

2007 ANNUAL REPORT

Mission

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

Vision

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

Preface

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

Under the guidance of the APGO Council, the staff worked with the various volunteer committees to attain many of the Association's 2007 objectives. The summary reports on committee activities for 2007 are presented on the following pages.

During 2007 the Association was active on a local to an international scale, working with various government bodies, members and the public.

The Association continues to address the area of enforcement and compliance – striving to ensure that:

- all Ontario geoscientists understand that in order to practice geoscience in Ontario they must be licensed in accordance with the *Professional Geoscientists Act, 2000*; and
- all geoscientists comply with the *Professional Geoscientists Act, 2000* by applying to the Association and, if qualified, becoming licensed.

The Association continued to fulfill its duties in the areas of Complaints and Discipline, Professional Practice and Continuing Professional Development (CPD). 2007 was the first mandatory year for professional geoscientists to file CPD forms documenting professional development undertaken during the course of the previous year. An excellent first mandatory year return rate of 83% was attained. The dedication of professional geoscientists to maintaining competency in their chosen profession was very evident.

Nationally, the APGO continues to work with other Professional Geoscience Associations and the Canadian Council of Professional Geoscientists (CCPG), with the goal of obtaining nationwide harmonization of educational standards and unrestricted mobility. The APGO maintains an open dialogue with all jurisdictions in order to better protect the public and to provide member service.

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

Mission and Vision

The APGO is pleased to introduce the Association's revised Mission and Vision statements. At a recently held Strategic Planning session it was recognized that from time to time it is necessary to re-visit the Mission and Vision statements to ensure that those statements are suitable to guide the Association and the Association's membership into the future.

With that purpose in mind, the Association is pleased to present the new APGO Mission and Vision statements:

Mission

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

Vision

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

The APGO Council, Committees, staff and volunteers will look to these statements to provide guidance in the coming years.

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Letter to the Minister of Northern Development and Mines

May, 2008

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

Dear Minister,

On behalf of the Council of The Association of Professional Geoscientists of Ontario (APGO), our committees and our staff, we wish to present our 2007 Annual Report. As in the past, this report contains an overview of our activities in 2007, including committee reports as well as those from the President, Vice President and Executive Director. You will see in the audited 2007 Financial Report that the Association is financially sound and on course to achieve our goals in that regard. The report also provides a listing of the 2007-2008 Council, Committee rosters and other volunteers. We trust that you will find the APGO continues to meet our mandate, and that the Association is effectively governing the profession of geoscience in Ontario.

In 2007 the APGO has continued to grow its membership, which by the end of the year stood at 1348 license holders. We have seen a maturing of the Association in recent years as we have transitioned from a "start up" organization, primarily registering practitioners, to that of a regulator implementing enforcement and compliance. While we dealt with several complaints in 2007, these have been resolved without progressing to the discipline stage of enforcement. We continue to train our committee members in preparation for the cases which may extend from complaint and investigation, to discipline hearings.

The many APGO members who volunteer in our committees have been busy in 2007, as progress has been made on preparing Professional Practice Guidelines. The Environmental Subcommittee of the Professional Practice Committee has been particularly engaged in responding to Regulation revisions promulgated by the Ministry of the Environment. Council is impressed with the professionalism of these volunteers, and grateful for the time they have spent in providing guidance on matters that not only maintain public safety, but govern day to day practice in the geoscience profession. These are only a few examples of the many committees, 25 in all, which actively serve the APGO, and allow us to achieve our mandate.

Our jurisdiction has the second largest geoscience profession in Canada, and during 2007 we continued to work with our sister organizations in the other provinces and territories towards national mobility for professional geoscientists. A final draft of the Geoscience Knowledge and Experience Requirements for Professional Registration in Canada was accepted by Council in 2007 and we anticipate adopting the final document in 2008. This is a key aspect to ensuring that all applicants meet a common national standard and can be safely licensed to practice in Ontario. The APGO began participating in the National database for Engineers and Geoscientists in 2007. These initiatives are important to facilitate national mobility, a principle that past APGO Councils and the current Council endorse.

We trust that you will find the 2007 Annual Report interesting and informative. We look forward to another productive year in 2008 as the APGO matures into the world class organization we have set our goal to be.

Sincerely,



Steven J. Usher, P.Geo.
President

President's Report



In 2007 I have had the honour of serving first as Vice President, and then as President of APGO, beginning in June. It was with some excitement that I took on the President's duties, and with some trepidation at having to perform at the high standard set by my predecessors. 2007 saw a new Executive Director & Registrar, Ms. Andrea Waldie, P.Ge., take over the helm of the organization in March. Andrea has proven to be very capable and can be credited for much of what was accomplished this past year. In addition, we began in a new office on St. Clair Avenue in April. It was truly a year of transition. It is my belief that the APGO also came of age in 2007. We have matured from a "start up" organization, whose focus was on building the membership, to that of a regulatory organization, interested in the enforcement of the Act through the complaints and discipline process.

Communication has been a strong theme in 2007 and will continue to be so in 2008. Field Notes continued to be our primary source of news to our members, and Wendy Diaz, P.Ge. is to be congratulated on the content and quality of this e-newsletter. Staff and Council made a commitment to revamping the website, our primary source of communication with the public and our members. Substantial funding was set aside and the work begun in 2007 on this project, which will see its completion in 2008. We continue to use "Email Blitzes" as in the past to distribute immediate news and bulletins and to remind members of important dates.

Ontario hosts the second largest body of geoscience professionals in Canada, and the APGO is the largest geoscience-only association. In 2007 we continued to work with our sister organizations in the other provinces and

territories towards national mobility for professional geoscientists. It is an important goal that our members have the ability to work in other provinces without having to go through extensive registration processes. Ontario was signatory to the Inter-Association Mobility Agreement (IAMA) which will be renewed again in 2008. Further to this, Council accepted a final draft of the Geoscience Knowledge and Experience Requirements for Professional Registration in Canada in 2007 and we anticipate adopting the final document in 2008. This is a key aspect to ensuring that applicants from outside of Ontario meet a common national standard and can be safely licensed to practice in Ontario. The APGO began participating in the National database for Engineers and Geoscientists in 2007. These initiatives are important to facilitate national mobility, a principle that past APGO Councils and the current Council endorse. Ontario continues to send a strong voice to the national body (Canadian Council of Professional Geoscientists), first with George Wahl, P.Ge., who turned over the reins to Mr. Thom Kewen, P.Ge. in 2007.

It is my honour to preside over a strong and motivated Council. It was with great pleasure that I witnessed a strong endorsement from a new member of Council, who commented how unified and apolitical the Council was on most issues. I believe that this attribute, fostered by previous presidents and long standing members of Council, is why so much progress has been made by the APGO since its inception in 2000. As the registrar's report indicates, we now have over 1400 members, a growth of 9 percent over 2006. In addition, the treasurer's report identifies that we have built a contingency fund of \$318,269 which is very close to our goal of 50% of annual operating income (set in 2003). From my vantage point as President, I see an effective Council and Executive Committee providing both leadership and a very hands on approach in the development of APGO.

Ontario's economy has been very healthy for many years running, which has contributed to the growth and well being of the APGO in 2007. As my mandate nears its end, there are signs that the economy is headed for a downturn. We have to be aware of the implications of this to many of our members who are based in the resource sector of geoscience (mining, aggregates, water). I see a strong Council that has the ability to cope with changes as they may

occur, and encourage our members to continue to volunteer with the APGO, as this is where our true strength lies. It is with great confidence that I will turn over the President's gavel to the capable hands of Dr. Greg Finn, P.Geo. in 2008. I want to extend my gratitude, and warmest wishes for 2008-2009, to my colleagues on Council, our intrepid staff, and the many volunteers that make the APGO tick. A job well done in 2007!

Steven J. Usher, P.Geo., P.Eng.
President

Vice President's Report



This past year I returned to APGO Council to take up the position of Vice-President, after a three year hiatus, and I can report that Council has maintained its focus, operates efficiently and continues to move forward in promoting professional geoscience. Over the past three years I was not completely removed from Council business as I served as the APGO representative on the Canadian Geoscience Standards Board (CGSB). In that time, working with the other constituent associations, CGSB has carried out a review and revision of the Geoscience Knowledge and Experience Requirements for professional registration. Input from APGO Council has been requested and received over this time period, ensuring that issues relevant to APGO Council and members have been heard and are reflected in the revisions.

Over the 2007-2008 year, I have had the honour and privilege of serving on the APGO Executive Committee and Council working with a dedicated and committed Council and Executive. As a result of a recently completed planning exercise, in the

following months and years the focus of Council will be on:

Communications – To the numerous stakeholders in the profession of geoscience, from members to the public and to the universities.

Enforcement and Compliance – All those who practice geoscience in Ontario need to be registered.

Governance – Work in this area will provide support and guidance for staff, Council, committees and members.

I would like to thank and congratulate our outgoing president, Steve Usher, P.Geo., for all of his efforts during the past year that assured that APGO was a leader on many issues and made its mark at both the national and provincial/territorial levels. Steve is the longest continuous serving member of APGO Council and I am pleased that he will continue to provide counsel in the coming year.

I look forward to working with the new Council this coming year, including two new councillors representing our members. I also look forward to working with the incoming Vice President, Stephen Wilson, P.Geo. of the Ottawa Office of Golder Associates. The APGO Office continues to run smoothly thanks in large part to the efforts of the Executive Director & Registrar, Andrea Waldie, P.Geo. and her very capable staff. They are to be commended for their service and support to APGO.

In order for APGO to continue its growth as an active and vital Association I would encourage you to become involved with your Association, either through volunteering or becoming involved in issues of a local or province-wide nature that interest you as you practice professional geoscience in Ontario and beyond.

Greg Finn, Ph.D., P.Geo.
Vice President

Executive Director's Report



The 2007 year was an eventful year, with a staffing change, the introduction of a new Act which affects the regulated professions, revisions to Ministry of the Environment (MOE) regulations, participation in the Professional Access and Integration Enhancement program and continuing efforts to protect the public through registration of qualified geoscientists and the complaints and discipline process, continued work on mobility, and licensure improvement through revised knowledge requirements.

Staffing

I was honoured to be able to accept the position of Executive Director & Registrar in March of 2007. It is my intent to streamline office practises and improve functionality; assist in providing public protection through registration, the complaints and discipline process, and government consultation; and provide member service through improved communications, advocacy and available services. I appreciate the trust that has been placed in me and will do my utmost to enhance public protection and represent the membership.

Fair Access to Regulated Professions Act

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

All regulated professions are subject to this Act. The Act requires that all regulated professions undergo a registration process audit. The

Association of Professional Geoscientists of Ontario has been working closely with the OFC over the course of 2007. The OFC has carefully reviewed APGO's registration practises and is encouraged by APGO's Act, Regulations and Policies. The APGO will continue to work with the OFC over the course of 2008, further consulting with the OFC and undergoing the audit process.

MOE Regulation Revisions

The Ministry of the Environment revised Regulation 903, under the Water Resources Act, during the course of 2007. The APGO was in full consultation with the MOE during this process. The resulting amendments to the Regulation included an exemption for qualified professional geoscientists and engineers from holding a Class V licence. The APGO, via the Environmental Subcommittee, was very involved in the whole process, and continues to be involved, organizing informative seminars and continuing to update the APGO membership.

The Environmental Subcommittee, through the Brownfields Working Group, was also very involved in consulting with the MOE concerning the revisions to Brownfields Regulation 153/04, representing the best interests of public protection and member advocacy. At the close of 2007 this process was still ongoing.

The Environmental Subcommittee and the Regulation 903 and Brownfields Working Groups are to be commended on the efforts they put forth on behalf of the APGO in 2007.

Professional Access and Integration Enhancement

APGO continued its partnership with the *Professional Access and Integration Enhancement (PAIE)* program, operating under the Toronto and Region Conservation Authority. This program provides assistance to the internationally trained seeking professional licensure in Ontario. PAIE participants undergo three months of classroom training followed by a nine month job placement – helping them to attain the 12 months of Canadian work experience required for licensure. APGO has been honoured to work with the dedicated staff of the PAIE program and with the enthusiastic program participants through workshop presentations and function support in 2007.

Complaints and Discipline

The APGO continues to fulfill its mandate to protect the public through regulation via the complaints and discipline process. A previously filed complaint which was referred to the Discipline Committee by the Complaints Committee was dismissed during a pre-hearing conference in December. All complaints filed with the APGO will continue to be carefully reviewed by the Complaints Committee and the findings of the Committee will determine further action. Policies and procedures of all APGO committees are reviewed and revised as required in order to ensure a fair, transparent and high functioning Association.

Mobility

APGO continues to work closely with the Canadian Council of Professional Geoscientists (CCPG) and all other Professional Geoscience Associations in Canada, as the Association continues to strive for fully functional mobility throughout Canada. To that end, APGO has been represented by George Wahl, P.Ge., on the Inter-Association Mobility Agreement (IAMA) Task Force. The Task Force members have worked long and hard to produce a revised IAMA, acceptable to all jurisdictions, which will be in full compliance with the Agreement on Internal Trade (AIT) and facilitate mobility between jurisdictions for all professional geoscientists. This document is expected to be presented for adoption at the CCPG annual general meeting in May 2008. The APGO is indebted to Mr. Wahl and all the Task Force members for their tireless work on this important issue.

Knowledge Requirements

Going hand-in-hand with the IAMA are the revised and updated CCPG Canadian Geoscience Standards Board (CGSB) Knowledge Requirements for Professional Geoscience Licensure. The CGSB, of which APGO's Vice President Greg Finn, P.Ge. is a member, met numerous times over the course of 2007, both in person and via teleconference. These criteria, when adopted, are expected to facilitate mobility going forward by providing standard entry level criteria for the profession of geoscience. The revised CGSB Knowledge Requirements are expected to be presented for adoption at the CCPG annual general meeting in 2008.

Operations and Administration

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

footing. The APGO experienced an excess of revenue over expenditure of \$136,988 for 2007. This excess ensured the growth of the Contingency Reserve Fund, previously put in place, by \$86,988. The Fund remains to ensure that APGO has the financial resources should it be faced with defending any legal challenges. The Fund is monitored annually and will be adjusted from time to time to assure that future requirements will be met. A further \$50,000 was placed in the General Fund to contend with upcoming web expense, legal fees, and the Fair Access to the Regulated Profession Act audit.

Member Services

APGO members continue to benefit from the services negotiated on their behalf. These services include Secondary Liability Insurance coverage, and jobs and resume postings to the website. A variety of insurance needs may be met through APGO's link with the Engineers Canada insurance offers. APGO continues to seek other sources of services for members including providing members with choice when it comes to insurance needs. *Field Notes*, the Association's e-newsletter was distributed on a regular basis to inform members of happenings and events of interest to the geoscience community. Currently, members continue to be notified of events that may be of interest to them via email.

Work on a new APGO website began in late 2007. The website, with greatly enhanced capabilities, is expected to be in place by mid-2008. A new member notification system will be introduced with the advent of the new website.

Appreciation

I would like to extend sincere appreciation, on behalf of both myself and all APGO members, to the dedicated staff and volunteers who keep the Association up and running and moving forward. This organization succeeds due to the commitment of its volunteers. The time and effort which they devote to the Association is humbling. As the Executive Director & Registrar I would particularly like to thank the President, Executive Committee, Council and the many APGO committee chairs and committee members who have contributed in so many ways, giving up their valuable time in order to serve the Association.

Andrea Waldie, P.Ge.
Executive Director

Registrations as of December 31, 2007

Membership Class	At December 31, 2007	At December 31, 2006
Full P.Geo.	1348	1237
Temporary P.Geo.	13	10
Limited P.Geo.	9	6
Non-Practising P.Geo.	9	8
Geoscientist-in-Training	66	56
Student	19	14
TOTAL	1464	1331

Number of Certificates of Authorization Issues	
At December 31, 2007	At December 31, 2006
144	129

Committee Reports

Registration

Jim Steel, P.Geo. - Chair

Andrea Waldie, P.Geo. - Registrar

The registration process for both individual memberships and Certificates of Authorization (Cs of A), those entities offering or providing professional geoscience services directly to the public, continued at a steady pace throughout 2007.

During the year, APGO's Registration Committee met five times to review both new and deferred memberships and C of A applications. As before, the Association owes a huge debt of gratitude to the volunteers on the Registration Committee who have put in many late hours assessing applications.

Membership Registrations

As at December 31, 2007, APGO's membership breakdown by class was as follows:

- 1,348 P.Geo. (Full unrestricted Practising)
- 9 P.Geo. (Limited)
- 13 P.Geo. (Temporary)
- 9 P.Geo. (Non-practising)
- 66 Geoscientist-in-Training
- 19 Students

By year-end APGO had received a total of 1,885 applications from the time of its inception, including the 142 applications received in 2007.

To view a full list of current members in good standing, please visit the APGO website at:

<http://www.apgo.net/membersListing.html>

Certificates of Authorization

As of December 31, 2007, APGO issued 144 Certificates of Authorization (Cs of A), to firms offering or providing professional geoscience service(s) in Ontario. The number of Cs of A is categorized as shown below:

- 85 One Practitioner (46 Environmental; 34 Geology; 5 Geophysics)
- 19 Two Practitioners (14 Environmental; 4 Geology; 1 Geophysics)
- 40 Three or more Practitioners (25 Environmental; 13 Geology; 2 Geophysics)

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

<http://www.apgo.net/CofAListing.html>

Student and GIT Mentoring Subcommittee

The Student and GIT Mentoring Subcommittee had a short hiatus in 2007 but has recently been revitalized with an expanded membership. The goals for 2008 are to focus efforts on developing website materials. The subcommittee will provide content that will target, in particular, potential members, GIT members and young professionals. The initial objective of the proposed information materials is to provide guidance through answers to frequently asked questions. This will be a first step toward building better communication with young geoscientists. The Student and GIT Mentoring Subcommittee will also explore avenues to supplement the FAQ page with additional mentoring activities.

Appeals of the Decision of the Registration Committee

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

During 2007, five appeals of the decisions of the Registration Committee were held. Of these, two, two had conditions amended, and one case resulted in acceptance as a Practising member.

Suspensions

The Registrar has the power, under the *Act*, to suspend a member's licence. Suspensions during 2007 resulted from such issues as non-payment of annual membership dues within the time-frame (as set out in the By-Laws), or from not successfully completing the Professional Practice and Ethics exam within the one year deferral period as provided for in the Regulations (amended in 2007 to a two year period).

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

During 2007, the following suspensions were issued:

- 3 for non-payment of annual membership dues.

As at December 31, 2007, 2 membership suspensions remained in effect.

There were no suspensions issued in 2007 for sanctions imposed as a result of the decisions of the Discipline Committee.

Professional Practice & Ethics Examination

During 2007, 156 APGO members or applicants registered to write the Professional Practice and Ethics (PPE) examination. The exams are held across Canada each year on a quarterly basis in January, April, July and October. The APGO and seven other jurisdictions in Canada provide this service. For the three-hour APGO version of the exam, candidates must answer 120 multiple-choice questions and a 30-minute essay question. One hundred of the multiple-choice questions are based on national issues, while 20 are specific to professional practice and ethics as they apply to undertaking professional geoscience activity in Ontario.

Because of the geographic dispersion of APGO members throughout Ontario, across Canada and around the world, the Association continued to make the arrangements for candidates to sit the exam at any location, provided suitable facilities and a professionally registered proctor could be arranged. In 2007, applicants wrote in 12 cities in Ontario, seven wrote in other provinces, and five wrote out-of-country (Argentina, Brazil, Finland, Tanzania and the U.S.). The APGO strives to be inclusive while maintaining the standards set by the profession.

Once again, on behalf of the Association and all those who sat the NPPE exam during 2007, we would like to extend our gratitude to our many volunteer members who served as proctors at the many sittings throughout the year.

Complaints

Milan Situm, P.Geo. – Chair

The Complaints Committee purpose is to review complaints received by the Registrar or the Association. The Committee is currently comprised of 11 members.

A Complaints Committee meeting was held in June 2007. Since that time, there were no panels convened to address a complaint. A training seminar may be convened in January of 2009 as a refresher for the volunteer members.

Discipline

A.R. (Tony) Lotimer, M.Sc., P.Geo. - Chair

In 2007, the Discipline Committee (DC) handled the first formal complaint (C-103) referred to the DC by the Complaints Committee. After an initial review, the Chair of the DC referred the matter to a Discipline Panel for a formal hearing under Section 26 of the Act. The Panel consisted of Peter Duckworth, P.Geo. (Chair), Ivan Severinsky, P.Geo., and Chris Roney, P.Eng. (Public Appointee).

Prior to convening a formal hearing on the matter, a Pre-Hearing Conference was held in December 2007 to review the facts of the case. The Pre-Hearing Conference resulted in the dismissal of the complaint. A formal hearing on the matter was not required and the file is now closed.

Enforcement and Compliance

Steve Wilson, P.Geo. – Chair

The Enforcement and Compliance Committee is responsible for working with the Executive Director & Registrar and APGO staff to ensure that the practising geoscientists and firms offering geoscience services to the public in Ontario are appropriately licensed to do so. The Committee's primary function is to provide policy and guidance to the Registrar, who is an ex-officio member of the Committee. The Committee reports to Council.

The activities and accomplishments of the Enforcement and Compliance Committee for 2007 included:

- Working with the ED/R to prepare a job description for enforcement and compliance staff
- Providing guidance to APGO staff regarding the existing policies and procedures related to compliance and enforcement
- Preparing a list of specific tasks for the APGO and staff to focus on with respect to enforcement and compliance.
- Preparing a compliance section for the proposed APGO web site revision
- Working with the ED/R and staff to organize and update the enforcement and compliance database as required.

Like many young professional practice regulators, the APGO has faced challenges in ensuring that only members and member companies practice the profession. As knowledge of the requirement to register has become widespread, in part due to communication efforts of the APGO, compliance with the Act and Regulations has increased substantially. However, there remain individuals and companies that continue to operate outside the law. As recommended by the Committee, APGO Council has committed the Association to provide additional resources to proactively seek out these individuals and firms, and to take the necessary steps to ensure that the non-compliance ceases.

Governance

Karen Ford, M.B.A., C.M.A. – Chair

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

In addition, planning is underway to review and enhance, as necessary, the documented practices and procedures of the annual governance assessments of Council, Standing Committees and Subcommittees. This includes:

- Review and update of terms of reference to ensure completeness and consistency
- Review and update of existing operational compliance practices
- Review and update of policies and procedures for Council, Standing Committees and Subcommittees
- Review and update document-management policies and procedures
- Review and update staff management policies and practices
- Review and update professional practice guidelines
- Alignment with the new strategic plan of the APGO.

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

Finance

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

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

Insurance Advisory

Bill Stiebel, P.Geo. - Chair

The Insurance Advisory Committee is mandated to ensure APGO has appropriate insurance in place to enable Council to regulate the profession in accordance with the Act, and to

review and oversee group insurance plans offered as a member service.

In the last year there have been no increased requirements pertaining to the insurance needs of the Association and its members. Council and committee members are appropriately covered with respect to Directors and Officers liability to undertake the affairs of the Association. Comprehensive General Liability insurance is also in place to protect the Association.

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

APGO has arranged for the personal insurance plan benefits offered by Manulife Financial to all Engineers Canada/CCPG members to be extended to APGO members. Members are able to accept these services for their personal consideration as a group of professionals or accept those offered by another insurer. Additional information about members' SPLI, personal insurance services from Manulife, and other benefits of membership in APGO is provided on the APGO website at:

<http://apgo.net/cpd/SPLI/SPLI.html>.

Nominations

Maureen Jensen, P.Geo. - Chair

With the following positions on the Council becoming vacant, the Executive Director sent out a *Call for Nominations* to all full Practising, Temporary and Limited Professional Geoscience members in accordance with paragraph 19 of By-law No. 8 – Elections of the Association. Positions were:

- Vice President – one-year term (three-year commitment)
- Councillor-at-Large – three-year term
- Regional Councillors [Northwestern and Southeastern Ontario] – three-year term (two positions)

The following nominations were received before February 8, 2008:

- For Vice President:
 - Steve Wilson, P.Geo., [By Acclamation]
- For Councillor-at-Large:
 - Kristin Hanson, P.Geo. [By Acclamation]
- For Regional Councillor [NW Ontario]
 - ballots not closed at time of printing
- For Regional Councillor [SE Ontario] [By Acclamation]
 - Mark Priddle, P.Geo.

Non-Members Appointment

Matt Hollands, R.P.F., M.B.A. – Chair

The non-APGO member public appointees contribute to Council through sharing their diverse and qualified insight and their wealth of experience in other business sectors and professions to assist Council with the administration of this self-governing body. The non-APGO member public appointees also serve a role to consider decisions of Council from the view point of the public of Ontario. The Act stipulates that the public appointees participate on key APGO Committees: the Complaints Committee, the Discipline Committee, the Executive Committee as well as on special panels required to review registration appeals that may occur. Non-APGO member public appointees have satisfied this mandate.

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

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

The non-APGO member public appointees embrace their role on council with passion, dedication and professionalism reciprocating that of member Councillors.

Term of Non-members:

Karen Ford, M.B.A., C.M.A. – May 31, 2008

Doreen Weston, M.B.A., LGA Appointee – May 31, 2008

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

Amy Stephenson, M.B.A., C.F.A. – May 31, 2009

Donald Johnston, LL.B. – December 31, 2009

The Non-APGO Members Public Appointee Committee thanks outgoing committee member Chris Roney (Roney Engineering) for his contribution and dedication to the APGO Council. Mr. Roney provided sage advice to Council during his term and we wish him well with his consulting practice.

Don Johnston (Aird & Berlis LLP) graciously accepted to fill this vacated spot. Mr. Johnston brings a wealth of experience related to the legal aspects of technology, business and professional practice and we look forward to the contributions and support that Mr. Johnston may lend to Council.

The Committee and Council were also enriched this year by the addition of Dorene Weston (Full Circle Consulting) as the LGA public appointee. Ms. Weston brings her previous experience with “not-for-profit” agencies as well as her consulting expertise to Council.

Karen Ford’s (BMO Financial Group) term has been renewed for another two-year term. Ms. Ford’s contribution to Council has been to strengthen the Finance Committee and to accept the position of Chair of the Governance Committee.

Amy Stephenson (PetroWorth Resources Inc.) has contributed to Council by sharing her expertise as a Chartered Financial Analyst professional and through Chairing the Audit and Compensation Subcommittee, which also includes the current and Past President of the Association.

Matt Hollands (Hollands Forestry Consulting) accepted a renewal of his term and has contributed to Council as Secretary for both Council and the Executive Committee and was also a member of the Finance Committee.

The Non-APGO Members Public Appointee Committee is pleased with the progress the Association has demonstrated over the past year and looks forward to working with the incoming Council to continue the growth and development of the Association and the regulation of its members.

Professional Practice Committee

Bill Stiebel, P. Geo. - Chair

The Professional Practice Committee (PPC) is a Standing Committee of Council mandated to develop guidelines and standards for the practice of professional geoscience, develop an ongoing program of professional development, maintain standards of professional ethics, and address other matters of professional practice as may arise from time to time. The PPC meets on a planned basis or as the case may arise to address specific issues of an urgent nature. The PPC has four subcommittees: Mining Practice (Geology), Environmental Geoscience, Geophysics and Continuing Professional Development. These Committees are very important to members since they develop the standards of practice that govern how members should conduct their professional activities, and maintain currency in professional practice. The PPC meets to deliberate matters referred from APGO Council and the subcommittees, to provide direction to the subcommittees regarding issues to be addressed, and to recommend to Executive Committee, as appropriate, specific professional practice issues for deliberation and approval by APGO Council. The Chairs of the PPC Subcommittees are also PPC members.

The Environmental Geosciences Subcommittee has been the most active committee throughout the 2007 year usually meeting on a monthly to bi-monthly basis. The reports of the subcommittee Chairs are provided in later sections of this report that describe the subcommittees’ activities during the 2007 Council year.

Some of the key activities of the PPC during the 2007 Council year are summarized in the following:

- Review and comment on proposed amendments to the Wells Regulation, Reg. 903;
- Consultation with the Ministry of the Environment (MOE) Standards Development Branch on the proposed amendments to the rationale development and standards for RSC Regulation 153-04;

- Ongoing dialogue with the MOE regarding the proposed Qualified Persons Certifications for a P. Geo. to comply with the requirements of the Record of Site Condition Regulation 153/04 for executing a Record of Site Condition subsequent to October 2007.
- Membership at the Ministry of Municipal Affairs and Housing 's Stakeholder Group on Brownfields Redevelopment
- Liaise with the Professional Engineers of Ontario Environment Committee in areas of professional engineering/geoscience overlap in environmental activities.
- The Continued Professional Development Program became mandatory for all members in 2006 with a reporting deadline of June 30th 2007 for the 2006 calendar year.

The PPC works with the PPC Subcommittees to provide guidance and establish generic Professional Practice Guidelines for different areas of geoscience practice based on the application of geoscience principles, experience and use of professional geoscience. Guidance for members will be developed for third party review and professional notification requirements under various circumstances. A roster of senior practitioners in different disciplines will be developed to assist with issues requiring opinion respecting appropriate professional practice relating to enforcement and complaint issues. The activities and plans of the various Subcommittees are summarized in Subcommittee Reports.

The committees could not function without the dedication and volunteer time of members, and their contributions to the Association and furthering of the geoscience profession is very much appreciated.

Subcommittee Reports

Geology Subcommittee

Vacant - Chair

The Geology Subcommittee of APGO meets to address mining and mineral exploration

issues, as they arise, and as they pertain to professional geoscience; and to develop the standards of practice that govern how members should conduct their professional activities and maintain currency in professional practice.

During the calendar year 2007 the Geology Subcommittee of APGO was inactive.

Environmental Geoscience Subcommittee

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

The Environmental Geoscience Subcommittee continues to be involved in reviewing documents issued by the provincial MOE and making recommendations to the Executive Director & Registrar and the Council. The Subcommittee also attends meetings with MOE staff to discuss the definition of Qualified Persons under Regulation 153. Meetings of the Subcommittee were held by teleconference over the summer and fall after a hiatus during the early part of 2007.

The main issues of 2007 focused on Regulation 903, the Brownfields Act, specifically the definition of a Qualified Person and the Clean Water Act.

Regulation 903 - Water Wells Regulation was revised and posted in July 2007 after several consultation sessions held in late 2006, early 2007. Since the 2003 revisions to this Regulation, this topic has been of great interest to APGO members working on wells. A Subcommittee to deal with this issue was struck and comments and concerns from members were compiled for discussion with MOE contacts. The Regulation introduced a new Class of licence governing water sampling, monitoring and non-powered construction. This new class of licence captured many activities currently undertaken by P.Geo.s working with wells. P.Geo.s were provided with an exemption from the Class V licence but must work for a company that holds a well contractor's licence. Plans were made for an information seminar on this issue in early 2008.

The Clean Water Act was enacted during 2007. The first regulations involved the appointment

of the committee chair, the composition of the committees and the development of plans. In December 2007, most committees held their first source protection committee meetings. A limited number of P.Geo.s are sitting on these committees. APGO's Environmental Subcommittee has an interest in continuing to monitor the technical side of this work to offer feedback and support to APGO members and to help keep the public informed of the technical aspects of this work.

In addition to the above, the Subcommittee was involved in the following:

- Preparation and submission of APGO's response to the proposed amendments to Regulation 903 (Wells) in April 2007
- Meeting with the members of APGO Executive to discuss strategies on issues arising from the Regulation 903 amendments
- Holding the first joint APGO/MOE seminar in April 2007, on common errors in Record of Site Condition Submissions
- A draft version of the Practice Guidelines for P.Geo.s involved with Nutrient and Biosolid Waste Management has been prepared by Mary Jane Conboy, P.Geo. It is currently being reviewed by other members and the Ontario Ministry of Agriculture, Food and Rural Affairs (OMAFRA).

Next steps –

- Committee to hold a seminar January 2008 on Regulation 903
- Follow up article in newsletter
- Further Regulation 903 issues being identified for our members
- Committee considering new seminar topics - sustainable development and geoscience was discussed as a topic of interest.
- Finalize Nutrient Management PPGs
- Work with MOE to look at the issue of QP for Brownfields sites

- Review finalized Permit to Take Water (PTTW) guidelines.
- Monitor and review Clean Water Act technical guidance material as it becomes available.

Geophysics Subcommittee

Milan Situm, P.Geo. - Chair

The Committee did not convene in 2007 as there were no issues regarding professional practice, as it pertains to geophysics, that required attention.

Continuing Professional Development Subcommittee

Todd McCracken, P.Geo. - Chair

The Continuing Professional Development (CPD) Subcommittee functions to establish, maintain, and develop knowledge and skills standards for qualification and practice for professional geoscience among APGO's members and Certificate of Authorization holders, consistent with the Association's legislated mandate.

The Subcommittee conducted a total of 49 audits from the membership's 2006 CPD submission received in 2007, which represent 5% of the submissions. As a result of this process, the Subcommittee was able to flag minor inconsistencies in the program and make corrections. Feedback was provided to the members who were audited, who in turn provided comments to the Committee on potential ways to improve the process.

The Subcommittee, although it does not endorse specific programs, reviewed several submissions from various groups to ascertain if the courses/seminars being offered would qualify for CPD hours. This task has been undertaken by the Subcommittee to assist those APGO members who have indicated that a list of potential courses/seminars which would qualify for CPD hours would be useful to them.

Going forward, the Subcommittee will be reviewing methods for on-line CPD submissions. On-line submissions would reduce potential

mathematical errors inherent in the use of a widely distributed spreadsheet and would diminish the clerical work involved in managing the files. The 2007 audits will take place after the 2007 submission deadline of June 30, 2008.

CCPG and Labour Mobility Report

Thom Kewen, P.Geo.

The Canadian Council of Professional Geoscientists (CCPG) was established in 1998 to assist and represent the provincial and territorial associations, the CCPG Constituent Associations (CAs), which license geoscientists in Canada. The mission of CCPG is to develop consistent high standards for licensure and practise of geoscience, facilitate national and international mobility, and promote the recognition of Canadian professional geoscientists. The CCPG Board of Directors meets twice yearly to consider a wide range of national and international issues. CCPG decisions are not binding on CAs but are valuable in guiding CA policies.

Since incorporation, CCPG has been very active in promoting professional mobility and working towards national licensure. An initial agreement termed the "Inter-Association Mobility Agreement" (IAMA) was signed by member CAs in 2001. In practice, it was applied differently between jurisdictions and lacked the underpinning of uniform academic requirements.

While fully supported by members, mobility is also a regulatory requirement under the federal Agreement on Internal Trade (AIT) which requires that professional organizations achieve this harmonization by April 2009. Ontario (APGO) and Quebec (OGQ) already have an incidental practice agreement in place which includes notification and legislation based on mutual recognition of licensed status for short term assignments. British Columbia and Alberta are also working through the Trade, Investment and Labour Mobility Agreement (TILMA) to achieve labour mobility between these two jurisdictions.

In 2007, CCPG continued to improve understanding and consensus on many issues concerning mobility. This undertaking is complicated by the requirements of many

different jurisdictions and the fact that geoscientists are self-regulating in some jurisdictions and co-regulated with professional engineers in other jurisdictions. This year, the IAMA Task Force worked with CAs to resolve final hurdles on how CAs respond to applicants from other jurisdictions that they feel may not fully meet all requirements of the receiving CA. Various solutions have been proposed to replace a Not Withstanding Clause (NWC) and it is expected that this will be successfully resolved by mid 2008.

The Canadian Geoscience Standards Board (CGSB) is a standing committee of the CCPG and has been critically involved with developing consistency in registration requirements through common academic standards and practice experience. The CGSB Knowledge Standards were significantly advanced in 2007 and are expected to be successfully completed by mid 2008.

This year, CCPG also made progress on other important issues including the development of a national member database and a Memorandum of Understanding with respect to discipline and enforcement of members working in other jurisdictions. Development of a committee of Geoscience Admissions Officers to address common admissions issues and a Licensure Task Force to recommend a national strategy to address compliance of unregistered practitioners were also examined.

The APGO would like to thank George Wahl, P.Geo., on behalf of the membership, for his past service, for representing APGO at the CCPG, and for his dedication to the profession of geoscience. George served on the Board of CCPG, as a member of the CCPG Governance Committee and as a member of the IAMA Task Force. His insight, perseverance and commitment furthered the profession and are much appreciated by the Association.

Communications Subcommittee

Wendy Diaz, P.Geo. – Chair

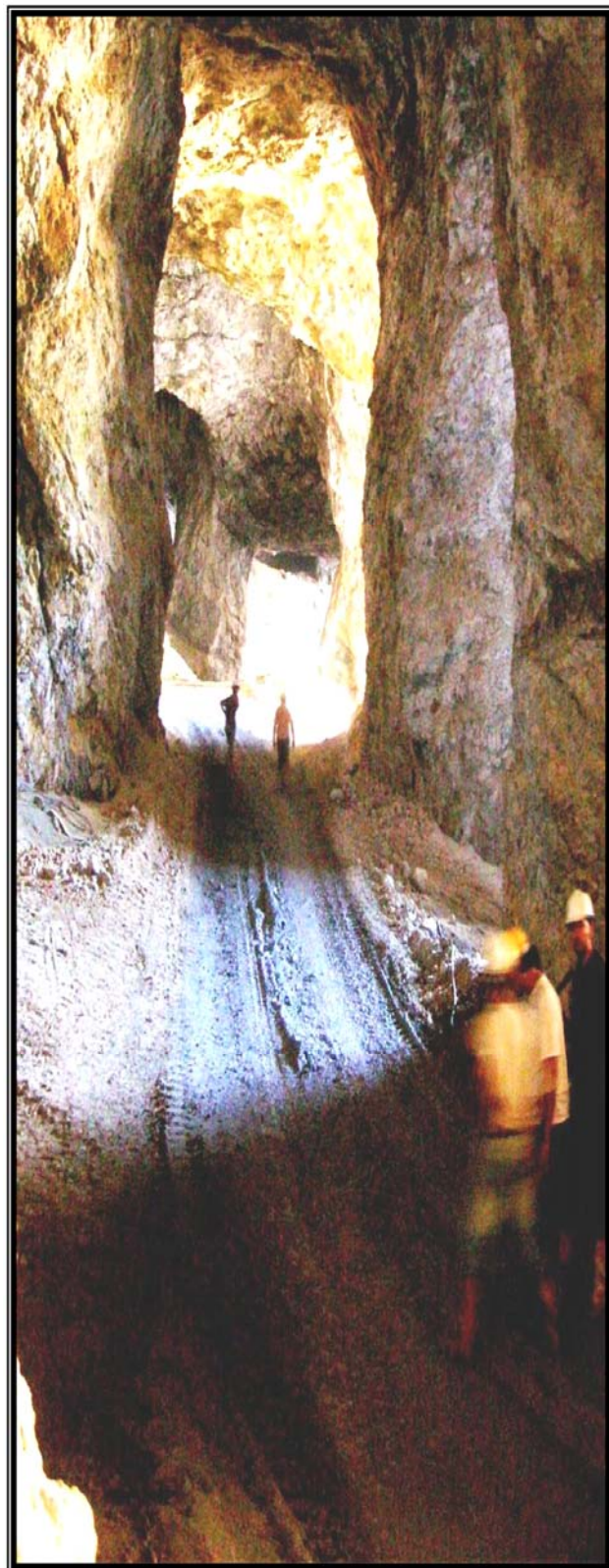
In 2007, the Communications Subcommittee consisted of five members. Three APGO members were publication team members and two members served as the editor and

contributing editor. APGO's Executive Director & Registrar served as a second contributing editor. In December 2007 a member of Council agreed to join the Communications Subcommittee to increase communication between the Executive and the Subcommittee. This Subcommittee distributes the association's newsletter, *Field Notes*, to the APGO membership through the website and via email.

The Subcommittee published the newsletter every other month for a total of five issues in 2007 (Number 22 to 26) and maintained two sponsors. Approximately 22 articles were published last year. Articles covered various topics such as: the first mandatory Continuing Professional Development Submission and Audits; notification of changes to provincial water regulations; reporting issues that may affect public welfare; showcasing charitable contributions in Africa by our geoscience members; and notification of progress with Professional Liability Insurance. National Mobility of Professional Geoscientists remained a hot topic with articles about licensing requirements for work conducted in Quebec and CCPG securing federal support for a Geoscientist Mobility Project. Recruitment and mentoring continued to be promoted by articles about the PDAC Workshop that introduced Geoscience Students to the Mineral Exploration Industry and the Professional Access and Integration Enhancement Program (PAIE). In the President's Perspective article, published each issue, the APGO President addressed the membership and gave his/her insight on pertinent issues affecting all members. The newsletter continued to provide APGO members with an opportunity to announce achievement awards, publication of books or newsworthy accomplishments in the *Headliner* section of the newsletter. Also included in the newsletter were various links to interesting articles about current events worldwide relating to the field of geoscience; articles in other professional publications, newly published textbooks and a job link to the APGO website.

In the November/December 2007 issue of *Field Notes* (No. 26), a new Book Review feature article about relevant new publications that may be of interest to the geoscience members was introduced. The first book reviewed was the new text on Canadian geology entitled "Canada Rocks - A Geologic Journey" by Nick Eyles and

Andrew Miall. The book was read and reviewed by our committee member Claudia Cochrane, P.Geo.



Members of the 2007-08 APGO Council

President

Steve Usher, P.Geo., P.Eng., Gartner Lee
Limited

Vice President

Greg Finn, PhD., P.Geo., Brock University

Past President

Maureen Jensen, P.Geo., Market Regulation
Services Inc.

Regional Councillors

North Eastern Ontario

Richard Schmidt, P.Geo., Water & Earth
Sciences Associates Ltd.

North Western Ontario

Kevin Kivi, P.Geo., Kivi Geoscience

South Western Ontario

Ian Macdonald, P.Geo., Water & Earth
Sciences Associates Ltd.

Central Ontario

Milan Situm, P.Geo., Geophysics GRP
International inc.

South Eastern Ontario

Stephen Wilson, P.Geo., Golder Associates

Councillors-at-Large

Andrew Cheattle, P.Geo., Goldcorp (Canada) Ltd.

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

Christine Vaillancourt, P.Geo., Consultant,
Mining Industry

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

Lieutenant Governor-in-Council Appointees (APGO Members)

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

Frank Colozza, P.Geo., CanGEO Remediation

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

Dorene Weston, M.B.A., Full Circle Consulting

Public (Non-Member) Appointees

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

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

Chris Roney, P.Eng., Roney Engineering Limited
Amy Stephenson, MBA, CFA, PetroWorth
Resources Inc.

CUDGO Representative

Dr. Keith Benn, P.Geo., University of Ottawa

Committees and Memberships

Statutory Committees

1. Discipline Committee

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

Membership

Chair – Tony Lotimer, P.Geo., ARL Groundwater Resources Ltd.

Vice-Chair – Roger Woeller, P.Geo., Water & Earth Science Associates Ltd.

Secretary – Tammy Middleton, P.Geo., Region of Waterloo

Heather Brodie-Brown, P.Geo., Ontario Ministry of the Environment

Mary-Lou Byrne, P.Geo., Wilfrid Laurier University

Wayne Caston, P.Geo., Nestle Waters Canada

Peter Duckworth, P.Geo., AMEC Earth & Environmental

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

Maureen Jensen, P.Geo., Market Regulation Services Inc.

Mike Jones, P.Geo., Azimuth Environmental Consulting Inc.

Robert Kuehnbaum, P.Geo.

Brian Langlois, P.Geo., ValeINCO

Dave MacDonald, P.Geo.

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

Todd McCracken, P.Geo., ValeINCO Ltd.

Jack Parker, P.Geo., Ontario Geological Survey (MNMD)

Chris Rockingham, P.Geo., Northgate Minerals Corporation

Chris Roney, P.Eng., Roney Engineering Ltd.

Ivan Severinsky, P.Geo., AMEC Earth & Environmental Limited

Gary Williams, P.Geo., Environmental Earth Services

Plus 2 Non-Member Appointed Councillor and other practicing members as appointed, from time to time, to serve on the Discipline Committee to sit on hearing panels.

2. Complaints Committee

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

Membership

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

Vice-Chair - Irmi Pawlowski, P.Geo., Ministry of the Environment

Rex Camit, P.Geo., Self Employed

Terry Carter, P.Geo., Ontario Ministry of Natural Resources

Doug Cater, P.Geo., Dundee Precious Metals Inc.

Mike Doughty, P.Geo., University of Toronto

Nick Eyles, P.Geo., University of Toronto

Kevin Kivi, P.Geo., Kivi Geoscience

Heather Malcolmson, P.Geo., Ministry of the Environment

Martin Taylor, P.Geo., Self Employed

Amy Stephenson, MBA, CFA, PetroWorth Resources Inc.

3. Registration

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

Membership

Chair – James Steel III, P.Geo., Mining Insights Inc.

Vice Chair – Ian Macdonald, P.Geo., Water & Earth Science Associates Ltd.

CUDGO Designate - Keith Benn, P.Geo., University of Ottawa

Academic Advisor - Tony Szeto, P.Geo., York University

Academic Advisor - Greg Finn, Ph.D., P.Geo., Brock University

Rex Camit, P.Geo., Self Employed

A. Wayne Caston, P.Geo., Nestle Waters Canada

Douglas Cater, P.Geo., Dundee Precious Metals Inc.

David Charlesworth, P.Geo., David L. Charlesworth & Associates Inc.

Irmi Pawlowski, P.Geo., Ontario Ministry of the Environment, Ontario

Martin Taylor, P.Geo., Self Employed

Nell van Walsum, P.Geo., Water & Earth Science Associates Ltd.

Greg Zwiers, P.Geo., Grand River Conservation Authority

Andrea Waldie, P.Geo., Executive Director & Registrar, APGO

Plus other practicing members as appointed, from time to time, to serve on the Registration Committee to sit on application review panels.

Student and GIT Mentoring Subcommittee

Membership

Chair - Nell VanWalsum, P.Geo.

Andrew Cheatle, P.Geo.

Shelly Cuddy, GIT

Irmi Palowski, P.Geo.

Gloria Suarez, GIT

New Student Needed, Student

Standing Committees

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

1. Executive Committee

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

Membership

Chair – Steve Usher, P.Geo., Gartner Lee Limited

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

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

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

Maureen Jensen, P.Geo., Market Regulation Services Inc.

Andrea Waldie, P.Geo., Executive Director & Registrar, APGO

2. Finance Committee

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

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

Membership

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

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

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

Audit and Compensation Subcommittee

Membership

Chair – Amy Stephenson, PetroWorth Resources Inc.

3. Nomination Committee

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

Membership

Chair – Maureen Jensen, P.Geo., Market Regulation Services Inc.

Chris Rockingham, P.Geo., Northgate Exploration Limited

Rich Schmidt, P.Geo., Water and Earth Science Associates Ltd.

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

Brian Thompson, P.Geo.

Andrea Waldie, P.Geo., Executive Director & Registrar, APGO

4. Non-Member Appointment Committee

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

Membership

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

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

Chris Roney, P.Eng, Roney Engineering Limited

Amy Stephenson, MBA, CFA, PetroWorth Resources Inc.

Dorene Weston, M.B.A.

Andrea Waldie, P.Geo., Executive Director & Registrar, APGO

5. Insurance Advisory Committee

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

Membership

Chair - Bill Stiebel, P.Geo., Jacques Whitford Limited

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

Bill Pearson, P.Geo., Pearson Geological Ltd.

(required individual from Finance Committee)

Andrea Waldie, P.Geo., Executive Director & Registrar, APGO

6. Governance Committee

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

Membership

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

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

Scott McLean, P.Geo.

Jacques Whitford Limited

Steve Wilson, P.Geo., Golder Associates Ltd.
Steve Usher, P.Geo., Gartner Lee Limited

7. Professional Practice Committee

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

Membership

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

Environmental Geoscience Subcommittee

Chair – Mary Jane Conboy, PhD., P.Geo., Well Wise Centre

Secretary - Doug Fisher, P.Geo., Shaheen & Peaker Limited
Terry Carter, P.Geo., Ontario Ministry of Natural Resources
Mary Jane Conboy, P.Geo., Well Wise Centre
Jim Gehrels, P.Geo., Ontario Ministry of the Environment
Muin Husain, P.Geo., Genivar Ontario Inc.
Tony Lotimer, P.Geo., ARL Groundwater Resources Ltd.
Ian Macdonald, P.Geo., Water & Earth Science Associates Ltd.
Glen Palmer, P.Geo., Golder Associates Ltd.
Ed Rodrigues, P.Geo., Golder Associates Ltd.
Rich Schmidt, P.Geo., Water and Earth Science Associates Ltd.
Gayle Soo Chan, P.Geo., Central Lake Ontario Conservation Authority
Steve Wilson, P.Geo., Golder Associates Ltd.

Groundwater Resources

Chair - Tony Lotimer, P.Geo., ARL Groundwater Resources Ltd.

Contaminated Sites and Brownfields

Chair – Bill Stiebel, P.Geo., Jacques Whitford Limited

Nutrient and Biosolids Management

Chair – Mary Jane Conboy, P.Geo., Well Wise Centre

Regulation 903 – Wells

Chair – Mary Jane Conboy, P.Geo., Well Wise Centre

Liaison to PEO - Bill Stiebel, P.Geo., Jacques Whitford Limited

Liaison from PEO

Jim Gehrels, P.Geo., Ontario Ministry of the Environment
Mori Mortazavi, P.Geo. P.Eng., Peto MacCallum Ltd.
Glen Palmer, P.Geo., Golder Associates Ltd.
Steve Wilson, P.Geo., Golder Associates Ltd.

Geology Subcommittee

Chair - Vacant

Chris Davis, P.Geo., ValeINCO Technical Services Limited
Kevin Kivi, P.Geo., Kivi Geoscience
Jack Parker, P.Geo., Ontario Geological Survey
Neil Westoll, P.Geo., P.Eng., Gartner Lee Limited

Geophysics Subcommittee

Chair - Milan Situm, P.Geo., Geophysics GPR International Inc.
Scott Allison, P.Geo., Cimarex Energy Co.
Malcolm Argyle, P.Geo., Sander Geophysics Ltd.
John Buckle, P.Geo., Geological Solutions
David Leask, P.Geo., GE Canada
Keith Morrison, P.Geo., Quantec Geoscience Ltd.

Continuing Professional Development Subcommittee

Chair – Todd McCracken, P.Geo., ValeINCO Ltd.
Karen Besemann, P.Geo., Golder Associates Ltd.
Heather Brodie-Brown, P.Geo., Ontario Ministry of the Environment
Andrew Cheatle, P.Geo., Goldcorp (Canada) Ltd.
Greg Finn, Ph.D., P.Geo., Brock University
Rik Kristjansson, P.Geo., Consultant
Shastri Ramnath, P.Geo., FNX Mining Company Inc.
Steve Usher, P.Geo., P.Eng., Gartner Lee Limited
Andrea Waldie, P.Geo., Executive Director & Registrar, APGO

Other Committees

1. Strategic Planning Committee

The Strategic Planning Committee is responsible for working with Council and the Executive Committee to develop necessary strategies to fulfill the mission of the Association and to prepare APGO's annual operating budget for presentation to Council each year.

Membership

Chair – Greg Finn, Ph.D., P.Geo., Brock University
Dorene Weston, M.B.A., Full Circle Consulting
Kristin Hanson, P.Geo., Aqua Terre Solutions Inc.
Maureen Jensen, P.Geo., Market Regulation Services Inc.
Steve Usher, P.Geo., Gartner Lee Limited
Andrea Waldie, P.Geo., Executive Director & Registrar, APGO

2. Enforcement and Compliance Committee

The Enforcement and Compliance Committee is responsible for working with the Executive Director/Registrar to ensure that the Act is enforced and that all practicing geoscientists and firms offering or providing geoscience services in Ontario are appropriately licensed to do so.

Membership

Chair - Steve Wilson, P.Geo., Golder Associates Ltd.
Chris Davis, P.Geo., ValeINCO Technical Services Limited

Maureen Jensen, P.Geo., Market Regulation Services Inc.
LGA to be added
Andrea Waldie, P.Geo., Executive Director & Registrar,
APGO

Communications and Public Awareness

Subcommittee

Membership

Chair - Wendy Diaz, P.Geo., Self Employed
Vice Chair - George Wahl, P.Geo., G.H. Wahl Geological Consulting
Claudia Cochrane, P.Geo., Cairnlines Resources Limited
Dorene Weston, M.B.A., Full Circle Consulting
Chris Kimmerly, P.Geo., Trow Associates Inc.
Andrea Waldie, P.Geo., Executive Director & Registrar,
APGO

Northern Ontario Subcommittee

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

Membership

Chair - Rich Schmidt, P.Geo., Water and Earth Science Associates Ltd.
Mike Cosec, P.Geo., Ministry of Northern Development and Mines
Chris Davis, P.Geo., ValeINCO Technical Services Limited
Matt Hollands, R.P.F., M.B.A., Hollands Forestry Consulting
Kevin Kivi, P.Geo., Kivi Geoscience

Mobility Subcommittee

Membership

Chair - George Wahl, P.Geo., G.H. Wahl Geological Consulting
John Buckle, P.Geo., Geological Solutions
Kevin Kivi, P.Geo., Kivi Geoscience
Bill Pearson, P.Geo., Pearson Geological Ltd.
Bill Stiebel, P.Geo., Jacques Whitford Limited
Neil Westoll, P.Geo., P.Eng., Gartner Lee Limited
Andrea Waldie, P.Geo., Executive Director & Registrar,
APGO

APGO Representation on National Committees

1. **Canadian Council of Professional Geoscientists**
("CCPG") Ontario - George Wahl, P.Geo., G.H. Wahl Geological Consulting
Thom Kewen, P.Geo., Aqua Terre Solutions Inc.
2. **Canadian Geoscience Standards Board ("CGSB")**
CGSB Ontario Board Member – Greg Finn, P.Geo., Brock University
3. **National Professional Practice and Ethics Exam Advisory Committee ("NPPEAC")**
Andrea Waldie, P.Geo., Executive Director & Registrar, APGO
4. **CCPG National Licensure Task Force**
Andrea Waldie, P.Geo., Executive Director & Registrar, APGO

Appendix 1

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

Financial Statements Year Ended December 31, 2007

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

Index to Financial Statements

Year Ended December 31, 2007

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Statement of Operations	3
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DUFFY & ASSOCIATES LLP
Chartered Accountants

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

AUDITORS' REPORT

To the Council of Association of Professional Geoscientists of Ontario

We have audited the statement of financial position of Association of Professional Geoscientists of Ontario as at December 31, 2007 and the statements of operations, changes in net assets and cash flows for the year then ended. These financial statements are the responsibility of the association's management. Our responsibility is to express an opinion on these financial statements based on our audit.

Except as explained in the following paragraph, we conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In common with many non-profit organizations, the association derives revenue from donations, the completeness of which is not susceptible to satisfactory audit verification. Accordingly, our verification of these revenues was limited to the amounts recorded in the records of the association and we were not able to determine whether any adjustments might be necessary to contributions, excess of revenues over expenses, current assets and net assets.

In our opinion, except for the effect of adjustments, if any, which we might have determined to be necessary had we been able to satisfy ourselves concerning the completeness of the donations referred to in the preceding paragraph, these financial statements present fairly, in all material respects, the financial position of the association as at December 31, 2007 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Toronto, Ontario
March 7, 2008

Duffy & Associates LLP

CHARTERED ACCOUNTANTS
Licensed Public Accountants

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO**Statement of Financial Position****December 31, 2007**

	2007	2006
ASSETS		
CURRENT		
Cash	\$ 120,374	\$ 231,163
Term deposits	557,476	359,247
Membership fees receivable (Note 3)	360,796	326,478
Prepaid expenses	8,473	19,482
	1,047,119	936,370
EQUIPMENT AND LEASEHOLD IMPROVEMENTS (Note 5)	52,266	2,807
	\$ 1,099,385	\$ 939,177
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable and accrued liabilities	\$ 34,039	\$ 55,132
Accrued and withheld taxes	35,925	28,698
Deferred revenue (Note 6)	627,630	573,420
Dues received before acceptance	20,819	25,646
Deferred donation: education foundation	12,703	25,000
	731,116	707,896
NET ASSETS		
Contingency reserve fund (Note 8)	318,269	231,281
General fund (Note 9)	50,000	-
	368,269	231,281
	\$ 1,099,385	\$ 939,177

ON BEHALF OF THE ASSOCIATION_____
Councilor_____
Councilor**See accompanying notes to financial statements.**

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO**Statement of Operations****Year Ended December 31, 2007**

	2007	2006
REVENUES		
Membership dues	\$ 603,294	\$ 536,670
Registration fees	42,485	45,633
Exam fees	32,095	16,800
Interest income	18,307	7,895
Stamps and seals and miscellaneous	11,167	15,274
Rental revenue	-	11,340
	<u>707,348</u>	<u>633,612</u>
EXPENSES		
Administration	242,439	244,240
Office and general	64,241	48,162
Rent	51,610	58,634
CCPG membership assessment	33,267	32,062
Communication	27,989	10,065
Legal	22,681	15,534
Liability insurance	21,634	15,852
Travel and accommodation	20,587	31,030
Accounting and audit	19,275	17,835
Registration committee and examination	18,920	14,860
Postage and photocopying	13,995	20,028
Amortization	12,071	3,298
Telephone and fax	11,041	9,222
Interest and bank charges	10,257	8,284
Bad debts	353	253
	<u>570,360</u>	<u>529,359</u>
EXCESS OF REVENUES OVER EXPENSES	\$ 136,988	\$ 104,253

See accompanying notes to financial statements.

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

Statement of Changes in Net Assets

Year Ended December 31, 2007

	Contingency Reserve Fund	General Fund	2007	2006
FUND BALANCE - BEGINNING OF YEAR	\$ 231,281	\$ -	\$ 231,281	\$ 127,028
Excess of revenue over expenses	86,988	50,000	136,988	104,253
FUND BALANCE - END OF YEAR	\$ 318,269	\$ 50,000	\$ 368,269	\$ 231,281

See accompanying notes to financial statements.

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO**Statement of Cash Flows****Year Ended December 31, 2007**

	2007	2006
OPERATING ACTIVITIES		
Excess of revenues over expenses	\$ 136,988	\$ 104,253
Item not affecting cash:		
Amortization	12,071	3,298
	<u>149,059</u>	<u>107,551</u>
Changes in non-cash working capital:		
Membership fees receivable	(34,318)	(13,800)
Prepaid expenses	11,009	(13,348)
Accounts payable and accrued liabilities	(21,093)	(7,844)
Accrued and withheld taxes	7,227	(8,081)
Deferred revenue	54,210	61,685
Deferred donation - education foundation	(12,297)	25,000
Dues received before acceptance	(4,827)	(482)
	<u>(89)</u>	<u>43,130</u>
Cash flow from operating activities	<u>148,970</u>	<u>150,681</u>
INVESTING ACTIVITY		
Purchase of equipment and leasehold improvements	<u>(61,530)</u>	<u>(720)</u>
INCREASE IN CASH FLOW	87,440	149,961
Cash - beginning of year	<u>590,410</u>	<u>440,449</u>
CASH AND CASH EQUIVALENTS - END OF YEAR	\$ 677,850	\$ 590,410
CASH FLOWS SUPPLEMENTARY INFORMATION		
Interest paid	\$ 10,256	\$ 8,284
CASH AND CASH EQUIVALENTS CONSISTS OF:		
Cash	\$ 120,374	\$ 231,163
Term deposits	<u>557,476</u>	<u>359,247</u>
	<u>\$ 677,850</u>	<u>\$ 590,410</u>

See accompanying notes to financial statements.

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

Notes to Financial Statements

Year Ended December 31, 2007

1. DESCRIPTION OF BUSINESS

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

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

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

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

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Revenue recognition

The Association follows the deferral method of accounting for revenue. Membership fees are recognized as revenue in the year to which they relate.

Use of estimates by management

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

Equipment and leasehold improvements

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

Equipment	20%	declining balance method
Computer equipment	55%	declining balance method
Computer software	100%	declining balance method
Leasehold improvements	67 Months, (term of lease)	straight-line method

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

3. MEMBERSHIP FEES RECEIVABLE

On December 31, 2007, membership in the Association stood at 1,464 (2006 - 1,361), and 52 (2006 - 64) applications for memberships were in process of approval. As at March 31, 2008, membership has increased to 1,493 with 134 applications for membership in process.

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

Notes to Financial Statements

Year Ended December 31, 2007

4. LEASE COMMITMENTS

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

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

2008	\$	25,765
2009		25,765
2010		27,818
2011		29,871
2012		31,924
		<u>141,143</u>
	\$	141,143

5. EQUIPMENT AND LEASEHOLD IMPROVEMENTS

	Cost	Accumulated amortization	2007 Net book value	2006 Net book value
Computer equipment	\$ 15,708	\$ 11,457	\$ 4,251	\$ 1,579
Computer software	2,686	2,686	-	96
Furniture and fixtures	16,434	7,374	9,060	1,132
Leasehold improvements	46,607	7,652	38,955	-
	<u>\$ 81,435</u>	<u>\$ 29,169</u>	<u>\$ 52,266</u>	<u>\$ 2,807</u>

6. DEFERRED REVENUES

Deferred revenues result from the collection of memberships dues which are billed in October for the year beginning January 1 then recognized in that year.

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

7. FINANCIAL INSTRUMENTS

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

8. CONTINGENCY RESERVE FUND

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

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

Notes to Financial Statements

Year Ended December 31, 2007

9. GENERAL FUND

The General Fund will be applied to such expenses as website upgrade overruns and legal consultation fees to facilitate regulatory changes (e.g. mutual recognition agreement with Quebec) and the Fair Access to the Regulated Professions Act audit, in 2008.

10. COMPARATIVE FIGURES

The prior year comparative figures were audited by another firm of chartered accountants.
