481	$550,000	$295,004	-	-	$2,041,485	$2,011,774
Investment income	30,177	32,222	97,450	-	374	-	4,654	102,478	77,753
Cash paid to suppliers and employees	(1,800,185)	(1,731,912)	(1,267,483)	(653,714)	(373,820)	-	-	(2,295,017)	(2,021,180)
	(302,643)	(91,734)	26,448	(103,714)	(78,442)	-	4,654	(151,054)	68,347
INVESTING ACTIVITIES									
(Increase) decrease in investments	(22,327)	(96,751)	(401,791)	(104,527)	-	-	5,143	(501,175)	(814)
Purchases of capital assets	(27,162)	(1,898)	-	-	-	-	-	-	-
	(49,489)	(98,649)	(401,791)	(104,527)	-	-	5,143	(501,175)	(814)
NET (DECREASE) INCREASE IN CASH	(352,132)	(190,383)	(375,343)	(208,241)	(78,442)	-	9,797	(652,229)	67,533
Cash position at the beginning of the year	559,470	749,853	375,343	674,363	192,617	-	-	1,242,323	1,174,790
Interfund transfers	9,797	-	-	-	-	-	(9,797)	(9,797)	-
CASH POSITION AT THE END OF THE YEAR	$217,135	$559,470	-	$466,122	$114,175	-	-	$580,297	$1,242,323

See accompanying notes to the financial statements

ASSOCIATION OF ONTARIO LAND SURVEYORS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED DECEMBER 31, 2011

1. 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.

2. Significant Accounting Policies

These financial statements have been prepared in accordance with generally accepted accounting principles.

a) Fund Accounting

The Association follows the restricted fund method of accounting for contributions. Unrestricted contributions related to general operations are recognized as revenue in the General Operating Fund in the year in which the related expenses are incurred. Restricted contributions are recognized as revenue in the appropriate restricted fund in the year received.

Revenues and expenses related to program delivery and administrative activities are reported in the General Operating Fund.

The Liability Insurance Fund has been established to cover the costs of administering the professional liability master insurance policies.

Professional liability insurance claims against participating member firms are covered by master policies with the Novex Insurance Company. The Association's deductibles under these policies are paid out of the Claims Reserve Fund.

The Surveyors Act requires the Association to maintain the Compensation Fund to relieve or mitigate loss sustained by any person as a consequence of the dishonesty or incompetence of any member of the Association in the practice of professional land surveying.

The Association entered into contracts with the Ministry of Citizenship and Immigration to undertake a project that will review and analyze the Association's current practices for registration of internationally trained individuals ("ITIs") in order to develop and pilot new processes to facilitate the entry of ITIs into the field. Revenues and expenses related to this project are reported in the Pathway Project Fund.

The Association entered into a contract with York University to assist the University with a project that will, between November 2011 and November 2014, develop and implement a systematic approach to Competency-Based Assessment of the internationally educated land surveyors who enter York University's Geomatics Engineering program, based on the Competency Continuum developed by the Association. Revenues and expenses related to this project are reported in the York Project Fund.

b) Investments

The Association has elected to classify its investments as held-for-trading. The investments are stated at their fair values and unrealized gains or losses are included in investment income for the year.

2. Significant Accounting Policies

c) Inventory

Inventory is recorded at the lower of cost and net realizable value, with cost being determined on a specific item basis.

d) Revenue Recognition

Revenue for the Survey Review Department, the Survey Records Index and Continuing Education are recorded as deferred contributions and are recognized as revenue of the General Operating Fund in the year in which the related expenses are incurred.

Fees and licenses are recognized into income in the period to which they relate.

Revenue from cost-related activities is recognized as revenue in the General Operating Fund in the year in which the goods are sold or when the services are rendered.

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.

e) Capital Assets

Capital assets are recorded at cost less accumulated amortization. Amortization is provided on a straight-line basis at the following annual rates, with half the normal rate in the year of acquisition:

Building	1/30
Furniture and equipment	1/10
Computer equipment	1/3

f) 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.

g) 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.

h) Management Estimates

The preparation of financial statements in conformity with Canadian generally accepted accounting principles 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. Actual results could differ from those estimates. Significant areas requiring the use of management estimates include amortization, long-lived asset impairment assessments and allocation of administration expenses to various departments within the Association.

2. Significant Accounting Policies

i) Long-lived Asset Impairment The Association reviews its long-lived assets for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. Recoverability is assessed based on the carrying amount of a long-lived asset compared to the sum of the future undiscounted cash flows expected to result from the use and the eventual disposal of the asset. An impairment loss is recognized when the carrying amount is not recoverable and exceeds its fair value.

3. Capital Assets

		Accumulated	Net Book Value	
	Cost	Amortization	2011	2010
Land and building	$555,121	$415,009	$140,112	$155,483
Furniture and equipment	202,239	176,782	25,457	30,653
Computer equipment	76,993	55,579	21,414	3,389
	$834,353	$647,370	$186,983	$189,525

4. Deferred Revenue

Deferred revenue relates to amounts collected in advance and is recognized into income in the period in which the related expenses are incurred or when the service is rendered.

	2010	Collected	Revenue Recognized	2011
Cost-related activities	$22,323	$184,725	$181,013	$26,035
Fees and licenses	127,747	783,611	751,433	159,925
Internship program	44,172	-	-	44,172
Survey Records Index	11,177	21,650	23,916	8,911
Survey Review Department	124,239	423,874	476,188	71,925
Continuing Education	142,084	33,567	131,580	44,071
	$471,742	$1,447,427	$1,564,130	$355,039

5. Lease Commitments

The Association is committed under the terms of its non-cancellable equipment leases to make the following payments over the next two years:

2012	$13,723
2013	2,232
	$15,955

6. Financial Instruments

The Association's financial instruments consist of cash, investments, accounts receivable, accounts payable and accrued liabilities. The financial assets and financial liabilities are initially recognized at fair value and their subsequent measurement is dependent on their classification as described below. The Association designated its cash and investments as held-for-trading, which are measured at fair value. Accounts receivable are classified as loans and receivables, and are measured at amortized cost. Accounts payable and accrued liabilities are classified as other liabilities, and are measured at amortized cost.

The investments consist of cash deposited in investment savings accounts, provincial bonds and guaranteed investment certificates ("GICs") with yields of between 2.35% and 4.86% (2010 - 3.5% and 4.86%). The maturity dates of the provincial bonds and GICs range between February 2012 and November 2019. The Association is exposed to the risk that changing market interest rates may have an effect on its earnings in future periods.

The Association is subject to credit risk in respect of its accounts receivable, but has historically suffered very few bad debts.

The Association has chosen to continue to apply Canadian Institute of Chartered Accountants ("CICA") Handbook Section 3861, Financial Instruments - Disclosure and Presentation, in place of Section 3862, Financial Instruments - Disclosures, and Section 3863 - Financial Instruments – Presentation

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. Interfund Transfers
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, 2011 $9,797 (2010 - $nil) was transferred from the Compensation Fund to the General Operating Fund.

9. Capital Management
The Association's objectives in managing capital are to maintain its ability to operate as a going concern and to fund future development and growth of the Association. The Association considers its capital structure to include unrestricted fund balances and working capital. The Association manages the capital structure and makes adjustments to it in the light of changes in economic conditions and the risk characteristics of the underlying assets. In order to maintain or adjust the capital structure, the Association, upon approval of its Council members, may increase or decrease fees and licenses, or undertake other activities as deemed appropriate under the specific circumstances. The Council members review and approve any material transactions not in the ordinary course of operations. The Association is subject to externally imposed capital requirements for the restricted funds as described in note 2 a).

Association of Ontario Land Surveyors – Budget 2012

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SUMMARY OF REVENUE AND EXPENSES

		ACCOUNT No	2011 BUDGET	2011 ACTUAL	2012 BUDGET
REVENUE:					
FEES AND LICENSES (from pg.3)			$753,060	$751,434	$1,133,400
SRD REVENUE (from pg 11)		5000/5010	$459,950	$476,188	$488,700
SURVEY RECORDS INDEX (from pg.15)			$30,300	$23,916	$25,000
COST-RELATED ACTIVITIES (from pg.4)			$256,000	$181,013	$175,000
CONTINUING EDUCATION (from pg. 12)			$50,000	$131,579	$100,000
DISCIPLINE RESERVE FUND (from pg. 13)			$0	$10,982	
INTERNSHIP PROGRAM (from pg. 14)			$0	$0	
AOLS PATHWAY PROJECT	Not part of AOLS	1045	$61,152	$84,260	$15,000
York University Project		1046		$750	$50,000
OTHER INCOME (from pg.3)			$83,018	$36,639	$30,000
PUBLIC AWARENESS COST RECOVERY		1061	$0	$659	
TRANSFER FROM COMPENSATION FUND (Note "A" pg.)		1070	$0	$0	
TOTAL REVENUE			$1,693,480	$1,697,419	$2,017,100
TOTAL REVENUE Excluding SRD			$1,233,530	$1,221,232	$1,528,400

EXPENSES:				
SALARIES, BENEFITS AND CONSULTANTS (from pg.10)		$485,000	$503,720	$580,200
OFFICE ADMINISTRATION (from pg.9)		$90,800	$133,240	$120,300
SURVEY REVIEW DEPARTMENT (from pg.11)		$459,950	$476,188	$488,700
SURVEY RECORDS INDEX (from pg.15)		$30,300	$23,916	$25,000
BUILDING (from pg.10)		$36,750	$38,331	$45,300
STATUTORY & RELATED (from pg.6)		$171,600	$172,683	$251,300
DISCIPLINE RESERVE FUND (from pg.13)		$50,500	$25,492	$50,500
NON-STATUTORY (from pg.7) (including big meeting)		$74,700	$93,894	$70,000
COST RELATED (from pg.4)		$150,000	$179,396	$150,000
LEGISLATIVE CHANGES, STANDARDS/TECH. GUIDELINES	2180	$0	$0	$0
PUBLIC AWARENESS (from pg.8)		$74,150	$50,529	$62,200
CONTINUING EDUCATION (from pg. 12)		$50,000	$131,580	$100,000
CREDIT CARD CHARGES	1532	$0	$21,772	$25,000
INTERNSHIP PROGRAM (from pg. 14)		$0	$0	$0
AMORTIZATION (from pg.10)		$14,000	$20,824	$17,120
TOTAL EXPENSES		$1,687,750	$1,871,565	$1,985,620
TOTAL EXPENSES Excluding SRD		$1,227,800	$1,395,377	$1,496,920
NET REVENUE OR (EXPENSES)		$5,730	-$174,146	$31,480
NET REVENUE OR (EXPENSES) Excluding SRD		$5,730	-$174,145	$31,480
CAPITAL PURCHASES				
GENERAL OFFICE FURNITURE	244	$0	$1,597	
GENERAL OFFICE COMPUTERS	248	$20,000	$25,566	$20,000
TOTAL CAPITAL PURCHASES		$20,000	$27,163	$20,000

GENERAL REVENUE BASED ON THE FOLLOWING FEES FOR	2010	2011	2012
LICENSES -	1,000.00	1,000.00	1,500.00
C of R's -	350.00	350.00	500.00
C of A's (1st surveyor + $375/surveyor add'l) -	500.00	500.00	750.00

GENERAL REVENUE AND COST RELATED INCOME (EXPENSE)

	ACCOUNT No	2011 BUDGET	2011 ACTUAL	2012 BUDGET
FEES AND LICENSES:				
OLS (Licensed) FEES (Note "B" below)	1002	$536,000	$541,425	$810,000
OLS (Registered) FEES (Note "B" below)	1006	$32,900	$31,050	$43,500
CERTIFICATE OF AUTHORIZATION (Note "B" below)	1003	$157,500	$153,229	$228,000
ASSOCIATE MEMBERS FEES (Articled Students, Retired & Associates)	1010/11/09	$26,660	$25,730	$51,900
TOTAL FEE AND LICENSES (Carried to Summary pg.1)		$753,060	$751,434	$1,133,400
OTHER INCOME:				
MISCELLANEOUS REVENUE	1040	$52,518	$35	
INTEREST ON INVESTMENTS	1020/5005	$25,500	$30,177	$25,000
OTHER (Follow-up reviews,interest, charged back)	1012/25	$5,000	$6,427	$5,000
TOTAL OTHER INCOME (Carried to Summary pg.1)		$83,018	$36,639	$30,000

COST RELATED INCOME (EXPENSE):

REVENUE:				
EXAMS, LECTURES, EVALUATIONS	8000	$17,000	$20,750	$17,000
SURVEY LAW COURSES	8002	$106,000	$0	$25,000
PUBLICATIONS & MATERIALS	8010	$3,000	$2,978	$3,000
ONTARIO PROFESSIONAL SURVEYOR MAGAZINE	8060	$60,000	$55,103	$60,000
ANNUAL GENERAL MEETING	4010 TO 4172	$70,000	$102,182	$70,000
TOTAL REVENUE (Carried to Summary pg.1)		$256,000	$181,013	$175,000
EXPENSES:				
EXAMS, LECTURES, EVALUATIONS	8200	$17,000	$14,940	$17,000
SURVEY LAW COURSES	8202	$0	$138	
PUBLICATIONS & MATERIALS	8210/18	$3,000	$677	$3,000
ONTARIO PROFESSIONAL SURVEYOR MAGAZINE	8260/61	$60,000	$60,869	$60,000
ANNUAL GENERAL MEETING	4510to4655/2015	$70,000	$102,772	$70,000
TOTAL EXPENSES (Carried to Summary pg.1)		$150,000	$179,396	$150,000
TOTAL COST RELATED REVENUE(EXPENSES)		$106,000	$1,617	$25,000

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NOTE "A"

As per Council motion there will be no administration fee allocation until the Compensation Fund exceeds $150,000.00

NOTE "B"	FEE	2009	2010	2011
LICENSED MEMBERS	$1,000.00	550	548	536
REGISTERED MEMBERS	$350.00	108	96	94
CERTIFICATE OF AUTHORIZATION @$ 500.00 PER FIRM	$500.00	235	237	233
CERTIFICATE OF AUTHORIZATION + $250 PER ADD'L CADASTRAL MEMBER	$250.00	191	168	164
ARTICLED STUDENT	$130.00	32	49	45
ASSOCIATE MEMBER	$50.00	154	115	193
RETIRED ASSOCIATES	$60.00	180	178	186

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COMMITTEE AND RELATED EXPENSES

	ACCOUNT No	2011 BUDGET	2011 ACTUAL	2012 BUDGET
STATUTORY & RELATED COMMITTEE EXPENSES:				
COUNCIL MEETINGS	2500	$50,000	$36,016	$40,000
COUNCIL/REGIONAL GROUPS	2501	$3,000	$3,669	$5,000
COUNCIL APPROVED PROJECT FUNDING	2502	$0	$17,433	$100,000
COUNCIL SUMMER MEETING	2503		$588	
AERC MEETINGS, EXAMS	2510	$13,000	$14,183	$15,000
AERC SUMMER MEETINGS	2511		$189	
COMPLAINTS	2040	$3,000	$1,333	$5,000
REGISTRATION COMMITTEE	2020	$200	$0	$100
EXECUTIVE COMMITTEE	2115	$1,000	$531	$1,000
FEES SCHEDULE	2060	$0	$0	
FEES MEDIATION	2035	$200	$0	$100
NOMINATIONS	2110	$200	$36	$100
PRESIDENTIAL EXPENSES	2540	$30,000	$30,628	$30,000
PUBLICATIONS(Annual Report, etc.)	2570	$12,000	$19,304	$10,000
CBEPS REGISTRATION	2526	$9,000	$9,468	
PSC DUES & COMMITTEES (Note "C" below)	2520	$50,000	$39,305	$45,000
TOTAL (Carried to Summary pg.1)		$171,600	$172,683	$251,300

	ACCOUNT No	2011 BUDGET	2011 ACTUAL	2012 BUDGET
NON-STATUTORY COMMITTEE EXPENSES:				
ARCHIVES & HISTORICAL	2010	$4,000	$1,858	$4,500
ADVOCACY BUSINESS CASE TASK FORCE COMMITTEE	2120			
AWARDS & CITATIONS	2580	$500	$726	$1,500
FINANCE COMMITTEE	2222	$200	$156	$200
FUTURE COMMITTEE	2148	$0	$0	
GOVERNANCE COMMITTEE	2214	$200	$12	
INTEGRATED SURVEYS COMMITTEE	2165	$1,000	$0	
LAND USE PLANNING COMMITTEE	2140	$2,000	$0	
MONUMENT PROTECTION TASK FORCE	2145	$1,500	$106	$1,500
MUNICIPAL LIASON COMMITTEE	2125	$300	$0	$300
PROF. DEVELOPMENT COMMITTEE	2224	$5,000	$4,052	$5,000
PROFESSIONAL INTEGRATION COMM	2155	$3,000	$215	$3,000
PROFESSIONAL STANDARDS COMMITTEE	2200	$500	$0	$3,000
SRD COMMITTEE	5790	$1,500	$1,742	$3,000
STRATEGIC PLAN COMMITTEE (Includes Committee Chair and Council Meeting)	2130	$25,000	$24,017	$25,000
CADASTRAL FABRIC INITIATION COMMITTEE	2131	$0	$29,127	$12,000
TECHNICAL EDUCATION COMMITTEE	2147	$2,000	$5,642	
TF ON ETHICS BASED PROFESSION (EXCLUDE IN 2011)	2135	$0		
UNDERGROUND UTILITIES COMMITTEE	2230	$4,000	$302	$1,000
UNIVERSITY AND COLLEGES LIAISON COMMITTEE	2150	$4,000	$826	$4,000
SURVEY RECORD MANAGEMENT SYSTEM TASK FORCE - SRMS	2157	$0	$0	
WEBSITE COMMITTEE	2185	$20,000	$25,113	$6,000
TOTAL (Carried to Summary pg.1)		$74,700	$93,894	$70,000

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OTHER ACTIVITIES

				$70,000
PUBLIC AWARENESS	2560	$74,150	$50,529	$62,200
(Carried to Summary pg.1)				
LEGISLATIVE CHANGES, STANDARDS, ETC.	2180	$0	$0	
(Carried to Summary pg.1)				

NOTE "C"

CCLS Dues in 2009 are based on estimated no. of members @ $78 to a max of $46,968

We do not know the PSC charges but hope they are similar to CCLS $50,000

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OFFICE ADMINISTRATION AND BUILDING EXPENSES

	ACCOUNT No	2011 BUDGET	2011 ACTUAL	2012 BUDGET
OFFICE ADMINISTRATION EXPENSES:				
AUDIT & ACCOUNTING	1510	$14,000	$19,700	$21,000
BANK CHARGES	1530	$2,500	$3,295	$4,000
BOOKKEEPING	1520	$0	$3,675	$2,500
COMPUTERS (Maintenance, Software, Supplies)	1600	$12,500	$23,138	$20,000
INSURANCE - (Media, Dir/Off)	1535	$17,000	$15,748	$16,000
COPIER LEASING & MAINTENANCE	1610/15	$10,000	$17,943	$12,000
GENERAL LEGAL CHARGES	1540	$5,000	$5,344	$5,000
INTERNET ADMINISTRATION	2187	$9,000	$18,091	$12,500
LIBRARY	1550	$0	$0	
OFFICE SUPPLIES & EXPENSES	1560/5	$10,000	$9,133	$10,000
POSTAGE & COURIER	1570	$5,000	$3,773	$5,000
STAFF SEARCH	1735	$3,000	$13,750	$0
STATIONARY & PRINTING	1580	$3,000	$5,188	$6,000
TELEPHONE	1590	$10,000	$8,618	$10,000
EXECUTIVE DIRECTOR'S EXPENSES	1743	$7,500	$4,258	$7,500
REGISTRAR'S EXPENSES	1746	$2,000	$1,379	$2,000
DEPUTY REGISTRAR'S EXPENSES	1750	$3,000	$3,907	$3,000
Less Allocation to SRD	1790	-$22,700	-$23,700	-$16,200
TOTAL (Carried to Summary pg.1)		$90,800	$133,240	$120,300

		ACCOUNT No	2011 BUDGET	2011 ACTUAL	2012 BUDGET
SALARIES, BENEFITS AND CONSULTANTS:					
SALARIES, BENEFITS & PENSIONS		1700/10/1720	$475,000	$503,271	$570,200
STAFF TRAINING		1736	$5,000	$449	$5,000
CONSULTANTS, OFFICE OVERLOAD		1730	$5,000	$0	$5,000
TOTAL (Carried to Summary pg.1)			$485,000	$503,720	$580,200
BUILDING EXPENSES:					
UTILITIES		3010	$15,000	$15,796	$15,000
INDOOR MAINTENANCE		3020	$10,000	$10,807	$15,000
V.B.V. OUTDOOR MAINTENANCE		3030	$5,000	$6,000	$7,000
PROPERTY TAX		3040	$5,500	$5,896	$6,000
RENOVATION & REPAIR		3050	$5,000	$3,377	$5,000
INSURANCE-(Commercial General)		3060	$12,000	$11,155	$12,000
	Less Allocation to SRD	1791	-$15,750	(14,700.00)	-$14,700
TOTAL (Carried to Summary pg.1)			$36,750	$38,331	$45,300
AMORTIZATION:					
AMORTIZATION		3000	$20,000	$29,704	$26,000
	Less Allocation to SRD		-$6,000	(8,880.00)	-$8,880
TOTAL (Carried to Summary pg.1)			$14,000	$20,824	$17,120

SURVEY REVIEW DEPARTMENT

	ACCOUNT No	2011 BUDGET	2011 ACTUAL	2012 BUDGET
INCOME:				
PLAN SUBMISSION REVENUE	5000	$459,950	$474,977	$488,700
SRD -REVENUE - OTHER	5010		$1,211	
TOTAL REVENUE		$459,950	$476,188	$488,700
EXPENSES:				
AUDITING AND ACCOUNTING	5510	$1,000	$0	$1,000
BOOKKEEPING	5520	$7,500	$7,500	$0
LEGAL		$0	$0	
OFFICE SUPPLIES	5540	$3,000	$4,706	$4,500
POSTAGE & COURIER	5545	$13,000	$14,574	$13,000
STATIONARY & PRINTING	5550	$4,000	$9,571	$4,500
TELEPHONE	5560	$5,000	$5,191	$5,000
COMPUTERS (Maintenance, Software, Supplies)	5570	$7,500	$6,360	$7,500
COPIER	5580	$1,500	(60.00)	$500
SALARIES, BENEFITS & PENSIONS	5700/10/20	$180,000	$150,757	$198,000
CONSULTANTS	5730	$170,000	$195,541	$170,000
MANAGER'S EXPENSES & TRAVEL	5745	$3,500	$1,033	$3,000
EXAMINERS' EXPENSE & TRAVEL	5750	$18,000	$29,835	$25,000
AMORTIZATION	5755	$7,500	$8,880	$8,880
ALLOCATION OF FACILITIES	5770	$15,750	$14,700	$14,700
ALLOCATION OF GRL ADMIN (Lena and Keron)	5785	$22,700	$27,600	$33,120
TOTAL EXPENSES (Carried to Summary pg. 1)		$459,950	$476,188	$488,700
NET INCOME OR (EXPENSE)		$0	-$0	$0

SRD had an accumulated surplus of *$71,925.10* as of December 31, 2011

CONTINUING EDUCATION

	ACCOUNT No	2011 BUDGET	2011 ACTUAL	2012 BUDGET
REVENUE				
CONTINUING EDUCATION - REVENUE	6400/6410	$0	$98,012	$15,000
SEMINARS (non-ols participants, meals & incidentals)	8040/8054/8055			$85,000
INTEGRATED SURVEYS	8040	$50,000	$19,322	
PROJECT MANAGEMENT	8042		$8,230	
GEODETIC PICNIC	8055		$6,015	
TOTAL REVENUE (Carried to Summary Pg. 1)		$50,000	$131,579	$100,000
EXPENSES				
SALARIES	6600/6602/6604		$16,381	$0
ADMINISTRATIVE SERVICES	6610	$5,000	$5,000	$5,000
SUPPLIES AND PHOTOCOPIES	6620-6630	$2,500	$168	
POSTAGE AND COURIER	6640	$2,500	$280	
COMMITTEE	6660/2070	$2,500	$3,025	$3,000
SPEAKERS/CONSULTANTS	6670	$20,000	$5,283	$5,000
TELEPHONE/LONG DISTANCE LEARNING	6650/75	$0	$0	
REGIONAL GROUP SUBSIDIES	6680	$5,000	$182	$2,000
SEMINARS				$85,000
INTEGRATED SURVEYS	8240	$27,500	$45,797	
ADMINISTRATIVE LAW	8241	$0	$10,050	
PROJECT MANAGEMENT	8242	$15,000	$39,698	
STATE OF PROFESSION	8244	$10,000	$0	
GEODETIC PICNIC	8255	$5,000	$5,716	
SPECIAL PROJECTS	6685	$0	$0	
INTERNET DATABASE	6690	$0	$0	
LESS CARRY FORWARD FROM RESERVES	1793	-$45,000		
TOTAL EXPENSES (Carried to Summary Pg. 1)		$50,000	$131,580	$100,000
NET INCOME OR (EXPENSE)		$0	-$1	$0

The Continuing Education Fund had an accumulated surplus of *$44,071.45* as of December 31, 2011.

DISCIPLINE RESERVE FUND

	ACCOUNT No	2011 BUDGET	2011 ACTUAL	2012 BUDGET
REVENUE				
CARRY FORWARD FROM PREVIOUS YEAR				
DISCIPLINE COST RECOVERY	1030	$0	$10,982	
TOTAL REVENUE		$0	$10,982	$0
EXPENSES				
REGISTRAR'S INVESTIGATION	2528	$10,000	$0	
LEGAL	2530	$10,000	$0	
HEARING	2531	$15,000	$24,527	
DISCIPLINE INVESTIGATION	2532	$15,000	$0	
COMMITTEE EXPENSES & OTHER	2535	$500	$965	
TOTAL EXPENSES		$50,500	$25,492	$0
NET INCOME OR (EXPENSE)		-$50,500	-$14,510	$0

Surplus(Budget as of Dec 31, 2011 $42,647.74

INTERNSHIP PROGRAM

	ACCOUNT No	2011 BUDGET	2011 ACTUAL	2012 BUDGET
REVENUE				
REVENUE	9500/02	$0	$0	
OTHER	9590	$0	$0	
TOTAL REVENUE (Carried to Summary Pg. 1)		$0	$0	
EXPENSES				
SALARIES AND BENEFITS	9600	$0	$0	
ADMINISTRATION	9601	$0	$0	
BOOKKEEPING	9702	$0	$0	
BANK CHARGES	9704	$0	$0	
PHOTOCOPIES	9706	$0	$0	
POSTAGE AND COURIER	9708	$0	$0	
TOTAL EXPENSES (Carried to Summary Pg. 1)		$0	$0	$0
NET INCOME OR (EXPENSES)		$0	$0	$0

SURVEY RECORDS INDEX

	ACCOUNT No	2011 BUDGET	2011 ACTUAL	2012 BUDGET
REVENUE:				
SURVEY RECORDS INDEX FEES	9010	$25,000	$23,916	$25,000
TRANSFER FROM SURPLUS		$5,300	$0	
TOTAL REVENUE		$30,300	$23,916	$25,000
EXPENSES:				
ADMINISTRATION	9210	$3,000	$3,000	
CONSULTANTS/CUSTODIAL FEES/DB MGR	9215	$25,000	$20,853	$25,000
POSTAGE & COURIER/PRINTING & DUPLICATION	9220/30/40	$200	$63	
COMMUNICATIONS	9235	$100	$0	
MISC. COMMITTEE EXPENSES	9250/9225	$0	$0	
2008 CONTRACT		$2,000	$0	
TOTAL EXPENSES (Carried to Summary Pg. 1)		$30,300	$23,916	$25,000
NET REVENUE OR (EXPENSE) (Note below)		$0	$0	$0

The Survey Records Index had an accumulated surplus of *$8,910.52* as of December 31, 2011.

Hazen Bronson Meldrum, NSLS, OLS #959
1934 – 2010
(By daughter, apprentice, and colleague, Julia Meldrum Smith, OLS, CLS)

Hazen was born in Bridgewater, Nova Scotia. He was trained at Forest Ranger School in 1954, then the Nova Scotia Land Survey Institute in 1955. He was licensed as a Nova Scotia Land Surveyor in 1956 and as an Ontario Land Surveyor in 1957.

Dad proposed to Mom in January, 1956, and then arrived in Cornwall, Ontario, eight days later to start work with Ontario Hydro on the St. Lawrence Seaway. Dad and Mom were married in August, 1956, and had five children in their 54 years of marriage.

After 30 months with Ontario Hydro on the Seaway project, Dad opened his own business: Hazen Meldrum Limited. I once asked him what made him decide to open his own practice, expecting to hear of his entrepreneurial dreams. His answer: “I got laid off from Hydro!”

As a business man, Dad was known for being fair and honest. He enjoyed a successful surveying career in Cornwall and area, and articled several students, including me.

When I reflect upon the many memories, two themes stand out – faith and family. Dad’s Christian faith was strong and unwavering. It was evident in every aspect of his life.

What strikes me most is how Dad was able to spend so much time with his family. He took us on canoe trips and canoe races, camping trips, trips through every province and many states; he coached us in numerous sports, logging thousands of miles driving us to our activities. Dad taught us how to make life rich and fulfilling, how to love life. The word “can’t” was not in his vocabulary. At the age of 75, Dad bought a backhoe and learned how to use it, and at 76, bought a portable sawmill!

In the last few years, Grampie focused on his grandchildren, passing on his love for God and the outdoors. Dad had the rare ability to make everyone feel special, that each one of us mattered to him. We were all his favourites.

H. Murray Ellins, OLS # 820
1920 -2011

Harold Murray Ellins was born on May 3, 1920 and died ninety-one years later on May 3, 2011. His early life, as with everyone of his generation was dominated by the Great Depression that began in 1928 and lasted until the beginning of World War II. It was during the time of the Depression that Murray decided to become an Aeronautical Engineer. To understand that decision, it is necessary to look at the context in which it was made.

In the early years of aircraft, pilots were like rock stars or movie stars are today. Their exploits at pushing back the frontiers of air travel were heavily reported in the media (newspapers and radio in those days) and the design of aircraft represented the cutting edge of engineering science. A whole new field of endeavor had opened up, and it is not surprising that it would inspire a boy with Murray's particular talents for mathematics and engineering.

In those days, engineering was more of a traditional craft than it is today and one learned the job not by going to University but through a kind of apprenticeship with an engineering company that specialized in the kind of work one wanted to do. He apprenticed with De Havilland Aircraft in England.

The early De Havilland aircraft were the Gypsy Moth and Tiger Moth and these were used in some of the early aviation exploits and earned many records for distance flights. This then was the context in which a young man arrived in England in 1939 to study in Hatfield, Hertfordshire with a world famous aeronautical engineering firm. He had relatives in the area and was able to stay with them. Shortly after his arrival, his world was turned upside down by two events: the death of his mother and the start of World War II. The war in particular changed the course of his life, as he arrived at a company that was advancing civilian aircraft and suddenly became involved in top-secret design work on the Mosquito and Hornet aircraft.

During this time, Murray joined the Home Guard and bought himself a motorcycle. When not working or on duty, Murray would ride about the countryside.

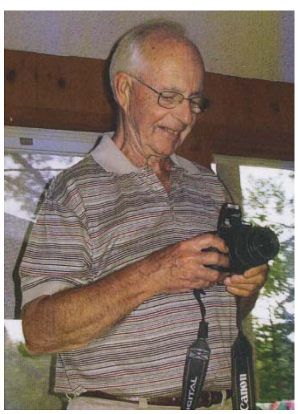
After World War II, Murray returned to Canada a fully qualified aeronautical engineer and met and married Lucile Reuben, a concert pianist. With the typical good fortune that had so far dogged Murray's footsteps in the post-war period, the world market for aircraft crashed and jobs for aeronautical engineers became scarce. Murray had to retrain as an Ontario Land Surveyor and worked in partnership with Lucile's father's firm – C.G. Reuben and Sons. The firm was very busy in the post-war construction in the Toronto area.

The world market for aircraft started to recover. In 1967, Murray received an offer to work at Piper Aircraft in the USA. The family rented their cottage, got their Visas and actually started off for Florida. However, concerns about the Vietnam War and the draft that might affect his sons as well as uncertainty of the times led him to reconsider. Right about then, there was a phone call from de Havilland offering him an engineering position and he returned to de Havilland, where he stayed until his retirement in 1981. His major projects while back at de Havilland were the Dash 8 and Twin Otter STOL aircraft (Short Take-Off and Landing). Murray was an avid boater on the Trent-Severn Waterway, Thousand Islands and Georgian Bay.

Following his retirement in the 1980's, Murray and Lucile began to alternate between the cottage and Florida which they did until about ten years ago. When they decided to let their Florida house go, they lived in the condo in Burlington and spent about a month in Florida during the depths of winter.

We live today in a world in which safe air travel is considered normal, and we tend to forget all of the pioneering work that went into this. Murray's work was part of this. He lived a full and interesting life, had a loving family, four children and seven grand children.

George Stephen Hook, O.L.S. #1007
1933– 2011
Submitted by Stephen Hook, O.L.S.



George Stephen Hook was named after his father, George; but to prevent confusion in his family, he went by his middle name, Steve. In later years and as a business owner, we all knew that a salesperson was cold-calling him when they asked to speak to "George".

Steve was born in Barrie and lived there until his teens. His father, an employee of Imperial Tobacco, was transferred to Peterborough and the family followed. It was at high school where he met Elaine Osborne, whom he dated and married.

Steve began his surveying career with the Department of Highways in the mid 50’s. After many years of travelling for the DHO from Monday to Friday, Steve and Elaine decided that it was time for him to be home with the family in the evenings.

He answered an ad from the firm of Todgham and Case Civil Engineers, located in Chatham. He took the job and moved his family to Chatham in 1963.

Elaine and Steve, with their two daughters and son moved into the house where they spent many happy years. They took up curling, golf and joined a local bridge club, to name a few of their interests. Their circle of friends in Chatham grew while they remained in contact with their good friends from Barrie and Peterborough. They summered at the family cottage near Huntsville for many years.

In the mid 70’s, Elaine and Steve purchased property on the Thames River, just outside of Chatham, and built their next house. Steve did the survey for his lot and planted almost every tree that grew during the more than 30 years that they enjoyed their life on the Thames.

Steve purchased the surveying portion of the firm, Todgham and Case, and renamed it Hook and Todgham Surveying Inc. He then asked me (his son) to rethink my career path and perhaps join the business. We worked together for 20 years. Those were good years. I was always impressed with the calculations the `old guys’ could do by hand. One day I went to discuss a survey issue and he said,” you’ll figure it out” and he left. He only returned to the office to use the photocopier. I guess that was the start of his retirement.

Steve was proud to be both an Ontario Land Surveyor and a Canada Lands Surveyor.

His love of family, golf, music, photography, history, reading and travel were important throughout his life.

Steve is survived by Elaine, who has just moved from the house on the river to a new place in town, his daughters, Nancy, a teacher, living in Sydney, Australia, and Deborah, a lawyer, working in the health field in Ottawa. I live in Chatham and am the proud owner of Hook and Todgham Surveying Inc.

Robert "Bob" J. Meisner, O.L.S. (Ret) #1212
1934 - 2011
Submitted by Sara Jane Meisner

Bob was born in Toronto, Ontario and in 1936 the family moved to New Liskeard. He and his sister, Peggy and brother, Donald spent their formative years there.

Bob was active in sports as well as Cubs and Scouts. He had the Honour of being the last King Scout as King George died shortly thereafter. He attended two years of Civil Engineering at the University of Toronto but due to his father falling ill, there was no money to continue his formal education there.

In 1956 he began a job with a local survey firm later known as Sutcliffe's and articled to become an Ontario Land Surveyor. Most of Bob's work was out of town performing everything from pipeline surveys in the Yukon to staking mining claims and town sites. One such town site people may have heard of is Elliot Lake, formerly a Uranium town now mainly a Retirement Community. The articling period for a surveyor back then was typically 4 years. Unfortunately for Bob all his work was out of town in the bush and the days were long. There was never any sustained time to study for exams.

Bob met his future wife, a RN at the New Liskeard Hospital in 1962 and they married in 1963. In 1964 a son was born and in 1965 Bob accepted a position with Mackay and Rody in Cochrane. In 1967 a daughter was born. It was in Cochrane that Bob was able to complete his Articles and obtain his Ontario Land Surveyor commission in 1968.

In 1973 Bob joined the Ministry of Consumer and Commercial Relations, now ServiceOntario, as an Assistant Examiner of Surveys in the Sudbury office. Two years later Bob was offered the same position in Ottawa.

Bob was very active in the AOLS and served as President and Past President in 1985-86. He was the first President from the Public Sector. During this time the profession adopted Peer reviews of a surveyor's business in order to better protect the public. Close to Bob's heart was the issue of Copyright of Surveyors plans which in the view of many were being abused by lawyers and real estate agents. Bob wrote a paper on the subject and as of now some 25+ years later copyright is the subject of litigation. One tradition he started and that is still being followed today was the President toasting the incoming Council.

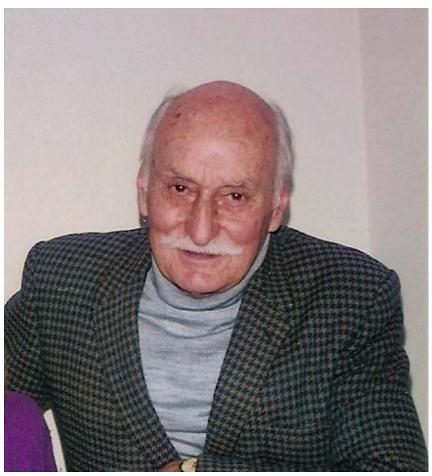
Bob's life beyond work involved swimming, and in 1983 he was rated as the 6th best swimmer in the Master's Division for his age and Category. He was also involved as a Scout Leader and sat various committees of his church and enjoyed family camping trips down south. Golf was also a passion of his, especially so in the last 20 years.

After his retirement in 1996, he became an early adopter of the Internet. It was not unusual to receive a daily dose of jokes in your in-box thanks to Bob. Trips to the Caribbean, Saudi Arabia, Portugal, The British Isles and many cruises as well as summer golfing, gave both Bob and Sara Jane many great memories.

Unfortunately, cancer came into his life in 2009 and although he put up a brave fight it took him from us in August 2011.

Bob is survived by his wife Sara Jane of Ottawa, son Jeff and his wife Joy and two boys of Dhahran, Saudi Arabia and daughter Elizabeth and her husband Sean, son Daniel and daughter Caitlin of GeorgeTown, Grand Cayman Island.

Charles W. Gibson, OLS (Ret.) # 628
1916 – 2011



Charles Wilbert Gibson, a long-time resident of Bracebridge, slipped peacefully from this world on September 23, 2011 at age 95 surrounded by his immediate family. Although his last few years were lived in total darkness after losing his eyesight, he always maintained an interest in world events, the environment, a curiosity about life and history and was a caring influence on his family.

Chuck (as he was generally known) was the second youngest of four children (Eldon, Alda, Charles and Mary) born to Wilbert Silas and Mary Isabella Gibson in 1916. He was the great-grandson of David Gibson, an Ontario Land Surveyor and a key participant in the Rebellion of 1837 who fled for his life and spent ten years in exile in the United States. He was subsequently pardoned by Queen Victoria and returned to Canada becoming the Provincial Surveyor of Western Upper Canada.

Chuck's long life began in a now vanished, much less diverse Toronto amid the carnage of WWI, when horse-drawn carriages were just giving way to automobiles and electric trams. He came of age in a world shaped by the Depression, graduating from North Toronto Collegiate where he was a notable athlete. He subsequently trained as a land surveyor, joining the family’s firm of WS Gibson & Sons which evolved into Speight, Van Nostrand & Gibson Ltd.

following his retirement.

Shortly after the outbreak of WWII in Europe in 1939, Chuck met his future wife, Margaret Bailey, who had left her birthplace of Bracebridge to work in Toronto. Their marriage, celebrated the day before the attack on Pearl Harbour, was to flourish and endure for nearly 70 years. Not long after his marriage, Chuck enlisted as a Lieutenant in the Royal Canadian Artillery and served overseas in the U.K. for three years while Marg returned to her family in Bracebridge to raise their first child, Marilyn. His expected participation in the D-Day invasion was prevented by an injury suffered in a motorcycle accident.

After his return to Toronto at the end of the war, he resumed working in the family surveying business, laying out subdivisions and lots as Toronto enjoyed a rapid post-war suburban expansion. Many of the original subdivision plans and lot titles are based on surveys carried out by his firm. Three more children were born, two daughters, Beverly and Rosemary, and a son David.

In 1950 he moved his growing family to a new home he had built in Willowdale, purchasing a prime ravine lot he had recently laid out and surveyed on a subdivided farm, not far from his ancestor's original residence (the present Gibson House Museum). The couple was active in building the Bayview and York Mills community, including helping to start the first local church in which he served as an Elder for many years.

After retiring in 1976, Chuck and Margaret subsequently moved to Bracebridge where they joined the Happy Gang and made many wonderful new friends, enjoying the slower-paced small-town life as well as cottaging with their extended family in the summer. They also enjoyed many trips to visit Chuck's brother Eldon (also an Ontario Land Surveyor) and his wife Dorothy, who had retired to Mexico, as well as travels to the UK to revisit wartime experiences and Scottish roots centered on David Gibson's ancestral village of Glamis in Forfarshire. Following Chuck's demise, Margaret has continued to live in Bracebridge, where she has various family connections.

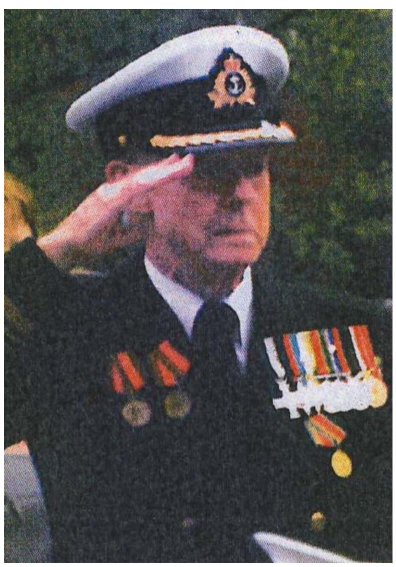
In later years Chuck was delighted to be the grandfather of eight and great-grandfather of ten, all of whom will miss his presence and his stories of bygone eras. For many decades he presided over his growing clan at the cherished family cottage "Wit's End" on Lake Rosseau, where (like the patriarch in "On Golden Pond") he imparted his advice, criticism and views to all assembled. He encouraged participation in the pleasures of Muskoka (especially the silent sports of sailing, canoeing, rowing and swimming), together with a concern for preserving the natural environment.

Chuck, as befitting a land surveyor, ever attentive to accuracy and detail, led an exemplary life centered on diligent endeavour, order, family and an abiding curiosity. He lived to witness space travel and satellite-based surveying, the rise of the global village (which led to family with connections to various countries), and the advent of the mysterious internet. At the time of his death, he was the oldest living member of the Ontario Land Surveyors Association (OLS 628 retired).

Chuck is fondly remembered by his family, friends and acquaintances for his gruff affection, sharp wit, reflexive thriftiness, generous gifts to family and many charitable organizations, extensive knowledge of local history and geography, grudging acceptance of the unsettling mores of the modern era, a love of Big Band Music and a deep attachment to CBC radio.

Following cremation, friends and relatives gathered at the family home in Bracebridge on September 24th to mourn his passing and celebrate his life, recalling shared events and favourite stories. In accordance with his wishes, a memorial celebration will be held in the summer on July 7th at his beloved family cottage. Donations may be made in his name to the South Muskoka Hospital in Bracebridge.

Lt. Cmdr Allen Russell Burgham
DSC, MID, CD, RNZVR, RCNR (Ret.)
OLS (Ret.) # 813
1920 – 2011
Submitted by Robin V. Moore



Allen died peacefully with his family at his side on November 10, 2011 after a long and loving life of duty and service. He was 91 years of age. He continues to be greatly loved and missed by his wife of over 66 years, Barbara Jean Burgham (nee Wallace); his sons Ronald, Ian (Catherine West), Mark (Mary Sean, nee Kelley) and his adoring and greatly saddened grandchildren. Pre-deceased by brothers Clem and Colin, he will be missed by brother Robert "Bob" Burgham, his sister-in-law Isobel Gordon, his brother-in-law Donald Hubble and his many cousins, nephews and nieces in Canada, New Zealand and England.

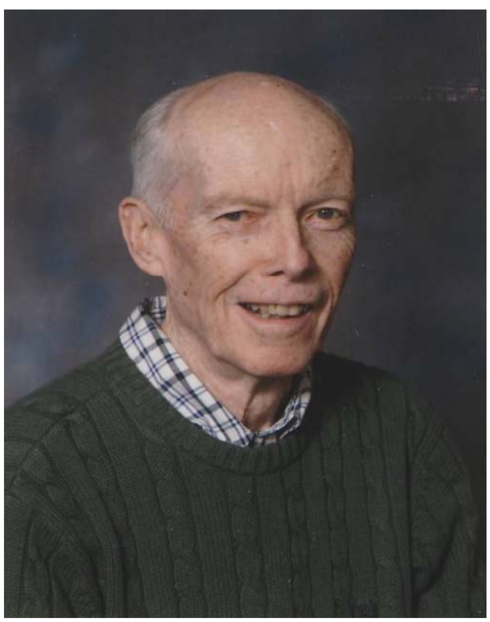
Allen was born in Onehunga, New Zealand and virtually grew up on the beach at Kohi with his brothers and friends and went on to Captain the Tamaki Rugby Club (Juniors). In 1940 at the age of 19 he enlisted in the RNZVR, became Flight Commander of the Fighter Component and Senior Pilot of the 835 Squadron, Royal Navy Fleet Air Arm serving on H.M.S. Nairana on the Atlantic, Arctic and Gibraltar convoys; became Commanding Officer in 1952 of the Royal Canadian Navy's VC921 Squadron of H.M.C.S. Cataraqui. During his duty aboard the H.M.S. Nairana in the Arctic seas defending the convoy from attack against great odds of survival, Allen became the first pilot in history to land a "day fighter" on an aircraft carrier at night and was awarded his second gallantry award, the Distinguished Service Cross. Allen was a quiet gentleman, a great friend and leader and a Royal Navy Pilot to the end.

After the war Allen and Barbara settled in Kingston where he became an Ontario Land Surveyor and partner in the firm of Humphries and Burgham O.L.S. Many projects in and around Queen's University and the Kingston General Hospital were carried out by this company. Allen left his mark on the landscape of this part of Eastern Ontario in the design of many Subdivisions, cottage developments, rural severances and condo projects along the Kingston waterfront.

Allen, Barbara and family enjoyed summers at their cottage on Buck Bay of Bob's Lake and after his retirement, the condo on Lake Ontario's waterfront. Being in the heart of downtown Kingston, evening walks, farmers market and other activities were close at hand.

Allen, with the assistance of his son Ian, compiled a memoir of a Fleet Air Arm Pilot that was completed in March of 2011. This memoir is a fitting tribute to the brave airmen that helped shape history. Allen was surely one of these great men.

Patrick Joseph Morrison Sutherland, OLS (Ret.) #1055
February 21, 1931-February 5, 2012
Submitted by his brother Norman E. Sutherland, O.L.S.



Pat was born in Borneo, Indonesia, as were his sister Mardie and brother Bloss.

Their father was an oil driller for 14 years there. The family returned to Petrolia in 1932 where his father operated an oil field in Oil Springs. Pat lived his entire life in Petrolia.

In 1951 he entered civil engineering at the University of Toronto. He then transferred to Surveying, articling to J.C. Monteith, P. Eng., O.L.S., D.L.S. and was commissioned in 1960. Later that year he entered into a partnership with Jack Monteith, O.L.S. and the firm Monteith & Sutherland Ltd. is operating today from Sarnia. Brother Norm, a civil engineer and surveyor, joined the firm in 1971 at Pat's request.

Pat operated the Petrolia office and was a very dedicated surveyor, carrying out many surveys particularly in the rural areas of Lambton County. He also went afield from time to time with his first Ontario Hydro project being in Kingston. This winter work required the purchase of their first snowmobile.

Pat had a passion for playing golf, watching the game of hockey, including the Toronto Maple Leafs and the Sr. 'A' Petrolia Gibbon Squires, particularly when they were twice winning the Alan Cup. In high school he excelled in athletics, including football, basketball and track and field. He was an accomplished musician playing alto saxophone in both concert and dance bands.

In his retirement he took up woodworking, creating many beautiful pieces for family and friends.

Pat was also an influence on two of his nephews, Bloss Sutherland O.L.S. in Essex and John Sutherland in Salt Lake City.

Although Pat suffered from Parkinson's disease for 15 years he was still able to play golf until 4 years ago.

He and his wife Suzanne celebrated their 50th wedding anniversary 3 days before he died. He was predeceased by his sister Mardie and brother Bloss. He is survived by his five children, five grandchildren and brother Norm.
Pat's funeral Mass was celebrated at St. Philip's church where he was a faithful member all of his life. He is buried in Mt. Calvary Cemetery in Wyoming.

May he rest in peace.

Leonard Melvin McNeice OLS #695
April 1 1924 – March 9, 2012

Len was born in Wallaceburg, ON to parents Laura and Leonard G. McNeice. He was the first born of four children, (Len, Jean, Don, & Gary). He moved to Orillia with his family in 1931, as his father had accepted a position as the manager and town engineer of the Orillia Water, Light & Power Commission.

Len followed his father's lead and took engineering at Queen's University and was commissioned as an Ontario Land Surveyor in 1948. He articled to Ernie Cavanaugh & Watson for 3 yrs. He married Ruby Skinner on Dec 31, 1947 and had 4 children (Sharon Judy, Wendy and Randy)

Len's father (Leonard G. McNeice "Mac") retired from the Commission after 21 years of service. He and Len (jr) formed McNeice Associates Surveyors &

Consulting Engineers. Together they specialized in water supply and purification, sewage treatment and drainage, town planning, legal surveys, subdivision, land surveying, bridges and other structures. They had commissions for large water and sewage projects at North Bay, Powassan, Sutton, Huntsvillle, Cookstown and Bracebridge. They were especially proud of the floodplain for the Mathiasville Power Plant, the Shaw sub-division and several highway jobs in the Minden – Hwy 35 area.

Working by his father's side was a dream come true for Len jr. as he idolized his father and thoroughly enjoyed the daily contact and accomplishments they had acquired together. Unfortunately this dream was cut short after only 2 short years, due to the sudden and untimely death of Len's father in March 1956. This was a devastating blow for Len.

Len continued to survey under "L. M. McNeice Land Surveyors" for the next 33 years. He continued surveying contracts for The Dept. of Hwys, Victoria Point, Couchiching Point, Washago, Lagoon City, and the Shaw subdivision. Len felt honoured to have a street named after him, "Leonard Ave." in this subdivision and "McNeice Cres." in Washago. Len was also responsible for surveying the location of communication towers throughout Ontario. Len was a very intelligent & well-respected land surveyor. Len's professional ability, integrity and his desire to give good service allowed him to build a very successful business as an Ontario Land Surveyor and to continue the McNeice legacy.

Len was a very loyal boss and went on to mentor a few of his workers to assist them with apprenticeships and eventually open their own businesses. Len had a huge heart and would often do pro-bono work for those experiencing tragic loss and less fortunate events.

Len, like others from that era, could be considered as somewhat of a pioneer of surveyors. He was surveying back in the days before GPS, calculators and computers. This would require a keen eye and mind as well as a talent for mathematical calculations. This untamed land would also require clearing of trees and rock etc. This was right up Len's alley as he loved the bush. He would go hunting every year at the family hunt camp. His son Randy would accompany him on these hunting trips and would eventually work with him during the summer months. There are many landmarks and parcels of land in the Orillia and Muskoka areas that Len was involved in by creating the initial plans and surveying what was once open fields, rock cuts and forests.

Len retired in 1991 just as the technical world was exploding. He sold his business to Galbraith, Harvey & Zubek. John D'Amico bought out Zubek and eventually the firm of McNeice , Harvey & D'Amico was created. D'Amico sold the historical records to Deardon & Stanton in 2010.

Len enjoyed photography and winemaking and he pursued these hobbies in his retirement. He thoroughly enjoyed travelling the countryside in his 5th wheel R.V. with his wife and his beloved animals. Len and Ruby have known each other for the past 70 years. They celebrated their 65th Wedding Anniversary on Dec.31, 2011. Len was a very private, unassuming and compassionate man. He taught his children by example. He was a kind, generous, considerate and tolerant of others "All for one and one for all" was his main motto. He possessed a remarkable modesty and honesty that he instilled in his four children. His love and guidance to his family and loved ones will never be forgotten. His untimely death on March 9, 2012 has left a definite void in the lives of his wife, Ruby and his four children. He will be greatly missed by 11 grandchildren, 9 great grandchildren and 3 great great grandchildren as well as many lifelong friends. Len lived a good life and has definitely left his mark. Though his loss will always be with us, the compassion, faith and understanding that Len taught us will help to bring healing to our hearts. His lasting love will reach across time and keep us forever close in spirit. What a gift it was to have him in our lives and what an honour it is to call him family. Thanks so much for all of the precious memories!

Your loving family

2012 ANNUAL REPORT
— Active Membership —
(as of February 24, 2012)
Branches: Cadastral, Geodetic, Geographic Information Management, Hydrographic, Photogrammetric

1926 Abdelshahid, Aziz
Branch: C / /
2010-Jan-18

1802 Adams, Kim C.
Branch: C / /
1997-Feb-19

1772 Agnihotri, Anil
Branch: C / /
1995-Jan-25

1901 Akehurst, William
Branch: C / /
2007-Aug-09

1831 Aksan, Anna M.
Branch: C / /
1999-Jul-21

1591 Aldworth, Geoffrey G.
Branch: C / /
1986-Jun-18

1407 Allen, Peter M.
Branch: C / /
1975-Jul-10
P.Eng.

1753 Alton, Mark J.
Branch: C / /
1994-Jan-11

CR203 Amin, Khairul
Branch: I / /
2011-Feb-24

1434 Annable, J. Drew
Branch: C / /
1977-Jun-24

1543 Ansell, Eric L.
Branch: C / /
1982-Dec-06

1869 Aregers, Craig G.
Branch: C / /
2002-Jul-19

1509 Ashworth, Duncan
Branch: C / /
1980-Dec-05

1650 Astri, Dino R.S.
Branch: C / /
1988-Dec-19

1860 Aubrey, Peter N.
Branch: C / /
2001-Sep-12

1501 Auer, Gerhard
Branch: C / /
1980-Jul-09

1525 Avis, Roger
Branch: C / /
1982-Jan-25
C.L.S., M.I.A.S., F.R.I.C.S.

CR197 Bacon, John P.
Branch: I / /
2003-Mar-14

CR2 Baillie, Colin S.
Branch: P / I /
1989-Nov-06

CR17 Bair, Ali J.M.
Branch: G / /
1990-Jan-23

1551 Baker, Bruce
Branch: C / /
1983-Dec-21

1592 Balaban, Steven J.
Branch: C / /
1986-Jun-18

1763 Barrette, André P.
Branch: C / /
1994-Aug-02

CR76 Barron, David A.
Branch: P / I /
1991-Aug-14

1941 Batchvarova, Tania Nenova
Branch: C / /
2011-Feb-24

1913 Baya, Martin
Branch: C / /
2008-Sep-03

CR83 Beck, Norman
Branch: G / /
1991-Nov-19

1888 Bedard, Mark
Branch: C / /
2005-Jan-21
P.Eng.

1771 Beerkens, John M.
Branch: C / /
1995-Jan-21

CR202 Belal, Walid
Branch: I / /
2010-Jan-18

1853 Bello, Oladele S.
Branch: C / /
2001-Jan-31

1800 Benedict, Paul J.
Branch: C / /
1996-Dec-11

1375 Benedict, Ralph J.
Branch: C / /
1974-Jun-14

1614 Bennett, R. Grant
Branch: C / /
1987-Jun-17

1292 Bennett, William E.
Branch: C / /
1971-Dec-17

1836 Beresniewicz, Chris
Branch: C / /
2000-Jan-26

1737 Berg, Ronald E.
Branch: C / /
1993-Jan-21

1502 Bezaire, Bernard J.
Branch: C / /
1980-Jul-09

1754 Bhatti, Wikar A.
Branch: C / /
1994-Jan-11

1885 Bianchi, David
Branch: C / /
2004-Sep-08

1606 Biason, Lawrence J.
Branch: C / /
1986-Jun-18

1593 Bishop, Gregory C.P.
Branch: C / /
1986-Jun-18
P.Eng.

1702 Black, David
Branch: C / /
1991-Aug-14

1104 Blackburn, P. Ardon
Branch: C / /
1962-May-14

1594 Blais, Denis D.
Branch: C / /
1986-Jun-18

1738 Bode, Ralph T.
Branch: C / /
1993-Jan-16
C.L.S.

1580 Boehme, Kerry
Branch: C / /
1985-Dec-18

1651 Bogue, Colin B.
Branch: C / /
1988-Dec-19
P.Eng.

CR184 Boileau, Murray A.
Branch: I / /
2002-Aug-15

CR191 Bontje, Johannes B.
Branch: I / /
2002-Oct-04
P.Eng.

1689 Bortolussi, Adrian
Branch: C / /
1991-Jan-29

1861 Bounsall, Andrew T.
Branch: C / /
2001-Sep-12

1440 Bowden, Graham W.
Branch: C / /
1977-Sep-27
P.Eng.

1565 Bowers, Francis N.
Branch: C / /
1984-Dec-20
P.Eng.

CR67 Bowlby, Ewart D.
Branch: G / /
1991-Jan-29

1278 Bowman, W. James
Branch: C / /
1971-Jun-25

1530 Bowyer, Edward W.
Branch: C / /
1982-Jun-04

1402 Boyd, John G.
Branch: C / /
1975-May-16

CR116 Boynton, Lois R.
Branch: I / /
2000-Jul-19

1760 Bracken, George N.
Branch: C / /
1994-Jan-14

1917 Bridges, Ron
Branch: C / /
2009-Jan-15

1268 Brooks, Thomas H.
Branch: C / /
1971-Apr-08

1553 Brouwers, Bruce
Branch: C / /
1983-Dec-21

1620 Brown, Donald H.
Branch: C / /
1987-Dec-14

CR141 Brubacher, David M.
Branch: I / /
2002-Feb-21

994 Brubacher, Wayne D.
Branch: C / I /
1959-Jan-14

1230 Bruce, Douglas R.
Branch: C / /
1969-Feb-10

CR117 Bruneel, Roger C.
Branch: I / /
2000-Jul-19

1295 Buck, William D.
Branch: C / /
1971-Dec-17
P.Eng., C.L.S.

CR157 Buckle, Alan D.
Branch: I / /
2002-Jun-27

1768 Buisman, Jeffrey E.
Branch: C / /
1995-Jan-11

1947 Bunker, Chris
Branch: C / /
2011-Oct-06

1323 Bunker, Thomas A.
Branch: C / /
1973-Jan-29
C.L.S., P.Eng., C.A.

1701 Burchat, Martha L.
Branch: C / /
1991-Aug-14

CR142 Cadeau, Francis M.
Branch: I / /
2002-Feb-21

1314 Cameron, Andrew
Branch: C / /
1972-Nov-06
P.Eng.

1747 Campbell, Brian R.
Branch: C / /
1993-Aug-11

1810 Campbell, Kenton H.
Branch: C / /
1997-Aug-13

1269 Card, William H.
Branch: C / /
1971-May-26

CR109 Carnegie, J. Trevor
Branch: H / /
1992-Jan-01

1654 Chambers, Donald G.
Branch: C / /
1989-Jun-19

CR159 Chapman, Michael A.
Branch: I / /
2002-Jun-27
P.Eng., Ph.D.

1811 Chapple, Brooke D.
Branch: C / /
1997-Aug-13

1531 Chau, Marvin M.
Branch: C / /
1982-Jun-04
MHKIS, Accredited Mediator

1886 Chitty, Phil W.
Branch: C / /
2004-Sep-08

CR160 Christopher, Desmond A.
Branch: I / /
2002-Jun-27

1466 Church, Paul L.
Branch: C / /
1978-Dec-11

1265 Churchmuch, David N.
Branch: C / /
1971-Feb-02
C.L.S.

1387 Clancy, Michael J.
Branch: C / /
1974-Jul-26

1338 Clancy, Ronald W.
Branch: C / /
1973-Aug-17

1690 Clark, W. Bruce
Branch: C / /
1991-Jan-29
A.L.S

912 Clarke, Alvin J.
Branch: C / /
1956-Aug-15

1567 Clarke, Barry J.
Branch: C / /
1984-Dec-20
C.L.S.

1201 Clarke, Ross A.
Branch: C / /
1966-Oct-04
P.L.E., P.Mgr.

1254 Clipsham, Robert E.
Branch: C / /
1970-May-12
P.Eng.

1781 Coad, Brian A.
Branch: C / /
1995-Jul-20

1542 Cole, J. Anne
Branch: C / /
1982-Dec-06
C.L.S.

1641 Collett, Brent W.
Branch: C / /
1988-Jun-07

1803 Comery, David A.
Branch: C / /
1997-Feb-19

1511 Consoli, Guido V.
Branch: C / /
1980-Dec-05
C.L.S.

1788 Coons, Scott E.
Branch: C / /
1996-Jan-23

1801 Cormier, Dan J.
Branch: C / /
1997-Jan-18
C.L.S.

1691 Cornett, Sarah J.
Branch: C / /
1991-Jan-29

1413 Cotterill, J. Stanley
Branch: C / /
1975-Oct-08

1837 Coutts, Hugh S
Branch: C / /
2000-Jan-26

1805 Cranch, Crystal R.
Branch: C / /
1997-May-13

CR161 Crann, Wayne F.R.
Branch: I / /
2002-Jun-27

1704 Cronier, Eric M.
Branch: C / /
1991-Aug-14
L.L.S. (Cayman Islands)

1527 Culbert, Douglas A.
Branch: C / /
1982-Jan-25

1253 Cullen, Donald J.
Branch: C / /
1970-May-12

1928 Cummings, Dwayne
Branch: C / /
2010-Jan-18

1892 Currie, Lise Roxanne
Branch: C / /
2006-Aug-14

CR132 Czajka, Stephen D.
Branch: I / /
2001-Sep-12

1628 Czerwinski, Stefan E.
Branch: C / /
1988-Jun-07
C.L.S.

1537 Czerwinski, Tom
Branch: C / /
1982-Dec-06

1714 D'Amico, John M.J.
Branch: C / /
1992-Jan-29

CR133 D'Amico, Tony
Branch: I / /
2001-Sep-12

1939 Davidson, Steven Palmer
Branch: C / /
2011-Jan-21

CR196 Davis, Kelly P.
Branch: I / /
2003-Feb-20

1748 Day, Nigel A.P.
Branch: C / /
1993-Aug-26

1739 de Haan, Peter
Branch: C / /
1993-Jan-16

1838 De Luca, Fernando G.
Branch: C / /
2000-Jan-26

1458 de Rijcke, Izaak
Branch: C / /
1978-Jul-19
LL.B.

1789 De Rosa, Pier L.
Branch: C / /
1996-Feb-22

1655 Del Bosco, Terry W.
Branch: C / /
1989-Jun-19

1876 Della Mora, Rick
Branch: C / /
2003-Aug-13

1630 Delorme, Line G.
Branch: C / /
1988-Jun-07

1306 Delph, Frank B.
Branch: C / /
1972-Jun-30
C.L.S.

1878 DenBroeder, Ross
Branch: C / /
2003-Sep-10

1692 Denis, Ronald A.
Branch: C / /
1991-Jan-29
C.L.S.

1863 Di Cosmo, Matthew
Branch: C / /
2002-Feb-21

1568 Dietz, Terry P.
Branch: C / /
1984-Dec-20

823 Dinsmore, Ivan C.
Branch: C / /
1953-Jun-08

1478 Dixon, Richard C.
Branch: C / /
1979-Jun-27

1521 Dolliver, Dan
Branch: C / /
1981-Dec-02

1921 Domagalski, Adam
Branch: C / /
2009-Jul-22

1125 Donaldson, A. Bruce
Branch: C / /
1962-Nov-17

1661 Dore, Ronald
Branch: C / /
1989-Nov-06

1400 Dorland, David S.
Branch: C / /
1975-May-09

1854 Dosen, Vladimir
Branch: C / /
2001-Jan-31

1726 Dunlop, R. Dean
Branch: C / /
1992-Aug-04

1491 Dutrisac, Denis
Branch: C / /
1979-Aug-15

1852 Dzaldov, Dan
Branch: C / /
2001-Jan-16

1716 Dzaldov, Ophir N.
Branch: C / /
1992-Jan-29

CR119 Eckstein, Christopher R.
Branch: I / /
2000-Jul-19

1538 Edward, C. Paul
Branch: C / /
1982-Dec-06

1364 Elms, Malcolm R.
Branch: C / /
1974-Jan-03

CR113 Emode, Richard E.O.
Branch: G / /
1993-Feb-11
P.Eng., FEC

1554 England, J. Brent
Branch: C / /
1983-Dec-21
C.L.S.

1764 Eplett, F. Dale
Branch: C / /
1994-Aug-17
P.Eng.

1782 Ertl, Lawrence O.
Branch: C / /
1995-Jul-31

1812 Even, James
Branch: C / /
1997-Aug-13

1743 Farstad, John H.M.
Branch: C / /
1993-Jan-12

1937 Fee, John Jeffrey
Branch: C / /
2011-Jan-12

1424 Fencott, Robert J.
Branch: C / /
1976-Jul-15
P.Eng.

1059 Fenton, William M.
Branch: C / /
1960-Aug-26

1932 Feren, Peter Raymond
Branch: C / /
2010-Sep-08

CR64 Ferguson, James E.
Branch: G / /
1990-Nov-06

1615 Ferguson, Kerry D.
Branch: C / /
1987-Jun-17

1616 Ferizovic, Ken
Branch: C / /
1987-Jun-17

1575 Finnie, Roderick
Branch: C / /
1985-Jun-10

1934 Fisher, Michael John
Branch: C / /
2010-Sep-08

1828 Fleguel, Robin L.
Branch: C / /
1999-Feb-03

1818 Fletcher, Stephen G.
Branch: C / /
1998-Feb-05

1555 Fligg, Robert A.
Branch: C / /
1983-Dec-21
C.L.S.

1436 Force, Robert T.
Branch: C / /
1977-Jun-24

1311 Forth, Paul F.
Branch: C / /
1972-Jul-24

1882 Fournier, Marc G.
Branch: C / /
2004-Jan-09

CR21 Francis, Paul M.
Branch: P / / I
1990-Jan-23

CR77 Franey, Michael T.
Branch: P / /
1991-Aug-14

1676 Fulton, Robert J.
Branch: C / /
1990-Jul-10

1138 Gacser, Ernest
Branch: C / /
1963-May-28

1644 Galati, Pasquale
Branch: C / /
1988-Jun-07

1636 Galejs, John
Branch: C / /
1988-Jun-07

1727 Garden, Edward R.
Branch: C / /
1992-Aug-04

CR95 Gariepy, David H.
Branch: P / /
1991-Nov-19
P.Eng.

CR89 Garrard, Gordon W.
Branch: G / /
1991-Nov-19

1545 Gaspirc, Robert
Branch: C / /
1982-Dec-06
C.L.S.

1808 Gelbloom, Jaime
Branch: C / /
1997-Jun-17
C.L.S.

1718	Geyer, Rodney H. Branch: C / / 1992-Jan-29
1819	Gibson, Laura E. Branch: C / / 1998-Jan-27
1625	Gifford, Steven J. Branch: C / / 1987-Dec-14
1791	Gilmore, Mark V. Branch: C / / 1996-Feb-22
CR96	Goadsby, J. Morgan Branch: G / / 1991-Nov-19
1643	Godwin, Peter J. Branch: C / / 1988-Jun-07
1813	Goebelle, Hugh B. Branch: C / / 1997-Aug-13 C.L.S.
CR162	Goff, Dennis H. Branch: I / / 2002-Jun-27
1814	Goldman, Barry D. Branch: C / / 1997-Aug-13
1185	Goltz, John F. Branch: C / / 1965-Dec-13
1942	Gondo, Thomas Branch: C / / 2011-Feb-24
1663	Goodridge, Paul G. Branch: C / / 1990-Jan-23
1839	Gorman, Michael J. Branch: C / / 2000-Jan-26
1430	Gossling, Steven J. Branch: C / / 1977-Feb-02
1288	Graham, Derek G. Branch: C / / 1971-Nov-22
1183	Grander, Helmut F. Branch: C / / 1965-Dec-13
1759	Grander, Ralph F. Branch: C / / 1994-Jan-13
1945	Green, David Branch: C / / 2011-Apr-07
CR120	Greenfield, Kirsten M. Branch: I / / 2000-Jul-19 CLS
1595	Gregoire, Paul J. Branch: C / / 1986-Jun-18 C.L.S.
1379	Grenkie, Edward J. Branch: C / / 1974-Jun-21 S.L.S.(RET), P.SURV.
1868	Griffiths, Michael A. Branch: C / / 2002-Jul-18
1824	Grozelle, Nancy J. Branch: C / / 1998-Aug-12

1465	Gutri, John H. Branch: C / / 1978-Oct-30
1447	Hackett, Richard Branch: C / / 1978-Feb-22
1556	Halliday, Robert D. Branch: C / / 1984-Jul-04 C.L.S.
1503	Halsall, John R. Branch: C / / 1980-Jul-09
CR134	Ham, Jeffrey J. Branch: I / / 2001-Sep-12 C.E.T.
1713	Haramis, J. Patrick Branch: C / / 1991-Aug-22
1693	Harper, William A. Branch: C / / 1991-Jan-29 C.L.S.
1532	Harris, Robert K. Branch: C / / 1982-Jun-04 C.L.S. (St Lucia)
1786	Harris-Herr, Nancy L. Branch: C / / 1995-Oct-14
1528	Hartley, Timothy D. Branch: C / / 1982-Jan-25
1847	Hartwick, G. Travis Branch: C / / 2000-Jul-19
1705	Hartwick, Gregory J. Branch: C / / 1991-Aug-14 C.L.S.
1406	Hawkins, Robert C. Branch: C / / 1975-Jun-17
1761	Hawley, David J. Branch: C / / 1994-Apr-13
1880	Hazen, Jason P.E. Branch: C / / 2004-Jan-08
CR14	Heney, Peter J. Branch: G / / 1989-Nov-23
CR135	Henrickson, David R. Branch: I / / 2001-Sep-12
1930	Herman, Zoltan Branch: C / / 2010-Jan-18
1576	Herweyer, Edward H. Branch: C / / 1985-Jun-10
1899	Hewlett, James A. Branch: C / / 2007-Jan-15
1621	Heywood, Allan J. Branch: C / / 1987-Dec-14
1720	Hickson, Gerald G. Branch: C / / 1992-Jan-29

CR164	Higgin, Valerie I. Branch: I / / 2002-Jun-27	1128	Horwood, David O. Branch: C / / 1963-Feb-25 C.L.S.
1596	Higginson, Leslie M. Branch: C / / 1986-Jun-18	741	Houghton, Donald I. Branch: C / / 1950-Aug-29
1494	Hiley, John W. Branch: C / / 1979-Dec-07	1706	Houghton, Ward I. Branch: C / / 1991-Aug-14
1634	Hillis, Kerry F. Branch: C / / 1988-Jun-07	1534	Hunt, Douglas E. Branch: C / / 1982-Jun-04
1631	Himma, Mart H. Branch: C / / 1988-Jun-07	1582	Husted, Kimberly S. Branch: C / / 1985-Dec-18
1919	Hodgson, Shawn Branch: C / / 2009-Jan-15	1827	Hyde, Harold D. Branch: C / / 1999-Feb-03
1533	Hofmann, Phillip Branch: C / / 1982-Jun-04	1832	Iavicoli, Bruno Branch: C / / 1999-Jul-21
1617	Hogan, J. Russell Branch: C / / 1987-Jun-17	1797	Ims, Theodor H. Branch: C / / 1996-Aug-13
1750	Homer, Peter J. Branch: C / / 1993-Sep-24	1728	Irwin, Bruce C. Branch: C / / 1992-Aug-04
1815	Hook, Stephen D. Branch: C / / 1997-Aug-13	1573	Irwin, Gary A. Branch: C / / 1985-Feb-19
1773	Hoppe, Thomas Branch: C / / 1995-Jan-25	1897	Isip, Reynaldo Lagman Branch: C / / 2007-Jan-11
CR144	Horwood, David M. Branch: I / / 2002-Feb-21	1086	Jackson, John E. Branch: C / / 1961-Sep-20

1629 Jacobs, Bryan
Branch: C / /
1988-Jun-07

CR187 Jaros, Ronald
Branch: I / /
2002-Aug-29

1425 Jason, Ronald M.
Branch: C / /
1976-Jul-15
C.L.S., P.Eng.

1927 Jeffray, Angela
Branch: C / /
2010-Feb-18

1550 Jemmett, Douglas W.
Branch: C / /
1983-Jul-12

1648 Jemmett, Shawn A.
Branch: C / /
1988-Dec-19

1574 Jenkins, Kevin G.
Branch: C / /
1985-Feb-19

1864 Jeraj, Alnashir
Branch: C / /
2002-Feb-21

1571 Johnson, E. Bruce
Branch: C / /
1984-Dec-20

1889 Johnson, James W.
Branch: C / /
2005-Jan-26

1262 Johnson, Ross M.
Branch: C / /
1970-Nov-24

1688 Johnston, Kerry S.
Branch: C / /
1991-Jan-15

CR128 Jones, Darrell W.
Branch: I / /
2000-Nov-17

1282 Jones, Russell W.R.
Branch: C / /
1971-Sep-13

1626 Jordan, Robert J.
Branch: C / /
1987-Dec-14

1619 Jordens, Douglas F.
Branch: C / /
1987-Jul-11
S.L.S.

1922 Kalantzakos, Harry
Branch: C / /
2009-Jul-22

1449 Karpiel, Ronald S.
Branch: C / /
1978-Jun-05
A.L.S.

1557 Kasprzak, Adam
Branch: C / /
1984-Jul-04

1678 Keat, John C.G.
Branch: C / /
1990-Jul-10

1883 Keatley, Gordon R.
Branch: C / /
2004-Jan-13

CR165 Kenea, Nasir H.
Branch: I / /
2002-Jun-27
Ph.D.

1442 Kennedy, John H.
Branch: C / /
1977-Sep-27
C.L.S.

1352 Kerr, Brian W.
Branch: C / /
1973-Nov-22

1577 Ketchum, Kenneth J.
Branch: C / /
1985-Jun-10

1322 Kiar, Christian R.
Branch: C / /
1973-Jan-29

1609 Kidd, Paul
Branch: C / /
1986-Dec-15

1280 Kikas, Anton
Branch: C / /
1971-Aug-09
P.Eng.

CR115 Kingston, Laura A.
Branch: G / /
1998-Aug-12
Ph.D.

1429 Kirkland, James E.
Branch: C / /
1977-Feb-02
P.Eng.

1639 Kirkup, Roy S.
Branch: C / /
1988-Jun-07

1607 Kliaman, Cindy S.
Branch: C / /
1986-Jun-18
C.L.S.

1649 Knisley, Martin W.
Branch: C / /
1988-Dec-19

CR121 Knowles, John P.
Branch: I / /
2000-Jul-19

1851 Kovacs, David A.
Branch: C / /
2000-Jul-22

1488 Kowalenko, Walter
Branch: C / /
1979-Aug-15

1774 Krcmar, Maja
Branch: C / /
1995-Jan-25

1775 Krcmar, Saša
Branch: C / /
1995-Jan-25

1900 Krcmar, Tomislav
Branch: C / /
2007-Jan-23

1370 Krcmar, Vladimir
Branch: C / /
1974-Jan-22

1622 Kreze, Daniel
Branch: C / /
1987-Dec-14

1722 Kristjanson, Tom
Branch: C / /
1992-Jan-29

1865 Kubicki, Borys D.
Branch: C / /
2002-Feb-21

1564 Kuelling, Laurence J.
Branch: C / /
1984-Sep-04

1848 Kujala, Kevin P.
Branch: C / /
2000-Jul-19

1898 Laframboise, Gabriel
Branch: C / /
2007-Jan-11

1729 Lamb, Peter B.
Branch: C / /
1992-Aug-04

1829 Lamont, David A.
Branch: C / /
1999-Feb-03

1547 Lancaster, Edward M.
Branch: C / /
1983-Feb-06
C.L.S.

1918 LaPointe, Stéphane
Branch: C / /
2009-Jan-15

1798 Larocque, R. Brent
Branch: C / /
1996-Aug-13

1257 Larocque, Richard
Branch: C / /
1970-Aug-25

1914 Lau, Francis
Branch: C / /
2008-Aug-28

1906 Lawrence, Gavin Eldred
Branch: C / /
2008-Jan-23

1792 Laws, James M.
Branch: C / /
1996-Feb-22

1809 Legat, Jaro A.
Branch: C / /
1997-Jun-17

1367 LeGris, Murray J.
Branch: C / /
1974-Jan-04

1755 LeGrow, Neil A.
Branch: C / /
1994-Jan-11

1896 Lemmetty, Anita I.
Branch: C / /
2006-Nov-10

1940 Leslie, Jamie William
Branch: C / /
2011-Jan-26

CR205 Li, Amy Kwok Ying
Branch: I / /
2012-Feb-23

CR145 Li, Jun
Branch: I / /
2002-Feb-21
Ph.D., P.Eng.

CR167 Li, Songnian
Branch: I / /
2002-Jun-27
Ph.D., P.Eng.

1830 Lin, Joseph
Branch: C / /
1999-Feb-03

CR150 Linders, Donald J.
Branch: I / /
2002-Apr-08

1825 Linhares, J. Eduardo
Branch: C / /
1998-Aug-12

CR168 Little, Alan J.
Branch: I / /
2002-Jun-27

1664 Lo, George C.M.
Branch: C / /
1990-Jan-23

1679 Lord, Rodney D.
Branch: C / /
1990-Jul-10

1399 Lorentz, Richard D.
Branch: C / /
1975-Jan-14

1597 Lymer, Daniel J.
Branch: C / /
1986-Jun-18
P.Eng.

1642 Lynch, Brian J.
Branch: C / /
1988-Jun-07

CR56 Lyszkiewicz, Andrew A.
Branch: G / /
1990-Jul-10

1849 MacDonald, Christopher A.
Branch: C / /
2000-Jul-19

1822 MacDonald, Thomas G.
Branch: C / /
1998-Jul-22

1605 Macek, Michael
Branch: C / /
1986-Jun-18

1656 MacGregor, Susan F.
Branch: C / /
1989-Jun-19

1246 MacMillan, J. Don
Branch: C / /
1969-Nov-17

1816 Magee, G. Bret
Branch: C / /
1997-Aug-13

CR99 Mailhot-Aron, Ann-Marie
Branch: G / /
1991-Nov-19

1785 Mak, Ronald M.
Branch: C / /
1995-Aug-15

1546 Mak, Rudy
Branch: C / /
1982-Dec-06

1549 Maloney, Brian J.
Branch: C / /
1983-Jul-12

1668 Mann, Robert J.
Branch: C / /
1990-Jan-23

1535 Mansfield, Peter J.
Branch: C / /
1982-Jun-04
C.L.S.

1744 Mantha, Andrew S.
Branch: C / /
1993-Jan-19

1924 Mares, Viorel
Branch: C / /
2009-Aug-11

CR30 Marion, David H.
Branch: P / /
1990-Feb-05

1540 Marlatt, Michael E.
Branch: C / /
1982-Dec-06
C.L.S.

1337 Marr, Douglas G.
Branch: C / /
1973-Aug-14

CR8 Marshall, Eugene P.
Branch: G / /
1989-Nov-06

CR149 Martin, Blain W.
Branch: I / /
2002-Feb-21
C.L.S., PMP

1745 Martin, Robert C.
Branch: C / /
1993-Jan-13

1907 Marton, Alexandru
Branch: C / /
2008-Jan-23

1339 Mascoe, William A.
Branch: C / /
1973-Sep-20

1881 Matthews, Jeremy C.E.
Branch: C / /
2004-Jan-09

1272 Matthews, Kenneth M.
Branch: C / /
1971-Jun-03

1740 Matthews, Michael F.
Branch: C / /
1993-Jan-12
C.L.S.

1884 Maughan, David U.
Branch: C / /
2004-Jan-20

981 Maughan, Lawrence U.
Branch: C / /
1958-Nov-12

1548 Mauro, Frank
Branch: C / /
1983-Jul-12

1756 Mayo, Roy C.
Branch: C / /
1994-Jan-11

CR181 McCausland, Alvin D.
Branch: I / /
2002-Jul-17

1724 McConnell, Robert
Branch: C / /
1992-Jan-29

1730 McDermott, Robert M.
Branch: C / /
1991-Aug-04

CR204 MCFARLANE, George P.
Branch: I / /
1979-Jun-27

886 McGeorge, David G.
Branch: C / /
1955-Jun-28
P.Eng.

1707 McGeorge, Margo L.
Branch: C / /
1991-Aug-14

1751 McGuire, Gordon D.
Branch: C / /
1993-Sep-23

1583 McKay, Scott A.
Branch: C / /
1985-Dec-18
C.L.S.

1949 McKechnie, Michael
Branch: C / /
2012-Feb-23

1508 McKechnie, Stewart D.
Branch: C / /
1980-Oct-09

1708 McKibbon, Robert W.
Branch: C / /
1991-Aug-14

1137 McKibbon, Ronald G.
Branch: C / /
1963-May-07

1709 McLaren, Daniel S.
Branch: C / /
1991-Aug-14
P.Eng.

1741 McLeod, Daniel J.
Branch: C / /
1993-Jan-21

1874 McMorran, D. Scott
Branch: C / /
2003-Feb-20

1109 McMurchy, Bruce I.
Branch: C / /
1962-Jun-19
C.L.S.

1558 McNabb, Marvin D.
Branch: C / /
1984-Jul-04

1840 McNeil, Trevor D.A.
Branch: C / /
2000-Jan-26

1584 McPherson, Bruce G.
Branch: C / /
1985-Dec-18
P.Eng.

1780 Meldrum Smith, Julia M.
Branch: C / /
1995-Jul-19
C.L.S.

1903 Merrlles, John
Branch: C / /
2007-Sep-07

1559 Merry, William I.
Branch: C / /
1984-Jul-04

CR110 Michael, John H.
Branch: P / /
1992-Feb-01

1085 MIDDLETON, John A.
Branch: C / /
1961-Aug-23

1512 Miller, Paul A.
Branch: C / /
1980-Dec-05
C.L.S.

1585 Miller, Richard D.
Branch: C / /
1985-Dec-18

1855 Milne, Neil C.
Branch: C / /
2001-Jan-31

1806 Miret, Dario A.
Branch: C / /
1997-May-13

1923 Mirzakhanlou, Manouchehr
Branch: C / /
2009-Jul-22

CR153 Misofi, Lambro
Branch: I / /
2002-Jun-18

1946 Mitrev, Simeon E
Branch: C / /
2011-Jul-29

1578 Mitsche, Helmut
Branch: C / /
1985-Jun-10

1681 Molloy, Perry A.
Branch: C / /
1990-Jul-10

1053 Monteith, John D.
Branch: C / /
1960-May-13

1793 Moore, Raymond A.
Branch: C / /
1996-Feb-22
P.Eng.

1623 Moore, William J.
Branch: C / /
1987-Dec-14

1317 Moreton, Peter G.
Branch: C / /
1972-Dec-19
C.L.S.

1467 Mountjoy, Maureen V.
Branch: C / /
1978-Dec-14

1746 Mountjoy, Robert G.
Branch: C / /
1993-Jan-12
P.Eng.

CR45 Mrstik, Paul F.
Branch: G / /
1990-Feb-19
P.Eng.

1779 Muir, John W.
Branch: C / /
1995-Jul-24
C.L.S.

1358 Mullally, J. Peter
Branch: C / /
1973-Dec-24

CR136 Murdoch, Robert M.
Branch: I / /
2001-Sep-12

1341 Murray, Richard W.
Branch: C / /
1973-Nov-08

1912 Musclow, Chris
Branch: C / /
2008-Jul-25

1658 Mwinyi, Omari B.S.
Branch: C / /
1989-Jun-19

CR170 Nadjiwon, Cathryn A.
Branch: I / /
2002-Jun-27

1870 Nanfara, Joseph
Branch: C / /
2002-Oct-03

CR71 Naraine, Robert
Branch: G / /
1991-Jan-29
B.Sc. (HONS) MA

1871 Ng, Foo Yip
Branch: C / /
2003-Jan-08

1833 Niculae, Roxana
Branch: C / /
1999-Jul-21

CR199 Nielsen, Peter M.
Branch: G / /
2004-Jan-08

1682 Nisbet, Martin T.
Branch: C / /
1990-Jul-10
C.L.S.

1908 Nisioiu, Tudor
Branch: C / /
2008-Jan-23

1373 Norgrove, David J.
Branch: C / /
1974-Apr-16

1497 Nouwens, John P.
Branch: C / /
1979-Dec-07

1873 Nouwens, Marcus J.T.
Branch: C / /
2003-Jan-14
P.Eng.

1867 O'Connor, Shawn M.
Branch: C / /
2002-Jul-16

1893 Osinski, Marek
Branch: C / /
2006-Aug-14

CR200 Osuchowski, Zofia
Branch: P / /
2004-Sep-08

1936 Oyler, Christopher John
Branch: C / /
2010-Sep-08

1572 Packowski, Thomas J.
Branch: C / /
1984-Dec-20

1834 Page, Dasha
Branch: C / /
1999-Jul-21

CR201 Palladino, Julius
Branch: I / /
2002-Sep-11

1345 Papa, Guido
Branch: C / /
1973-Nov-19

1909 Papa, Valerio G.
Branch: C / /
2008-Jan-23

1721 Parker, Bruce A.
Branch: C / /
1992-Jan-29

CR195 Parkin, Margaret J.
Branch: I / /
2003-Feb-06

1569 Parsons, William E.
Branch: C / /
1984-Dec-20
C.L.S.

1410 Patten, Lynn H.
Branch: C / /
1975-Jul-11

1480 Paul, Ralph W.
Branch: C / /
1979-Jun-27

1778 Payette, Marc P.
Branch: C / /
1995-Apr-21

1669 Pearce, Wayne T.
Branch: C / /
1990-Jan-23
P.Eng.

1680 Pearson, Michéle M.
Branch: C / /
1990-Jul-10

1670 Pearson, Robert G.
Branch: C / /
1990-Jan-23

1695 Perkins, Kevin D.
Branch: C / /
1991-Jan-29

CR112 Perkins, Stephen M.
Branch: P / /
1992-Aug-04

1776 Pesce, David
Branch: C / /
1995-Jan-25

1536 Petrich, Fred
Branch: C / /
1982-Jun-04

1787 Pettit, D. Bruce
Branch: C / /
1995-Oct-19

1586 Phillips, Gary W.
Branch: C / /
1985-Dec-18

1363 Pickard, B. Roger
Branch: C / /
1974-Jan-02

1217 Piller, Helmut
Branch: C / /
1968-May-22

CR171 Piraino, John P.
Branch: I / /
2002-Jun-27
P.Eng.

1161 Plaxton, William J.
Branch: C / /
1964-Aug-17

CR172 Poletto, Darko I.
Branch: I / /
2002-Jun-27

CR130 Poot, Robin W.L.
Branch: G / /
2001-Aug-10

1891 Popa, Dorin
Branch: C / /
2006-Jan-13

CR173 Power, K. Michael
Branch: I / /
2002-Jun-27

1539 Preiss, Richard A.
Branch: C / /
1982-Dec-06

1752 Preston, Gary L.
Branch: C / /
1993-Aug-18

1351 Preston, Ronald K.
Branch: C / /
1973-Nov-22

1683 Purcell, T. Murray
Branch: C / /
1990-Jul-10

1637 Quesnel, Paul M.
Branch: C / /
1988-Jun-07

1579 Quinlan, Danny P.
Branch: C / /
1985-Jun-10

1318 Rady-Pentek, Joseph
Branch: C / /
1972-Dec-19
P.Eng.

1841 Raikes, Peter T.
Branch: C / /
2000-Jan-26
CLS

1684 Raithby, David J.
Branch: C / /
1990-Jul-10

CR10 Ramchuram, Stivell
Branch: P / /
1989-Nov-06

1561 Ramsamooj, Sase N.
Branch: C / /
1984-Jul-04

1321 Rasch, R. Desmond
Branch: C / /
1973-Jan-26

1943 Rathnayake, Vineetha S.
Branch: C / /
2011-Feb-24

1731 Ray, Gordon A.
Branch: C / /
1992-Aug-04

1872 Reed, Thomas R.
Branch: C / /
2003-Jan-09

CR123 Reiach, Lindsay
Branch: I / /
2000-Jul-19
C.E.T.

1766 Reid, Rodger J.
Branch: C / G /
1994-Dec-01
C.L.S., P.Eng.

1495 Reitsma, Douglas P.
Branch: C / /
1979-Dec-07

CR131 Reshke, Regan G.
Branch: I / /
2001-Sep-06

1386 Reynolds, Rodney G.
Branch: C / /
1974-Jul-25

CR154 Rishchynski, Robert L.
Branch: I / /
2002-Jun-18

1915 Rizk, Ashraf
Branch: C / /
2008-Sep-03

1176 Roberts, Donald E.
Branch: C / /
1965-May-17

1931 Robinson, Daniel Bernard
Branch: C / /
2010-Aug-18

1725 Robinson, Gregory G.
Branch: C / /
1992-Jan-29

1472 Robinson, Ian D.
Branch: C / /
1979-Feb-07

1587 Roccaforte, Alfonso
Branch: C / /
1985-Dec-18

1804 Rody, Eric
Branch: C / /
1997-Feb-19

1096 Rody, Talson E.
Branch: C / /
1961-Nov-22

1856 Rouse, Tracy R.
Branch: C / /
2001-Jan-31

1362 Rowe, Timothy
Branch: C / /
1973-Dec-31

1910 Roy, André Roger
Branch: C / /
2008-Jan-23

1733 Rudnicki, Les S.
Branch: C / /
1992-Aug-04

1541 Rueb, Erich
Branch: C / /
1982-Dec-06

1671 Ruttan, Steven C.
Branch: C / /
1990-Jan-23

1416 Ruuska, Seppo M.
Branch: C / /
1975-Oct-23
C.L.S.

1875 Salb, Thomas J.
Branch: C / /
2003-Jul-15

1523 Salna, Robert
Branch: C / /
1981-Dec-02

1894 Salzer, Eric G.
Branch: C / /
2006-Aug-14

1544 Sam-Guindon, Kathryn
Branch: C / /
1982-Dec-06
C.L.S.

CR12 Sani, Anthony P.
Branch: P / I /
1989-Nov-06
M.R.I.C.S.

1842 Sankey, Alister D.
Branch: C / /
2000-Jan-26

1895 Scott, John S.
Branch: C / /
2006-Aug-14

1225 Searles, David B.
Branch: C / /
1968-Oct-10

1418 Secord, James M.
Branch: C / /
1975-Nov-20
P.Eng. (N.B.), Ph.D., ANBLS (Associate)

1920 Seguin, Ryan William
Branch: C / /
2009-Feb-19

1611 Senkus, Tom A.
Branch: C / /
1986-Dec-15

CR189 Sevigny, Robert F.
Branch: I / /
2002-Sep-10

1857 Shanmugarajah, Tharmarajah
Branch: C / /
2001-Jan-31

1686 Shantz, Murray R.
Branch: C / I /
1990-Jul-10

1633 Sheehy, Paul J.
Branch: C / /
1988-Jun-07
C.L.S.

1719 Shelp, V. Andrew
Branch: C / /
1992-Jan-29

1697 Shipman, Jeffrey P.
Branch: C / /
1991-Jan-29

1904 Sibthorp, Raymond James
Branch: C / /
2007-Sep-14

CR124 Silburn, James L.
Branch: I / /
2000-Jul-19

1698 Simone, Roy A.
Branch: C / /
1991-Jan-29
MIS

1794 Simpson, Michael J.
Branch: C / /
1996-Feb-22

1518 Simpson, Walter J.
Branch: C / /
1981-May-08
C.L.S.

1687 Singh, Tirbhowan
Branch: C / /
1990-Jul-10
P.Eng.

1673 Sinnis, Spiro
Branch: C / /
1990-Jan-23
C.L.S.

1699 Skuro, Peter M.
Branch: C / /
1991-Jan-29

1600 Smith, Anthony G.
Branch: C / /
1986-Jun-18

CR125 Smith, Ian D.
Branch: I / /
2000-Jul-19

1448 Smith, J. Andrew
Branch: C / /
1978-Jun-05

1296 Smith, Ronald H.
Branch: C / /
1971-Dec-17
C.L.S.

1601 Snell, William D.
Branch: C / /
1986-Jun-18
C.L.S.

1799 Sperling, Ernest G.
Branch: C / /
1996-Aug-13

CR176 Springate, Mark C.
Branch: I / /
2002-Jun-27

CR182 Sroka, Anthony V.
Branch: I / /
2002-Jul-17

1715 Stanciu, Christian
Branch: C / /
1992-Jan-29

1570 Stanton, Chester J.
Branch: C / /
1984-Dec-20
C.L.S.

1143 Stanton, John A.
Branch: C / /
1963-Dec-04
P.Eng.

1850 Starcevic, Dario
Branch: C / /
2000-Jul-19

1672 Stauskas, Tony
Branch: C / /
1990-Jan-23

1948 Stephen, Adam Michael F.
Branch: C / /
2012-Jan-13

1457 Stewart, Ronald J.
Branch: C / /
1978-Jul-05

1769 Stidwill, Grant T.
Branch: C / /
1995-Jan-20
P.Eng.

1588 Stidwill, Kirk L.
Branch: C / /
1985-Dec-18
P.Eng.

1513 Stirling, Robert D.
Branch: C / /
1980-Dec-05
C.L.S.

1843 Stojanovic, Svetomir
Branch: C / /
2000-Jan-26

1783 Stringer, David B.
Branch: C / G / I
1995-Aug-10
P.Eng.

1444 Stringer, Peter J.
Branch: C / /
1978-Jan-18
C.L.S., B.C.L.S.

1428 Strongman, Charles T.
Branch: C / /
1976-Nov-11

1589 Suda, Philip
Branch: C / /
1985-Dec-18

CR127 Sun, Patrick X.
Branch: I / /
2000-Nov-06

1659 Suppa, Pasquale
Branch: C / /
1989-Jun-19

CR186 Sussman, Raphael
Branch: I / /
2002-Aug-26

1858 Sutherland, Bloss J.
Branch: C / /
2001-Jan-31

1435 Sutherland, Norman E.
Branch: C / /
1977-Jun-24
C.L.S., P.Eng.

1879 Swift, Phillip S.
Branch: C / /
2003-Oct-01
B.C.L.S.

1326 Taggart, W. Ross
Branch: C / /
1973-Feb-04
P.Eng.

1862 Talbot, Jeffrey P.
Branch: C / /
2001-Sep-12

1426 Tamblyn, W. Bryan
Branch: C / /
1976-Jul-15

1734 Taurins, Normans V.
Branch: C / /
1992-Aug-04

1514 Terry, Michael J.
Branch: C / /
1980-Dec-05

CR138 Thachuk, Bruce E.
Branch: I / /
2001-Sep-12

1563 Thaler, Robert C.
Branch: C / /
1984-Jul-04

1795 Thom, Kevin S.
Branch: C / /
1996-Feb-22

1844 Thomsen, Paul R.
Branch: C / /
2000-Jan-26

1603 Thorpe, Peter
Branch: C / /
1986-Jun-18

1635 Tieman, Andrea E.
Branch: C / /
1988-Jun-07

CR148 Tierney, Kevin M.
Branch: I / /
2002-Feb-21

1823 Ting, Eric
Branch: C / /
1998-Aug-12

1911 Tomaszewski, Henry
Branch: C / /
2008-Jan-23

1110 Tomlinson, Robert D.
Branch: C / /
1962-Jun-19

CR129 Torbicki, Lydia M.
Branch: I / /
2001-Jan-31

1340 Torrance, Paul H.
Branch: C / /
1973-Nov-01
C.L.S.

1279 Trivers, Colin G.
Branch: C / /
1971-Jul-30
P.Eng.

1938 Truchon, Mel
Branch: C / /
2011-Jan-17

1905 Tulloch, Mark Kenneth
Branch: C / /
2008-Jan-15

1604 Tulloch, Michael F.
Branch: C / /
1986-Jun-18
C.L.S., P.Eng.

1348 Turpel, Wayne D.
Branch: C / /
1973-Nov-20

1476 Urso, David S.
Branch: C / /
1979-Feb-20
C.L.S.

1935 van der Veen, Blake Campbell
Branch: C / /
2010-Sep-08

1155 Van Harten, Menno P.
Branch: C / /
1964-May-08

1515 Van Lankveld, Ted
Branch: C / /
1980-Dec-05

1777 Vanderveen, Gary B.
Branch: C / /
1995-Jan-25

1355 Vaughan, Brian G.
Branch: C / /
1973-Nov-26

1757 Verdun, Michael D.
Branch: C / /
1994-Jan-11

1817 Verhoef, Henriette J.
Branch: C / /
1997-Aug-13
C.L.S.

1396 Visser, Raymond J.
Branch: C / /
1975-Jan-10
C.L.S.

1417 Vollebekk, Dan R.
Branch: C / /
1975-Oct-27

1929 Wahba, Christopher
Branch: C / /
2010-Jan-18

1845 Wahba, Youssef
Branch: C / /
2000-Jan-26

1902 Walczak, Jacek
Branch: C / /
2007-Aug-23

1846 Walker, Darren R.
Branch: C / /
2000-Jan-26

1334 Walker, James E.
Branch: C / /
1973-Jul-30
C.L.S.

1369 Wall, Francis Edward
Branch: C / /
1974-Jan-18
C.L.S.

1056 Wallace, Ivan B.
Branch: C / /
1960-May-20

CR139 Wallace, Michael J.
Branch: I / /
2001-Sep-12

1944 Wannack, Robert John
Branch: C / /
2011-Feb-24

1660 Warren, Brad K.
Branch: C / /
1989-Jun-19

1735 Watson, Keith
Branch: C / /
1992-Aug-04

1504 Watson, Mark T.
Branch: C / I /
1980-Jul-09

CR152 Watt, David R.
Branch: I / /
2002-Jun-14

1770 Webster, Brian J.
Branch: C / /
1995-Jan-20
C.L.S.

1319 Webster, William J.
Branch: C / /
1972-Dec-22
F.S.P.L.S.

1887 Werrell, Adam J.
Branch: C / /
2004-Sep-08

1477 White, John E.
Branch: C / /
1979-May-10

1696 Wiegenbröker, Robert
Branch: C / /
1991-Jan-29

1877 Wilband, Jason P.
Branch: C / /
2003-Sep-10
P.Eng.

1758 Wilkinson, Kenneth D.
Branch: C / /
1994-Jan-11

1675 Williams, Edward J.
Branch: C / /
1990-Jan-23

1211 Williams, Peter J.
Branch: C / /
1967-Dec-18

1331 Wilson, Alexander R.
Branch: C / /
1973-Jul-23

1427 Wilson, Paul
Branch: C / /
1976-Nov-11
P.Eng.

1612 Wilton, David
Branch: C / /
1986-Dec-15

1624 Wimmelbacher, Herman J.
Branch: C / /
1987-Dec-14
C.L.S.

CR151 Woitowich, William A.
Branch: I / /
2002-Apr-16

1409 Wollerman, Wayne R.
Branch: C / /
1975-Jul-11

1453 Woodcock, Robert
Branch: C / /
1978-Jul-05

1135 WOODS, Lawrence G.
Branch: C / /
1963-May-07

1475 Woodland, David
Branch: C / /
1979-Feb-20

1645 Woolley, Patrick J.
Branch: C / /
1988-Jun-07

1613 Worobec, Alan J.
Branch: C / /
1986-Dec-15

1384 Wright, E. Peter
Branch: C / /
1974-Jul-17

1820 Wylie, David J.
Branch: C / /
1998-Jan-27

1344 Wyman, Paul C.
Branch: C / /
1973-Nov-16

1866 Yadollahi, Seyed M.
Branch: C / /
2002-Jul-16

1916 Yalda, Bahram
Branch: C / /
2008-Sep-03

1807 Yeo, Michael W.
Branch: C / /
1997-May-13

1493 Young, John F.G.
Branch: C / /
1979-Oct-16

1821 Young, Joseph R.
Branch: C / /
1998-Jan-27

1505 Young, Timothy A.
Branch: C / /
1980-Jul-09

1933 Zaharieva,
Yordanka Nikolova
Branch: C / /
2010-Sep-08

1925 Zeng, Zhiqiang
Branch: C / /
2009-Aug-11

1835 Zervos, George J.F.
Branch: C / /
1999-Jul-21

1380 Zivko, Rudolf
Branch: C / /
1974-Jun-21
P.Eng.

CR177 Zurek, Wojciech J.
Branch: I / /
2002-Jun-27

2012 ANNUAL REPORT
— Retired Membership —
(as of February 24, 2012)
Branches: Cadastral, Geodetic, Geographic Information Management, Hydrographic, Photogrammetric

1500	AITKEN, James D. Branch: C / / 1980-Jul-09
1159	ANNIS, George D. Branch: C / / 1964-Jun-15
1492	ANSCHUETZ, David Branch: C / / 1979-Sep-06
1498	ARON, Douglas R. Branch: C / / 1979-Dec-07
1171	BARBER, John D. Branch: C / / 1964-Dec-14 C.L.S., P.Eng.
1239	BARRY, Ralph W. Branch: C / / 1969-Jun-23 P.Eng.
1099	BELLACH, Guenter Branch: C / / 1962-Jan-10 C.L.S., B.C.L.S,
873	BENINGER, William A. Branch: C / / 1954-Oct-15
934	BISHOP, H. Curry Branch: C / / 1957-Apr-30 C.L.S., P.Eng.
729	BLACK, Douglas H. Branch: C / / 1950-Jun-12
1051	BOLAN, William E. Branch: C / / 1960-May-09
1054	BRACKEN, George W. Branch: C / / 1960-May-13 P.Eng.
1172	BREWER, William A. Branch: C / / 1965-May-17
1274	BROOKE, Michael E. Branch: C / / 1971-Jun-07
1237	BROUWERS, Harry A. Branch: C / / 1969-Jun-19
1552	BULL, Peter M. Branch: C / / 1983-Dec-21
1034	BURTON, Ross I. Branch: C / / 1959-Nov-25
1017	CALLON, Terrance O. Branch: C / / 1959-Jul-06

1652 CAMPBELL, Elizabeth A.
Branch: C / /
1988-Dec-19

1566 CARD, Steven J.
Branch: C / /
1984-Dec-20
C.L.S., A.L.S., B.C.L.S.

CR86 CARON, Marcel
Branch: P / /
1991-Nov-19

1347 CHOW, Sing Hon
Branch: C / /
1973-Nov-20

902 COE, William R.
Branch: C / /
1955-Nov-28

1414 COGGAN, G. Douglas
Branch: C / /
1975-Oct-16

1149 COOK, Beverley G.
Branch: C / /
1964-May-08

1206 COOK, Godfrey H.
Branch: C / /
1967-Jul-20

1608 COULAS, Timothy A.
Branch: C / /
1986-Dec-15

1024 COUPLAND, Harry G.
Branch: C / /
1959-Aug-24
C.L.S.

1703 COYNE, Paul A.
Branch: C / /
1991-Aug-14

791 CREWE, Richard H.
Branch: C / /
1952-May-05

1520 CULHAM, Douglas
Branch: C / /
1981-Dec-02
C.L.S.

793 CYBULSKI, Daniel A.
Branch: C / /
1952-Jun-15

1304 DANIELS, William J.
Branch: C / /
1972-Jun-20

1222 DOTTERILL, Christopher E.
Branch: C / /
1968-Jul-11

1309 DOUGLAS, Robert G.
Branch: C / /
1972-Jul-11

1226 DREGER, Gerald K.
Branch: C / /
1968-Nov-15

1092 DRUERY, E.G. Guy
Branch: C / /
1961-Nov-15
C.L.S.

1439 EBERHARDT, Dieter
Branch: C / /
1977-Sep-27

1115 EMO, Ronald J.
Branch: C / /
1962-Jul-04

943 ENDLEMAN, Donald W.
Branch: C / /
1957-Jul-24

1408 ENDLEMAN, Thomas H.
Branch: C / /
1975-Jul-11
C.L.S.

1470 EPERJESI, Stefan
Branch: C / /
1979-Feb-07

CR35 ERICKSON, Caroline A.
Branch: G / /
1990-Feb-19
C.L.S., P.Eng.

1123 FEELEY, Bernard
Branch: C / /
1962-Nov-09

1790 FLIM, Allard V.
Branch: C / /
1996-Feb-22
A.L.S.

1359 FULFORD, F. Bruce
Branch: C / /
1973-Dec-27

917 GARDEN, Robert A.
Branch: C / /
1956-Aug-15

836 GARDINER, James N.
Branch: C / /
1953-Sep-01
C.L.S.

1762 GAUTHIER, Richard R.
Branch: C / /
1994-Jun-15

1450 GERRITS, Henry J.
Branch: C / /
1978-Jun-05

1677 GILKS, Veronica D.
Branch: C / /
1990-Jul-10

1332 GLASSFORD, Thomas L.
Branch: C / /
1973-Jul-24

1111 GOOD, Gordon S.
Branch: C / /
1962-Jun-19

1132 GRAHAM, Howard M.
Branch: C / /
1963-May-07

684 GRAY, John
Branch: C / /
1949-May-07

1385 GREEN, Rodney S.
Branch: C / /
1974-Jul-17

1516 GUNN, Robert C.
Branch: C / /
1981-Feb-06
P.Eng.

946 GUNN, Ronald H.
Branch: C / /
1957-Sep-11

1118 GURNETT, Edward G.
Branch: C / /
1962-Sep-17

941 HADFIELD, Colin D.
Branch: C / /
1957-Jun-19

1240 HALINEN, Eero
Branch: C / /
1969-Jul-02

840 HARVEY, John M.
Branch: C / /
1953-Sep-24

884 HEINBUCH, Wallace R.
Branch: C / /
1955-Jun-20

1058 HERMANSON, Glenn D.
Branch: C / /
1960-Jun-21
C.L.S.

818 HILEY, John R.
Branch: C / /
1953-May-01
P.Eng.

1078 HILL, James L.
Branch: C / /
1961-May-10
C.L.S.

1360 HUME, Darrell L.
Branch: C / /
1973-Dec-31
C.L.S.

1432 JIREADA, Charles F.
Branch: C / /
1977-Jun-08

1646 JIWANI, Zul
Branch: C / /
1988-Aug-10
C.L.S.

CR7 KELLY, Kevin M.
Branch: G / /
1989-Nov-06

1299 KIRSTINE, B. Gary
Branch: C / /
1972-Feb-14
P.Eng.

CR60 KONGA, Jury
Branch: I / /
1990-Jul-24

1401 KRUPICZ, Joseph A.
Branch: C / /
1975-May-09
P.Eng.

CR166 KUMAR, B.C. Mahadave
Branch: I / /
2002-Jun-27

1368 KUPFERSCHMIDT, Martin
Branch: C / /
1974-Jan-10

821 LAMBDEN, David W.
Branch: C / /
1953-May-20
C.L.S., FRICS, FIS Aust.

860 LANTHIER, J. Edward
Branch: C / /
1954-Jun-18

1610 LAWLOR, Michael J.
Branch: C / /
1986-Dec-15
A.M.C.T.

1198 LEGROS, Leo A.
Branch: C / /
1966-Aug-03

1297 LEVER, David M.
Branch: C / /
1971-Dec-23

1598 LYON, David A.
Branch: C / /
1986-Jun-18

1459 MACINTOSH, James A.
Branch: C / /
1978-Jul-19

1100 MACLEAN, Douglas C.
Branch: C / /
1962-Apr-11

1489 MACLEOD, Alistair M.
Branch: C / /
1979-Aug-15
C.L.S.

1657 MACLEOD, Kenneth E.
Branch: C / /
1989-Jun-19

CR29 MACLEOD, Malcolm H.
Branch: C / /
1990-Jan-23

1101 MACNABB, Bruce B.
Branch: C / /
1962-Apr-25
C.L.S., P.Eng., M.C.I.P., R.P.P.

CR98 MAGNANELLI, Alfio M.
Branch: P / /
1991-Nov-19

P.Eng.

1667 MALESZYK, Alexander
Branch: C / /
1990-Jan-23

CR70 MARLOW, Robert M.
Branch: P / /
1991-Jan-29

920 MAUGHAN, Michael J.M.
Branch: C / /
1956-Aug-15
P.Eng.

1653 MCELLIGOTT, John A.
Branch: C / /
1988-Dec-19
C.L.S.

985 MCGEORGE, Donald D.
Branch: C / /
1958-Nov-10

1335 MCLAREN, Ian C.
Branch: C / /
1973-Jul-30

1089 MEDLEY, Stewart D.
Branch: C / /
1961-Nov-08

1328 MELLISH, Herbert L.
Branch: C / /
1973-Jun-15
C.L.S.

1114 METZ, John
Branch: C / /
1962-Jul-04

888 MILNE, John C.
Branch: C / /
1955-Jul-05

1710 MINNIE, Steven J.
Branch: C / /
1991-Aug-14
C.L.S., B.C.L.S.

889 MOFFATT, W. Harland
Branch: C / /
1955-Jul-05

CR75 MURAKAMI, John M.
Branch: G / /
1991-Aug-14
C.L.S., P.Eng.

1420 O'DONNELL, J. Hugh
Branch: C / /
1975-Dec-10
Q.L.S.

1010 OGILVIE, Donald W.
Branch: C / /
1959-May-06
C.L.S.

1526 OSBORNE, Alex C.
Branch: C / /
1982-Jan-25

1182 PARR, Robert B.
Branch: C / /
1965-Nov-12

1767 PARSONS, Alison
Branch: C / /
1994-Dec-05

1290 PATTERSON, Douglas W.
Branch: C / /
1971-Nov-29

1638 PERSAUD, G. Michael
Branch: C / /
1988-Jun-07

1301 POTTAGE, John E.
Branch: C / /
1972-May-02
C.L.S.

1421 PUN, Yip K.
Branch: C / /
1975-Dec-30

1221 RAPPICH, Arthur F.
Branch: C / /
1968-Jul-11

1474 RENAUD, Marcel E.
Branch: C / /
1979-Feb-20

1236 RIDDELL, Paul A.
Branch: C / /
1969-Jun-16
C.L.S.

1001 ROBERTS, Anthony F.
Branch: C / /
1959-Apr-22

1308 ROBERTSON, Ronald W.
Branch: C / /
1972-Jul-06
C.L.S.

1140 ROESER, Heinrich L.S.
Branch: C / /
1963-Dec-04

1361 ROOTH, Carl J.
Branch: C / /
1973-Dec-31

1260 SAUVÉ, Peter I.R.
Branch: C / /
1970-Nov-17
C.L.S.

CR122 SAUVÉ, Sheryn I.
Branch: I / /
2000-Jul-19

833 SAWICKI, Walter R.
Branch: C / /
1953-Jul-23
M.C.I.P.

922 SCHAEFFER, Fred
Branch: C / /
1956-Aug-15
P.Eng.

1083 SCHULTZ, David P.J.
Branch: C / /
1961-Jun-14

1890 SELEEM, Nahed N.
Branch: C / /
2006-Jan-13

1188 SEXTON, Christopher A.
Branch: C / /
1965-Dec-13

1175 SHIPMAN, H.A. Kendall
Branch: C / /
1965-May-17
C.L.S.

1473 SIMMONDS, Douglas A.
Branch: C / /
1979-Feb-07

1248 SMITH, Edwin S.
Branch: C / /
1969-Apr-12

CR174 SMITH, Hubert C.
Branch: I / /
2002-Jun-27

898 SMITH, Ralph A.
Branch: I / C / P
2003-Sep-11
C.L.S.

1403 SMITH, W. Douglas
Branch: C / /
1975-May-16

1712 SNUCINS, Erik P.
Branch: C / /
1991-Aug-14

CR52 SROM, Jaromir
Branch: G / /
1990-Jul-10
P.Eng.

1365 STASSEN, Bastian J.
Branch: C / /
1974-Jan-03

1469 STATHAM, S. James
Branch: C / /
1979-Feb-07
C.L.S.

1312 STEL, Joseph
Branch: C / /
1972-Aug-11

1113 STEPHENSON, Bob
Branch: C / /
1962-Jul-04

CR53 STEWART, John L.
Branch: P / /
1990-Jul-10

1164 STEWART, R. Craig
Branch: C / /
1964-Nov-17

1431 STUBBERFIELD, William C.
Branch: C / /
1977-Jun-08
P.Eng.

1032 TACIUM, Edward C.
Branch: C / /
1959-Nov-16
M.L.S. (Ret)

CR185 TARANTINO, Giovanni
Branch: I / /
2002-Aug-19

1223 TEETZEL, Stewart L.
Branch: C / /
1968-Jul-26

682 TODGHAM, Herbert H.
Branch: C / /
1949-Apr-29

1259 VINKLERS, John
Branch: C / /
1970-Nov-16
C.L.S., P.Eng.

1765 VOLLICK, Stephen M.
Branch: C / /
1994-Aug-17
ALS

1052 WEBSTER, John R.
Branch: C / /
1960-May-13

998 WEGMAN, George J.
Branch: C / /
1959-Feb-11

1035 WELSMAN, Roger R.
Branch: C / /
1959-Nov-25

1180 WHITE, James K.
Branch: C / /
1965-May-17

967 WILDMAN, William N.
Branch: C / /
1958-May-07
C.L.S., C.L.S. (Belize)

856 WOOD, Gordon H.
Branch: C / /
1954-May-20
P.Eng.

1307 WOODS, Russell A.
Branch: C / /
1972-Jun-30

964 YATES, Donald F.
Branch: C / /
1958-Jan-08

778 YATES, George T.
Branch: C / /
1951-Oct-30

CR140 YEUNG, Albert K.
Branch: I / /
2001-Sep-12
Ph.D.

1446 YOUNG, Jack K.
Branch: C / /
1978-Feb-22
C.L.S., P.Eng.

1377 YOUNG, R. Kent
Branch: C / /
1974-Jun-17

1736 ZIZEK, William
Branch: C / /
1992-Aug-04