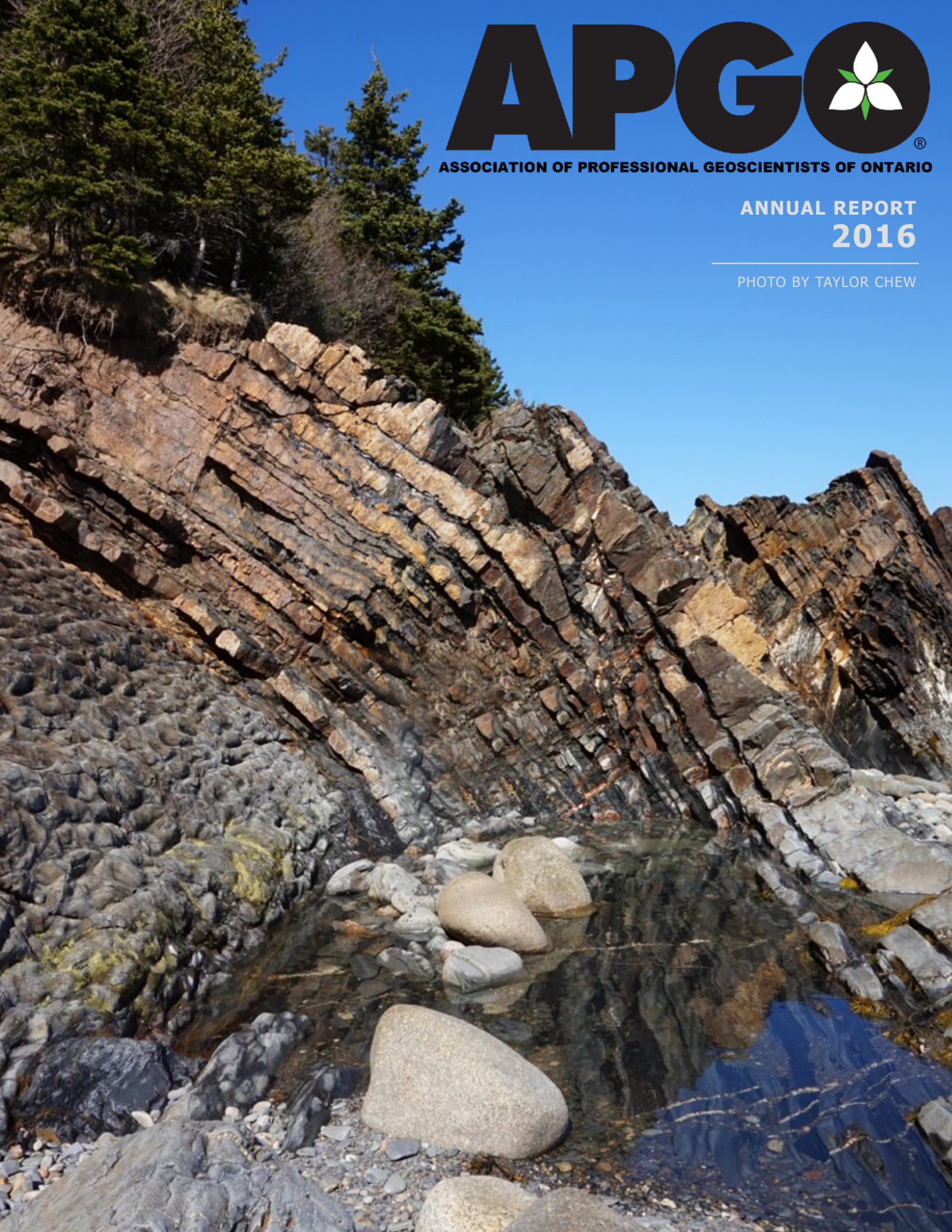




ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

**ANNUAL REPORT
2016**

PHOTO BY TAYLOR CHEW





APGO COUNCIL 2016

FRONT ROW (L-R) Peter Diorio, P.Geo., David Hunt, P.Geo., Mark Priddle, P.Geo., Doug Cater, P.Geo., Gord White (CEO - till Dec. 2016).

SECOND ROW (L-R) Brad Leonard, P.Geo., Aftab Khan, P.Geo. (Registrar), Christine Vaillancourt, P.Geo., Dorene Weston, Shelly Cuddy, P.Geo.

THIRD ROW (L-R) Rob Gordon, P.Eng., Zen Keizars, P.Geo., Ben Berger, P.Geo., David Leng, P.Geo., A.R. (Tony) Lotimer, P.Geo.

President
A.R. (Tony) Lotimer, P.Geo.

Vice President
Christine Vaillancourt, P.Geo.

Past President
Mark Priddle, P.Geo.

Regional Councillors
Central Ontario
Françoise Campbell, P.Geo.

North Western Ontario
John McBride, P.Geo.

North Eastern Ontario
Renée-Luce Simard, P.Geo.

South Western Ontario
Doug Cater, P.Geo.

South Eastern Ontario
Zen Keizars, P.Geo.

Councillors-at-Large
Tafa Gomwe, P.Geo.
Bronwyn Azar, P.Geo.
David Leng, P.Geo.

Lieutenant Governor-in-Council
Public (Member) Appointee
Brad Leonard, P.Geo.

Public (Non-Member) Appointees
Don Johnston, LL.B.
Visha Sukdeo, LL.B.

Treasurer
Shelly Cuddy, P.Geo.

Council of Chairs of Canadian Earth Science Departments Representative
Dr. Robert Linnen, Ph.D., P.Geo.



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LETTER TO THE MINISTER

The Honourable Bill Mauro
Minister of Northern Development and Mines
99 Wellesley Street W., Room 5630
Toronto, Ontario M7A 1W3

Dear Minister Mauro:

On behalf of the Association of Professional Geoscientists of Ontario (APGO), I am pleased to present you with the APGO Annual Report for 2016. The report summarizes our activities in 2016 and demonstrates our commitment to a strong and sustainable geoscience profession in Ontario.

We believe that our work is in line with the goals and objectives of the Ministry of Northern Development and Mines; namely, to protect the public, develop the mines and mineral exploration sector and the environmental geoscience sector, and further enhance professional practice within the profession.

As in previous years, the audited financial report for 2016 is included, together with a series of reports from the various APGO committees. We trust that you will find that APGO continues to fulfill our mandate, and that the Association is effectively governing the profession of geoscience in Ontario. Our membership grew again in 2016, and stood at approximately 3,165 members at year-end. This included over 2,000 full or limited P.Geo.'s, 370 Geoscientists-in-Training and 580 students. APGO has worked hard to engage both our Geoscientists-in-Training and student members in order to support them as they progress toward becoming P.Geo.'s. APGO also promotes and reflects diversity on Council, committees and staff. We assist internationally-

trained geoscientists in meeting the requirements of becoming a P.Geo. in Ontario.

APGO is a member of and an active contributor to Geoscientists Canada, a national association of geoscience regulators across Canada. Joint efforts include supporting common registration requirements for professional geoscientists across Canada and promoting the mobility of professional geoscientists to work in various jurisdictions.

On behalf of everyone at APGO, I thank you and Minister Gravelle and the staff of your Ministry for working with the Association in 2016. We trust that you find the 2016 Annual Report both interesting and informative.

A.R. (Tony) Lotimer, P.Geo.
President



PROTECTING THE PUBLIC INTEREST EARNING THE PUBLIC'S TRUST

MISSION

To protect the public by regulating geoscientists in Ontario and advancing professional practice.

VISION

To be acknowledged as a trusted and respected geoscience authority that engages fully-qualified geoscience professionals for the benefit of geoscience and society.

STRATEGIC GOALS 2014 - 2016

1. Become an even more relevant, accessible and professional society by increasing our membership and the value we provide to members through varied initiatives.
2. Foster strong relationships and partnerships to leverage our efforts.
3. Work proactively to influence regulations.
4. Continue to strengthen as a governing body.



PRESIDENT'S MESSAGE



The year 2016 was one of progress, success and change at APGO. Progress continued on the various initiatives that were implemented under our legislative mandate and strategic plan. Success came from the work on those initiatives, and included the implementation of the

new Registration Regulation (O.Reg. 324/16) and the inaugural APGO Award of Merit presentations. Change occurred near the end of the year with the search for a new CEO for the organization, and an update of the Strategic Plan for 2017 – 2020.

The new Registration Regulation came into force in November of 2016. This was the culmination of 3 years of cooperative effort by APGO and the government. The new Regulation provides greater clarity and consistency to the regulatory framework for registration of members and the practice of geoscience in Ontario. APGO is now working with the Ontario government to update parts of the Geoscientists Act to further enhance the practice of geoscience in the province.

The APGO Award of Merit was presented for the first time in 2016. Three prominent Ontario geoscientists, with backgrounds in government, academia and the private sector, received the award in recognition of their outstanding achievements and contributions to the profession and the public.

Successful outreach continued by way of our regional networking events held in various parts of the province and the timely news and information provided on a weekly basis through the association's newsletter "Field Notes". In 2016, several professional development opportunities were also provided through webinars offered to the membership by APGO.

In November 2016 we learned that our CEO, Gord White, would be leaving APGO to take a position with another organization. During his time at APGO Gord made positive contributions in many areas, but particularly in outreach and support to our stakeholders (members/students/government) and to the governance of the Association. Our Registrar, Aftab Khan, P.Geo., assumed the role of Acting CEO on an interim basis. Our new CEO, Louis Kan (CPA, CA, CFE), was appointed in February 2017. On behalf of Council, I thank Gord White and Aftab Khan for their service and I welcome Louis Kan to APGO.

APGO started the process of renewing/updating the Strategic Plan in the fall of 2016. The new strategic plan direction was adopted by Council in January 2017. Although the mission statement and vision are essentially unchanged from the previous plan, three areas of focus were identified going forward: (1) APGO is to be known, recognized and valued by all stakeholders as a relevant, accessible and professional regulatory body, (2) APGO's legal authority to enforce compliance with the Geoscientists Act is to be strengthened, and (3) each of APGO's activities/programs are to be current, relevant and add value to the membership.

Despite continuing challenges in the domestic and world economy, membership continued to grow in 2016. At the end of the year APGO had 3,165 members, including over 2,000 full or limited practicing members, 370 geoscientists-in-training and 580 students. The diversity and demographics of the membership bode well for the future.

The operations at APGO are made possible by a small team of skilled and motivated staff and a broader group of volunteers who serve on Council and the Committees of the Association. I thank all of you for your hard work, cooperation, advice and



goodwill during the past year. You are the key to the success of the organization. It has been a privilege to serve as President of APGO. Please join me in welcoming and supporting our incoming President, Christine Vaillancourt, P.Geo.

A.R. (Tony) Lotimer, P.Geo.
President

"Despite continuing challenges in the domestic and world economy, membership continued to grow in 2016. At the end of the year APGO had 3,165 members, including over 2,000 full or limited practicing members, 370 geoscientists-in-training and 580 students. The diversity and demographics of the membership bode well for the future."



APGO launched its inaugural Award of Merit at its Annual General Meeting in June 2016. Nominees were first identified by their peers in the geoscience profession and then were evaluated by a three-person panel. Each award recipient not only contributed significantly to the field of geoscience, each has also succeeded in bringing aspects of geoscience to the public at large – no easy feat. Each of them is a fine example of what a geoscientist can be. The inaugural recipients were **Terry Robert Carter, P.Geo., Nicholas Eyles, P.Geo., and R. Mohan Srivastava, P.Geo.**



VICE PRESIDENT'S MESSAGE



This year, the APGO had the pleasure to see a large number of young new faces on the council, bringing lots of energy and great new ideas, which bodes well for the future of the organization. The enthusiastic newcomers quickly got involved

and filled empty seats on the various committees. Many thanks to all of our wonderful councillors, newly or previously established, for putting together more and more thrilling outreach and professional networking events, for bringing forward important issues raised by the membership that they represent and for their devotion and countless hours of volunteering. I wish to encourage all APGO members and students to participate in large numbers in these events. They not only provide an opportunity to meet your APGO representatives on Council and APGO staff, but also to interact with other professional geoscientists in your area.

On behalf of APGO, I wish to acknowledge the continuous hard work of all of our committee members. They had numerous challenges this year but they were all successfully managed through skillful dedication. Also, in 2016, we worked hard at establishing a new subcommittee for the geomorphologists, which is officially launched with great pride at the beginning of 2017. Special thanks go to the Chair of this new subcommittee, Mr. Roger Phillips, for leading this project to fruition.

The year end was shadowed by the resignation of our CEO, Gord White; while a great loss for the APGO, we appreciate the wonderful new opportunities for him. We thank Gord for his dedication and leadership and we wish him the best of success. After seeing the amazing array of greatly qualified individuals who applied for the position, council was confident that the organization would remain strong and we are thrilled

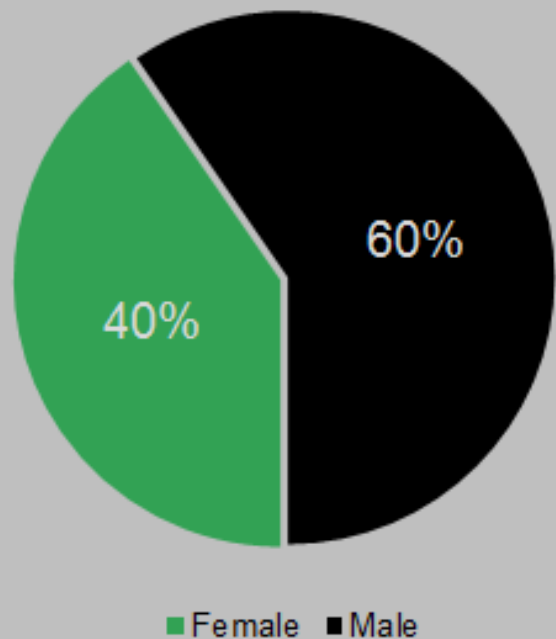
and excited to continue moving the Association forward with the support of our new CEO, Louis Kan.

Christine Vaillancourt, P. Geo.
Vice President



DID YOU KNOW?

2016 GEOSCIENTIST-IN-TRAINING APPLICANTS BY GENDER



CHIEF EXECUTIVE OFFICER'S MESSAGE



It is my pleasure to offer my Report for 2016 with both a look back at the achievements of the past year and a look forward to the challenges and opportunities ahead. First, as the new CEO of APGO, having come on board in February of 2017, I would like to

acknowledge the unsparing generosity of our past CEO Gord White in assisting me through the transition period. Indeed, the achievements of the past year were due primarily to the efforts of Gord and our dedicated staff.

In the fall of 2016, after almost three years of hard work by our Council, Registration Committee co-chairs and staff, our new Registration Regulation was approved. The new Regulation brought increased clarity to the registration process and greatly enhanced the administrative efficiency of our fees collection process. We achieved a 99 percent compliance rate for the 2017 fee collection cycle, a full 11 percent increase over the past year.

We expanded our successful mentoring program to support our next generation of members and we continued to develop and manage networking events that bring together our members and other stakeholders. We accomplished all this while maintaining a high level of core services and holding the line on our annual membership fees.

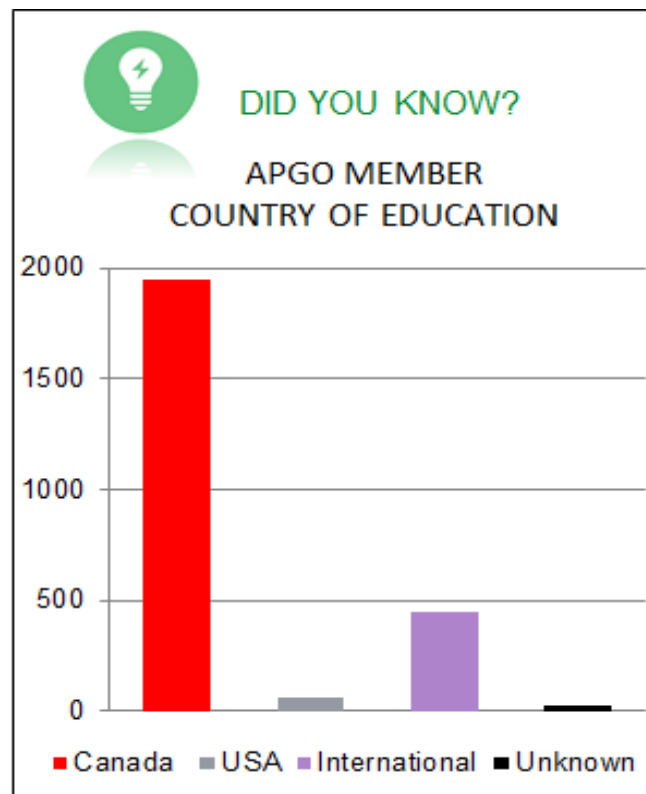
"We have improved members' services. For example, we increased the number of webinars to facilitate our geographically diverse membership's professional development needs."

Looking ahead, we will continue to improve on our core services and work with Council to deliver on the

three areas of strategic focus identified in Council's Strategic Plan 2017 – 2020. This will mean increasing our footprint in the halls of government and updating our Act, exploring mutually beneficial relationships with our provincial and federal counterparts and leveraging technology to increase efficiency such as on-line registration. In addition, we will identify value-added affinity programs for our members and provide timely, accurate and relevant information to Council. Good information makes good decisions.

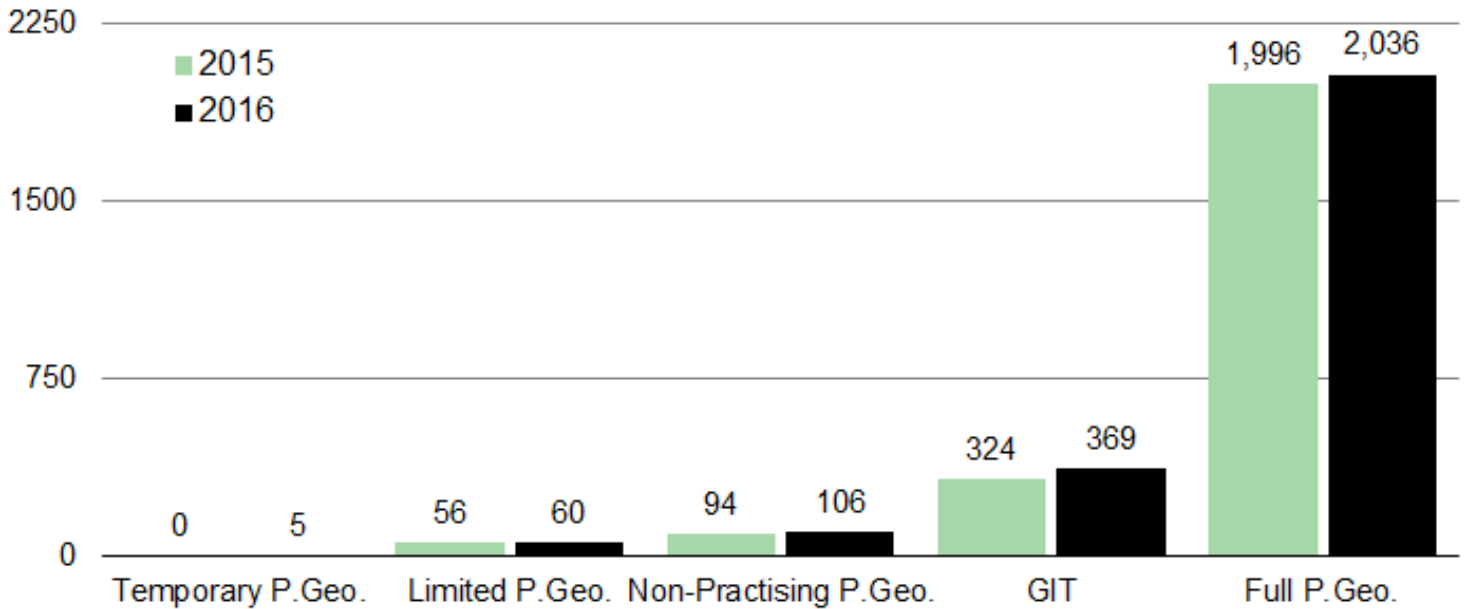
In closing, I want to emphasize that the key strength of APGO remains its members. I have met some of you in my short tenure and have learned much about your aspirations and challenges. Over the coming months, I ask you to help us grow, to grow along with us and, in serving the public interest, elevate us all.

Louis Kan CPA, CA, CFE
Chief Executive Officer

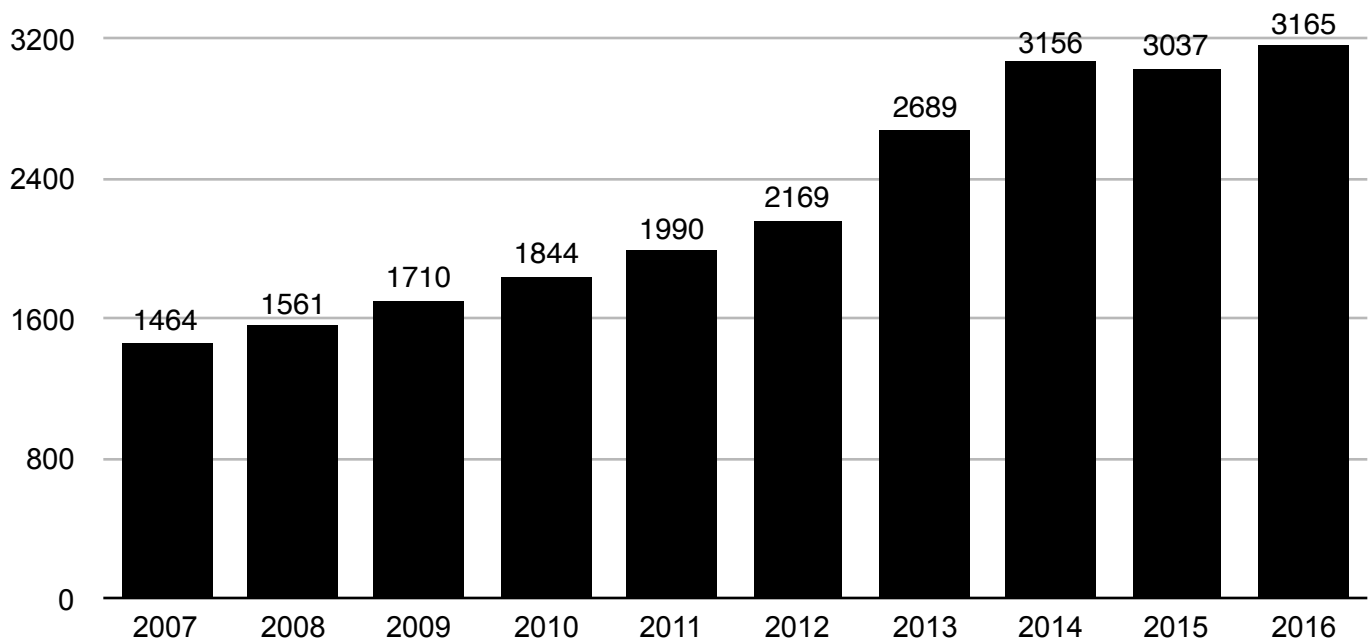


REGISTRATION AND STATISTICS

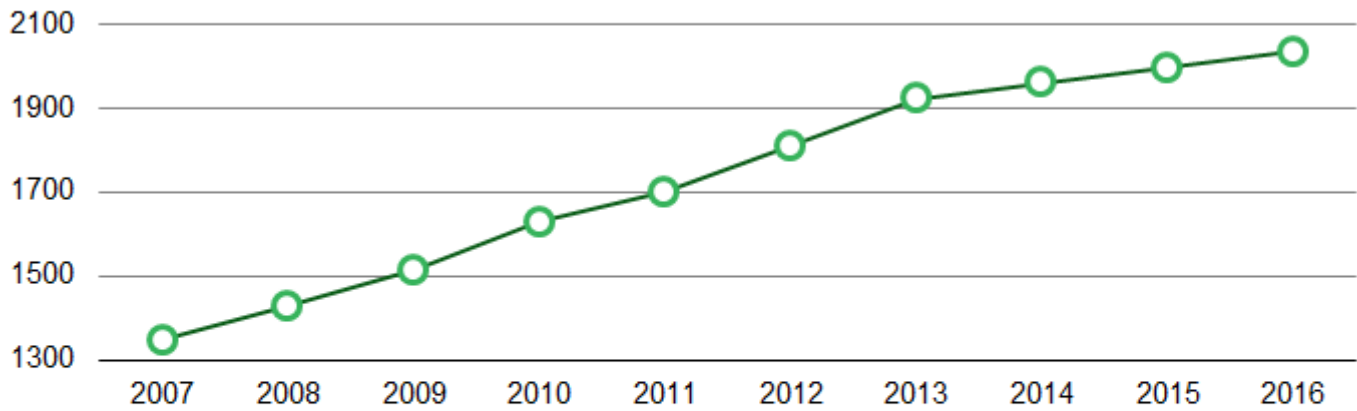
MEMBERSHIP BY TYPE



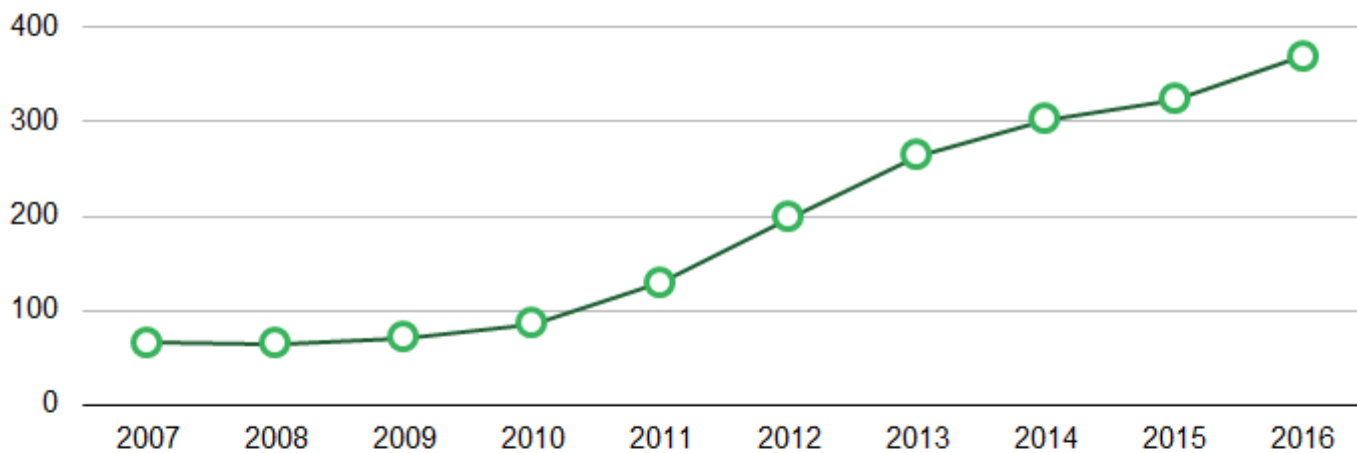
TOTAL MEMBERS



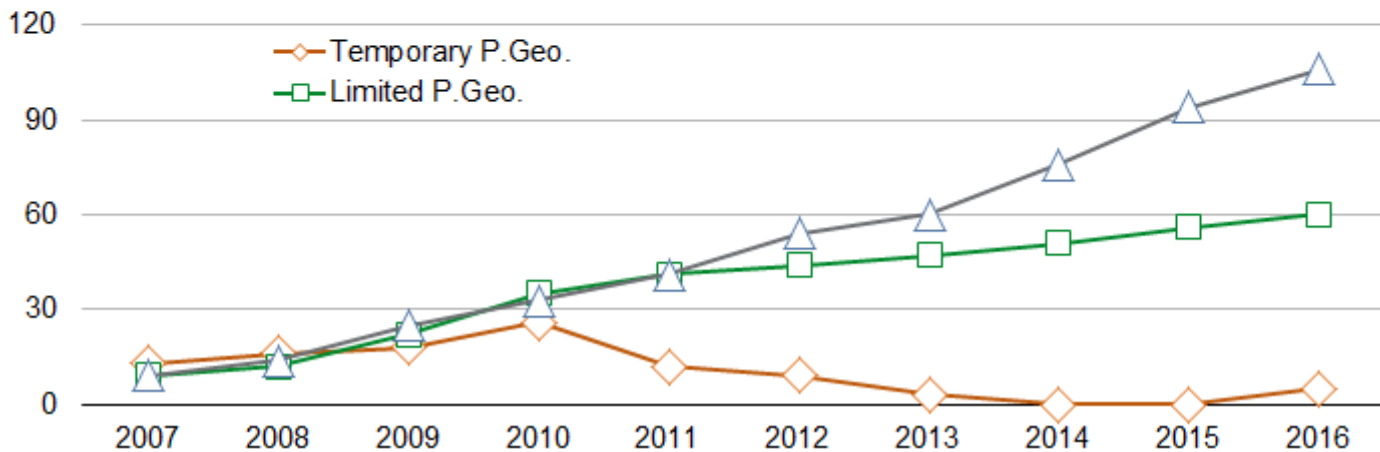
FULL P.GEO.



GEOSCIENTIST-IN-TRAINING



OTHERS



APGO MENTORING PROGRAM



"The mentoring program was a great opportunity to both learn from and gain an insight into what it means to be a professional geoscientist. My mentor was fantastic, and we spoke once a week via Skype on a variety of topics, including but not limited to geochemistry, various aspects of the mining industry, NI 43-101 and even professional habits and practices. Man, he just had the world of knowledge and case examples and I am very grateful for our interaction! The flexibility of the mentoring sessions also allowed us to plan around and accommodate for any changes in our regular schedules."

- Joanna West, GIT

In 2016, APGO elevated its Mentoring Program beyond the pilot phase. The program was developed to provide professional development and growth opportunities for members interested in becoming mentors or mentees.

APGO's role is to maintain a pool of interested participants, conduct the matching process, facilitate the connections between mentors and mentees, and provide support as needed.

APGO's Mentoring Program is a benefit available to APGO members. The program utilizes a self-directed model which provides participants with ample room for flexibility. It is not overly prescriptive as the mentoring agreement is developed by both the mentor and mentee.

In 2016, APGO made 30 new matches. The Association gratefully acknowledges the participation of highly experienced members as mentors, many of whom, started volunteering during the pilot phase of the program. Their active and generous contribution ensures the program's viability and sustainability.

"As a profession, there is a need to raise the next generation of geoscientists to ensure that the profession continues to thrive in an ever-changing environment. This involves helping and supporting less experienced members to become qualified, highly competent and ethical professional geoscientists. I believe that as members of a professional association, this is a shared responsibility."

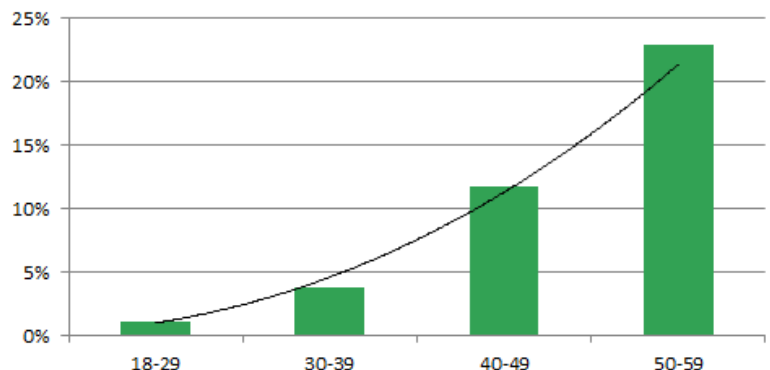
Patricia Meyer, P.Geo., APGO Mentor



DID YOU KNOW ?

WE ARE TRENDING TOWARDS GENDER PARITY

P.GEO GENDER GAP BY AGE



PROFESSIONAL NETWORKING AND LEARNING EVENTS

People are the most important resource of an organization. APGO's work stands on the shoulders of dedicated members who are volunteering their time and expertise to carry out its mandate in strong partnership with APGO staff.

It takes engaged members to get them to actively participate in APGO's work – from being a member of statutory committees to volunteering as speakers at our various events. Member engagement is only made possible through relationship-building initiatives that encourage strong connections between members and the APGO and amongst the members themselves. This was the reason why APGO established networking events through which members can make meaningful connections with each other and with the Association.



These events were also learning events as they provided opportunities to learn from the experts through featured presentations and were excellent forums for knowledge exchange amongst members. In 2016, APGO held networking events in the North West (Thunder Bay), South East (Peterborough and Ottawa) and Central (Toronto) regions of Ontario.

In the fall of 2016, APGO also launched the webinar series to enhance learning opportunities for its members. APGO rolled out 7 webinars that provided excellent overviews on topics such as professional branding, best practices on NI 43-101 reporting, and environmental site assessment (ESA). The webinars had a combined total of 480 participants and were very well received.

APGO thanks its webinar speakers for making the launch of this initiative a success, namely:

Patrick McAndless, P.Geo.
Your Career Your Brand

**Andrea Waldie, P. Geo. and
Ian Macdonald, P.Geo.**
*APGO's Registration
Process*

**Craig Waldie, P.Geo. and
James Whyte, P.Geo.**
*NI 43-101 Technical
Reports: Basics and Pitfalls
Overview of NI 43-101 and
Mining Disclosure Basics*

Paul Ténrière, M.Sc., P.Geo.
*Technical Disclosure Best
Practices and Useful Tips for
Mining Professionals and
Executives*

Steve King, P.Geo.
*National Instrument 43-101
Common Pitfalls from a
User's Perspective: A
Practical Approach to
Technical Report Analysis*

Bill Leedham, P.Geo.
*An Overview of
Environmental Site
Assessment in Ontario*



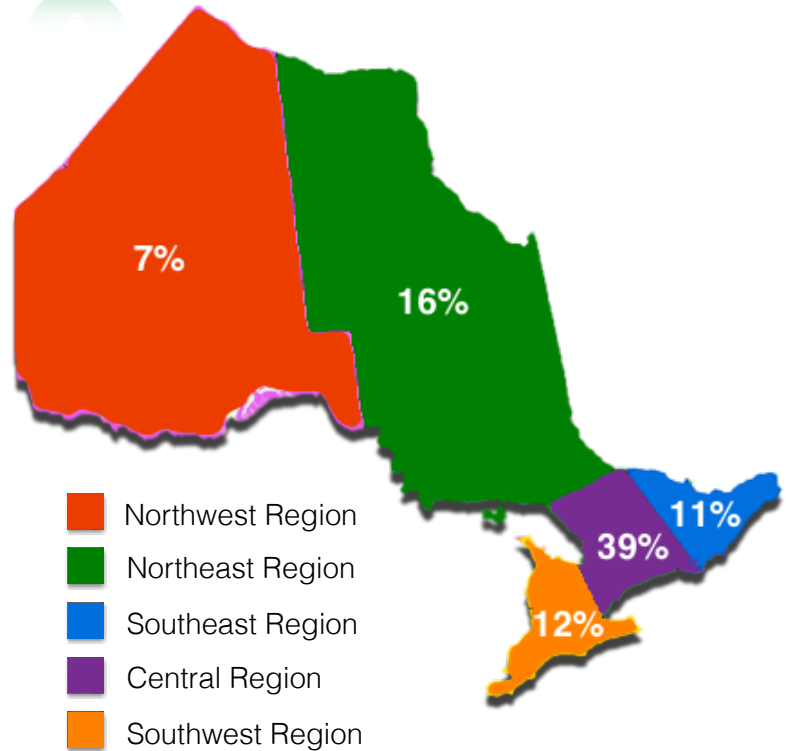
PROFESSIONAL NETWORKING AND LEARNING EVENTS

APGO gratefully acknowledges its Regional Councillors and Councillors-at-Large who took the lead in organizing the professional networking events. Also worth noting is their tireless work in outreach to various universities across Ontario to speak about the work of APGO and the importance of professional registration. The steady increase in the number of student members and geoscientists-in-training is a testament to the significant impact of volunteers' and staff's collaborative work.

Moving forward, APGO will continue to enhance its continuing professional development (CPD) offerings to complement the CPD opportunities being offered by other organizations in the geoscience field. APGO will tap into the expertise of its members and will also explore partnerships to develop and deliver high quality presentations and workshops.



WHERE ARE OUR MEMBERS FROM?



THANK YOU TO OUR 2016 GUEST SPEAKERS

APGO gratefully acknowledges its 2016 roster of professionals who generously volunteered their time and shared their expertise as guest speakers at our networking events:

Sandy Holmes

Community Relations Coordinator
Port Hope Area Initiative

Glenn Case

Senior Technical Advisor, Canadian Nuclear Laboratories
The Port Hope and Port Granby projects - Historic Low Level Radioactive Waste Cleanup and Canada's contribution to the Nuclear Age

Dr. Chris Fleming

Senior Metallurgical Consultant, SGS Minerals
The Role of the Host Mineral in Process Selection for Gold Ores and The Role of Gold in the Global Economy

Todd Domney

Managing Partner and CEO, Sumac Geomatics Incorporated
Implementing UAS for Aerial Surveys

Alex Pleson

Director of Operations and Geology, Pleson Geoscience
Prospecting with Fewer Footsteps – UAV Applications in Grassroots Exploration

Pam Coles, P.Ge.,

Regional Manager, Abitibi Geophysics Inc.
UAV Applications: A New Step for Mineral Exploration

Dr. Hernan Ugalde, Ph.D., P.Ge. and

Dr. Iris Lenauer, Ph.D., P.Ge.

Beyond the Purple Blob – Geophysics & Structural Geology Data Integration



COMMITTEE REPORTS

REGISTRATION COMMITTEE



The role of the Registration Committee is to review all applications for registration and determine their acceptability for membership. This Committee also has responsibility for establishing academic standards for admission and the administration of the Professional Practice and Ethics

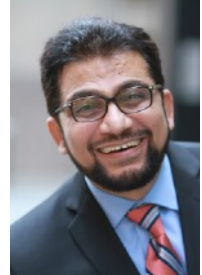
Exam. The Committee met eight times in 2016 with a total of 220 new applications reviewed.

The Committee also reviewed change of designation applications (such as from GIT to practicing) and the re-review of deferred applications where additional information was provided. A total of 236 applications were accepted including 113 practising, 112 G.I.T.s, 6 Limited and 5 Temporary members. APGO's membership breakdown by class is presented earlier in this annual report.

The 2016 numbers represent a total increase in membership of 128 from 2015. The APGO also issued 18 new Certificates of Authorization in 2016, a 30% year over year increase. The current list of members in good standing and Certificates of Authorization can be searched on the APGO website at <http://www.apgo.net>. The major accomplishment, and one that required several years to finally complete, was the proclamation of the revised Registration Regulation.

As Chair of the Registration Committee, this was one of the most rewarding experiences that I have been through. The changes would not have been possible without the invaluable experience and dedication of Andrea Waldie, P.Geo., FGC, Aftab Khan, P.Geo. (Registrar) and former APGO CEO, Gord White. Changes to the regulation include, but are not limited to:

- Removal of old clauses that were used in the startup of APGO but are no longer relevant;
- Allowing foreign supervisors to act as references as long as they have credentials similar to Canadian supervisors;
- Cleaner definition of Canadian supervisors;



A total of 236 applications were accepted including 113 practising, 112 G.I.T.s, 6 Limited and 5 Temporary members. The 2016 numbers represent a total increase in membership of 128 from 2015.

- Cleaner definition of geoscience work experience and obtained experience prior to graduation;
- Continuing Professional Development is now a mandatory condition of membership;
- More specific requirements for Limited membership and allowing Limited members to sign reports on their own;
- Ensuring that only employees of a company are the responsibility holders for a Certificate of Authorization;
- More specific procedures for members that re-join after resigning.

One of the big changes that could affect members is annual membership renewal. APGO has been informed that members that do not pay their annual fee by December 31st in any given year are legally not members effective January 1st. There will be a



grace period until January 15th and a mechanism for lapsed members to renew their memberships. However, if payment is not received within 75 days, a full application to become an APGO will be required.

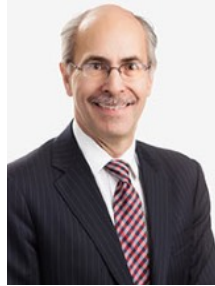
Some of you may be aware that the registration of geomorphologists in Ontario is not, in some cases, as straightforward as it may be for other disciplines of geoscience. There are great geomorphologists in Ontario but some have come from a physical geography background and may not have enough of the core math, sciences, and geology courses required to meet APGO's knowledge requirements. The issues facing geomorphology are also representative of the broader challenges facing APGO applicants in the Environmental Geoscience stream who have been trained in other environmental science programs (i.e., without a geology focus). We have strived as much as possible, however, to encourage geomorphologists to join the APGO and these efforts have been greatly boosted with the addition of Roger Phillips, P.Geol. to the Registration Committee. Roger brings a great deal of experience from both a technical perspective and from the geomorphology community as a whole. Roger and his colleagues have formed a Geomorphology Subcommittee, which is under the Professional Practice Committee. Part of their mandate will be to work with the Registration Committee on reaching out to more geomorphologists to show the value of membership with APGO.

The APGO wishes to express gratitude to the volunteer members of the Registration Committee for their ongoing dedication in assessing applications. The staff continues to be amazing and is the backbone of the Committee.

Ian Macdonald, P.Geol.
Chair

Aftab Khan, P.Geol.
Registrar

COMPLAINTS COMMITTEE



The Complaints Committee was active during 2016. We reviewed cases C-115 (from 2015), C-116, C-117, C-118, C-119, C-120 and C-121 for 2016. The complaints reviewed, while confidential, were quite

diverse in nature. I am pleased to report to the membership that all complaints were addressed and decisions rendered by year end. Two of the complaints C-117 and C-119 were sent to the Discipline Committee.

On behalf of the Complaints Committee, I want to extend thanks to all of our panelists who participated in the complaint review process seeing these complaints through to a timely conclusion.

Doug Cater, P.Geol.
Chair

DISCIPLINE COMMITTEE



The Discipline Committee is responsible for hearing and making determinations on cases of professional misconduct, malpractice, negligence or incompetence, brought against a Member or Certificate holder by a complainant. The Committee

convened two Hearings in 2016, resulting in guilty verdicts. Information on Hearing Panel decisions is available on the APGO website, under 'Discipline'.

Regular meetings of the Discipline Committee continued to be held by teleconference on a quarterly basis.



COMMITTEE REPORTS

For the purpose of continuity, the Committee Chair and Vice Chair hold two-year positions with the Vice Chair (Mike Jones, M.Sc., P.Geo.) moving to the Chair position on completion of the current Chair's mandate in June 2017. From its 20 members currently, the Committee maintains two Standing Hearing Panels, composed of experienced professional and public members, and an alternate Panel, for immediate deployment if the need arises.

During 2016, one of our long-standing members retired from the Committee. Deborah McCombe, P.Geo., FGC. made many contributions to the Committee, both in formal preparations and in always providing a sound basis for thought and support. Deborah's contributions will be missed.

Brad Leonard, P.Geo.
Chair

EXECUTIVE COMMITTEE



The Executive Committee is responsible for implementing policy decisions of Council and providing oversight of the management of the Association on behalf of Council. This committee may take interim action in the event of an emergency

where time does not permit the meeting of Council.

Responsibilities of the Executive Committee include :

- (a) initiating proposals and reports for submission to Council;
- (b) review of budgets and expenditures;
- (c) the annual or periodic review of the CEO; and
- (d) other duties and responsibilities that may be assigned by Council from time to time.

In 2016, the Executive Committee met approximately bi-monthly, with meetings occurring in months when no Council meeting was held. Minutes from all

Committee meetings were recorded and presented to Council for review at the following Council meeting.

A.R. (Tony) Lotimer, P.Geo.
Chair

FINANCE COMMITTEE



The Finance Committee is a Standing Committee of Council responsible for general oversight of the finances for the Association. This includes ensuring that financial policies and procedures of the association are followed, overseeing the development and approval of the annual budget, monitoring the financial performance of the Association on an ongoing basis, and providing periodic reports and recommendations to Council as required.

In 2016, membership and enrolment in the Association remained strong. The organization continued with a number of strategic initiatives in communication and outreach, enforcement & compliance, governance and upgrades to the website. The Association realized a net surplus in 2016 and remained in a healthy financial position at the end of the year.

Shelly Cuddy, P.Geo.
Chair

GOVERNANCE COMMITTEE



The Governance Committee is a Standing Committee of Council which is responsible for monitoring the overall function of Council and the Association to ensure compliance with the Professional Geoscientist Act (2000), Regulations



and By-laws and that it adheres to all other pertinent standards and practices expected of a self-regulating professional association.

In 2016, a number of Council positions came up for renewal and the Governance Committee oversaw the process. The respective positions were advertised and the resulting interest far exceeded expectations. This demonstrates strong interest in the Association and a clear understanding of the APGO's importance.

David Leng, P.Geol.
Chair

PROFESSIONAL PRACTICE COMMITTEE



The Professional Practice Committee (PPC) has a mandate to recommend and provide standards for professional practice and ethics, and guidelines for members to follow. This adds value to the professional geoscience license and provides value to the public by outlining criteria for professional "best practices".

In 2016, the PPC focused attention on an area of geoscience identified by PPC members as important to professional geoscientists and the public. It is to develop a guideline for professionals to refer to when reviewing other professional geoscientists' work.

In 2016, development of this 'peer review' guideline required preliminary research, polling of a limited number of APGO members for their views, and development of a White Paper for Council that outlined the rationale and framework for the guideline.

The guideline is expected to clarify the role of the professional, thereby increasing the awareness of members' obligations as professionals, and help the

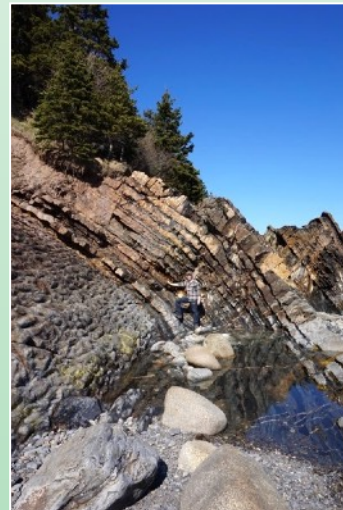
general public understand the expectations that the Association has of its members. It is anticipated that the work on the guideline will continue throughout 2017.

Paul Hubley, P. Geol.
Chair



APGO's ANNUAL PHOTO CONTEST

Each year, APGO holds a photo contest to raise member involvement with the Association. APGO encourages members to submit great photos that showcase the different facets of the geoscience profession – the beauty, the excitement and the challenges. All APGO members have the opportunity to vote for their favourite photo. In 2016, Taylor Chew took the prize for best photo of the year. His photo was used as the cover of this Annual Report.



ENVIRONMENTAL GEOSCIENCE SUBCOMMITTEE



The Environmental Geoscience Subcommittee reports to the Professional Practice Committee (PPC). The mandate of the subcommittee is to support the work of the PPC including developing standards and

guidelines for the practice of professional environmental geoscience and undertaking other professional practice matters as may arise from time-to-time. Central to this mandate is liaison work with the Ontario Ministry of the Environment and Climate Change (MOECC) to monitor regulatory changes that affect the practice of environmental geoscience.

In 2016, the subcommittee continued to be involved in reviewing proposed regulatory changes and other initiatives by the MOECC. The key areas of the subcommittee's involvement were:

- formal commenting on the MOECC's EBR registry posting for changes to the Permit to Take Water (PTTW) approval process through the use of the Environmental Activity and Sector Registry (EASR) approach;
- ongoing participation in the development of professional practice guidelines for the management of excess fill in Ontario;
- formal commenting on the MOECC's EBR registry posting for the Excess Soil Management Policy Framework;
- attendance and participation in meetings with the MOECC's Modernization of Approvals Branch;
- formal commenting on the MOECC EBR registry posting for changes to the PTTW approval process and moratorium for the Water Bottling Industry; and
- fielding questions and receiving comments from APGO members about regulatory matters on environmental geoscience.

The subcommittee met via teleconference on a quarterly and on as-needed basis.

Ron Ormson, P. Geo.
Chair

GEOLOGY SUBCOMMITTEE



The Geology Subcommittee is a sub-committee of the Professional Practice Committee (PPC) and has six members including the chairman. The Geology Subcommittee's mandate is to support the PPC in fulfilling its mandate with respect to the

practice of geology. The chairman of the PPC asked all subcommittee leaders to consider developing guidelines for peer reviewed documents. Comments from interested persons were solicited and, subsequently, a white paper was prepared and submitted to council for comment and approval. The next task will be for various participants to prepare a draft of the guidelines for consideration and approval. Future meetings among committee chairs and interested persons will happen in February 2017.

Ben Berger P. Geo.
Chair

GEOFYSICS SUBCOMMITTEE



The Geology Subcommittee convened once in 2016 to discuss the Professional Practice Committee's perspective on the Peer Review Guidelines.

Milan Situm, P. Geo.
Chair



GEOMORPHOLOGY SUBCOMMITTEE



The new Geomorphology Subcommittee was approved by APGO Council in November 2016 as a subcommittee of the Professional Practice Committee. The proposal for the new subcommittee by a group of seven

professional practice of geomorphology in Ontario. Moving forward in 2017, the main objective of the subcommittee is to better define the practice of and qualifications for geomorphology as a geoscience under existing APGO policies, and in the process identify specific areas of overlap with other disciplines in engineering, biology, and environmental science.

More generally, the subcommittee aims to help identify and mitigate the broader issues facing geoscience practitioners trained in physical geography and environmental science programs—university programs which often do not align with the Geoscientists Canada knowledge requirements. As a specific example, exploring the role of limited memberships as one mitigative tool will be an important consideration moving forward. The new subcommittee's activities will initially focus on outreach with university faculty, students and industry stakeholders to develop recommendations for APGO Council and the Registration Committee.

The Geomorphology Subcommittee would like to gratefully acknowledge Ian MacDonald, Christine Vaillancourt, Paul Hubley, and Aftab Khan for their support of this initiative.

The subcommittee met via teleconference on a quarterly and as-needed basis.

Roger T.J. Phillips, P.Geo.
Chair

PAST PRESIDENTS ADVISORY COMMITTEE



In 2016, the Past Presidents' Committee established the Past Presidents' Bursary. This new bursary is intended to support internationally-trained geoscientists and the first recipient is expected to be announced at the 2017 AGM.

Following the departure of CEO Gord White, several past presidents were consulted and provided advice on succession and hiring.

Mark Priddle, P.Geo.
Chair

2016 Fellows of Geoscientists Canada (FGC)

The Geoscientists Canada Fellowship honours individuals who have given noteworthy service to the geoscience profession. Individuals receiving such honour has the privilege to use the designation FGC.

Nicholas Eyles, P.Geo., FGC

Rob Gordon, P.Eng., FGC

Ken Howard, P.Geo., FGC

Richard Jackson, P.Eng, FGC

Donald Johnston, LL.B., FGC

Mark Priddle, P.Geo., FGC

Milan Situm, P.Geo., FGC

Dorene Weston, FGC



APGO REPRESENTATION ON NATIONAL COMMITTEES OF GEOSCIENTISTS CANADA

Geoscientists Canada (GC) exists to serve the profession of geoscience in Canada. The organization works on behalf of its members – the nine regulatory bodies that register geoscientists and regulate their practice in Canada’s provinces and territories, including Ontario. Internationally, GC liaises with national organizations for the profession of geoscience in other countries and APGO has been active in these building of relationships. These relationships were strengthened with GC staff and Board members attending the 35th International Geological Congress in August-September 2016. GC played an important role in sessions on geo-ethics and regulation of the geoscience profession.

GC also facilitates and coordinates national projects designed to enhance protection of the public and safeguard public interests as related to geoscience practice. Some of GC’s work includes improving standards of geoscience practise, fostering consistent admissions decisions and setting competency requirements, liaising with Engineers Canada, and enhancing national and international mobility for Canada’s professional geoscientists.

APGO, through GC, has been actively involved in the Framework for the Development of Geoscience Professional Practice Guidelines. The work includes reviewing Codes of Ethics, developing a GIT Booklet, starting work on a Geoscience for Society document, and continuing a project funded by Employment and Social Development Canada directed at developing admission support tools for the profession.

Mark Priddle, P.Geo.
Chair



IN MEMORIAM

David Earl Molloy, P.Geo., December 30, 2016.



FINANCIAL STATEMENTS

YEAR END DECEMBER 31, 2016

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

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Year Ended December 31, 2016

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INDEPENDENT AUDITOR'S REPORT

To the Members of the Association of Professional Geoscientists of Ontario

We have audited the accompanying financial statements of the Association of Professional Geoscientists of Ontario, which comprise the statement of financial position as at December 31, 2016 and the statements of revenues and expenditures, changes in net assets and cash flow for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

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.

(continues)

Independent Auditor's Report to the Members of the Association of Professional Geoscientists of Ontario
(continued)

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of the Association of Professional Geoscientists of Ontario as at December 31, 2016 and the results of its operations and its cash flow for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

A handwritten signature in black ink that reads "Bateman Mackay LLP". The signature is written in a cursive, flowing style.

Mississauga, Ontario
May 11, 2017

CHARTERED PROFESSIONAL ACCOUNTANTS
Licensed Public Accountants

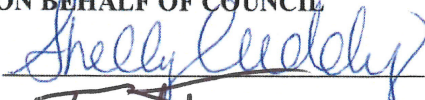
ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

Statement of Financial Position

December 31, 2016

	2016	2015
ASSETS		
CURRENT		
Cash	\$ 828,892	\$ 367,783
Short term investments	1,153,646	1,319,137
Membership fees receivable (Note 2)	228,928	335,539
Prepaid expenses	17,573	17,182
	2,229,039	2,039,641
EQUIPMENT AND LEASEHOLD IMPROVEMENTS (Note 3)	19,474	22,736
	\$ 2,248,513	\$ 2,062,377
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable and accrued liabilities	\$ 50,281	\$ 30,775
Dues received before acceptance for membership	5,535	7,340
Government remittances payable	133,912	128,788
Deferred revenues (Note 4)	1,016,284	1,019,741
	1,206,012	1,186,644
NET ASSETS		
Contingency Reserve Fund (internally restricted) (Note 5)	878,940	703,297
Strategic Initiatives Fund (internally restricted) (Note 6)	163,561	172,436
	1,042,501	875,733
	\$ 2,248,513	\$ 2,062,377
LEASE COMMITMENTS (Note 7)		

ON BEHALF OF COUNCIL

 Councilor

 Councilor

The accompanying notes are an integral part of these financial statements.

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

Statement of Revenues and Expenditures

For the Year Ended December 31, 2016

	2016	2015
REVENUE		
Membership dues	\$ 1,007,595	\$ 982,270
Registration fees	62,410	52,814
Exam fees	36,803	33,000
Advertising and sponsorship	11,680	9,036
Interest earned	9,509	11,068
Administration fees	6,660	4,474
Stamps and seals	5,736	6,444
Function fees	2,521	4,950
	<u>1,142,914</u>	<u>1,104,056</u>
EXPENDITURES		
Administrative wages and benefits	452,958	477,852
Occupancy costs	98,559	93,611
Legal, professional and government relations	87,756	64,410
CCPG (Geoscientists Canada) membership	78,800	76,751
Office and general	37,954	34,924
Interest, credit card and bank charges	30,035	32,354
Examination services	30,017	23,610
Travel and accommodation	25,905	26,904
Foundation support (<i>Note 8</i>)	22,500	22,500
Member meetings	21,318	25,923
Website	20,829	26,748
Communication	20,494	21,289
Accounting and audit	19,657	24,070
Liability insurance	17,629	17,448
Amortization	5,852	7,133
Stamps, seals, cards and certificates	3,867	4,623
Advertising and promotion	1,852	3,588
Bad debts	164	-
Interest on obligations under capital lease	-	114
	<u>976,146</u>	<u>983,852</u>
EXCESS OF REVENUE OVER EXPENDITURES	\$ 166,768	\$ 120,204

The accompanying notes are an integral part of these financial statements.

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

Statement of Changes in Net Assets

Year Ended December 31, 2016

	Contingency Reserve Fund (Internally Restricted)	Strategic Initiatives Fund (Internally Restricted)	2016	2015
NET ASSETS - BEGINNING OF YEAR	\$ 703,297	\$ 172,436	\$ 875,733	\$ 755,529
Excess of revenue over expenditures	175,643	(8,875)	166,768	120,204
NET ASSETS - END OF YEAR	\$ 878,940	\$ 163,561	\$ 1,042,501	\$ 875,733

The accompanying notes are an integral part of these financial statements.

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

Statement of Cash Flow

Year Ended December 31, 2016

	2016	2015
OPERATING ACTIVITIES		
Excess of revenue over expenditures	\$ 166,768	\$ 120,204
Item not affecting cash:		
Amortization of equipment and leasehold improvements	5,852	7,133
	<u>172,620</u>	<u>127,337</u>
Changes in non-cash working capital:		
Membership fees receivable	106,611	24,525
Prepaid expenses	(391)	679
Accounts payable and accrued liabilities	19,506	(12,951)
Dues received before acceptance for membership	(1,805)	(6,200)
Government remittances payable	5,124	3,103
Deferred revenues	(3,457)	25,549
	<u>125,588</u>	<u>34,705</u>
Cash flow from operating activities	<u>298,208</u>	<u>162,042</u>
INVESTING ACTIVITIES		
Purchase of equipment and leasehold improvements	(2,590)	(3,141)
Short term investments	165,491	(411,061)
	<u>162,901</u>	<u>(414,202)</u>
Cash flow from (used by) investing activities	<u>162,901</u>	<u>(414,202)</u>
FINANCING ACTIVITIES		
Advances from (to) related parties - net	-	5,275
Repayment of obligations under capital lease	-	(2,243)
	<u>-</u>	<u>3,032</u>
Cash flow from financing activities	<u>-</u>	<u>3,032</u>
INCREASE (DECREASE) IN CASH FLOW	461,109	(249,128)
Cash - beginning of year	<u>367,783</u>	<u>616,911</u>
CASH - END OF YEAR	\$ 828,892	\$ 367,783

The accompanying notes are an integral part of these financial statements.

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

Notes to Financial Statements

Year Ended December 31, 2016

STATUS AND PURPOSE OF THE ORGANIZATION

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 regulate the practice of professional geoscience.
- 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.

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNFPO). Canadian accounting standards for not-for-profit organizations are part of Canadian GAAP.

Revenue recognition

The Association follows the deferral method of accounting for revenue. Membership and registration fees are recognized as revenue in the year to which they relate. Exam fees are recognized when the respective exams are written. Revenue from sales of products or services is recognized when title passes to the customer, which generally coincides with the delivery and acceptance of goods. Interest revenue is recognized when earned based on the terms of the investment agreement.

Financial instruments policy

The Association initially measures its financial assets and liabilities at fair value. It subsequently measures all its financial assets and financial liabilities at amortized cost, except for investments in equity instruments that are quoted in an active market, which are measured at fair value.

Financial assets subsequently measured at amortized cost include cash, short term investments and membership fees receivable.

Financial liabilities measured at amortized cost include accounts payable and accrued liabilities.

(continues)

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

Notes to Financial Statements

Year Ended December 31, 2016

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

Equipment and leasehold improvements

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

Furniture and fixtures	20%	declining balance method
Telephone system	20%	declining balance method
Computer equipment	55%	declining balance method
Leasehold improvements	62 months, (term of lease)	straight-line method

The Association regularly reviews its equipment and leasehold improvements to eliminate obsolete items. Government grants are treated as a reduction of equipment and leasehold improvements cost.

Equipment and leasehold improvements acquired during the year but not placed into use are not amortized until they are placed into use.

Leases

A lease that transfers substantially all of the benefits and risks of ownership is classified as a capital lease. At the inception of a capital lease, an asset and a payment obligation are recorded at an amount equal to the lesser of the present value of the minimum lease payments and the property's fair market value. Assets under capital leases are amortized on a straight-line basis, over their estimated useful lives. All other leases are accounted for as operating leases and rental payments are expensed as incurred.

Use of estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations 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.

Financial statement items subject to significant management judgment include revenue recognition, the valuation and estimated useful lives of equipment and leasehold improvements, and the completeness of accounts payable and accrued liabilities.

2. MEMBERSHIP FEES RECEIVABLE

On December 31, 2016, fee paying membership in the Association stood at 2,562 (2015 - 2,500), and the applications for memberships that were in process of approval at 273 (2015 - 242). Out of the \$228,928 total membership fees receivable at the end of the year, \$223,147 reflect members that have not paid the 2017 fees as at December 31, 2016.

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

Notes to Financial Statements

Year Ended December 31, 2016

3. EQUIPMENT AND LEASEHOLD IMPROVEMENTS

	Cost	Accumulated amortization	2016 Net book value	2015 Net book value
Furniture and fixtures	\$ 41,165	\$ 26,516	\$ 14,649	\$ 13,880
Telephone system	7,833	4,946	2,887	3,609
Computer equipment	48,648	46,907	1,741	3,870
Leasehold improvements	52,707	52,510	197	1,377
	\$ 150,353	\$ 130,879	\$ 19,474	\$ 22,736

During the year, the Association purchased furniture and fixtures in the amount of \$2,590.

4. DEFERRED REVENUES

The balances in the deferred revenue accounts are comprised of membership fees billed in October of the current calendar year (2016) for memberships for the following calendar year (2017). The full amount of memberships billed at the end of the year is deferred and will be included as income in the following year.

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

5. CONTINGENCY RESERVE FUND

The APGO Contingency Reserve Fund (CRF) is intended to ensure the Association has the financial resources to fund its operation in the event of unexpected interruption in the revenue flow or significant expenses including defending legal challenges. The CRF is 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.

6. STRATEGIC INITIATIVES FUND

In 2009, The General Fund was re-named the Strategic Initiatives Fund to better describe its purpose, which is to fund initiatives stemming from implementation of the Strategic Plan.

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

Notes to Financial Statements

Year Ended December 31, 2016

7. LEASE COMMITMENTS

The Association entered into a new long term lease on October 1, 2012 that expires on November 30, 2017. Under the lease, the Association is required to pay a base annual rent for the five-year term. In addition to the base rent, the Association must pay for its proportionate share of utilities, property taxes, maintenance and other related costs for the leased premises. On December 19th, 2016 the Association signed the renewal option to extend the term of the lease for five years to November 30, 2022 at the annual market rate rental value effective as of the date of the renewal. Combined base and additional rent for 2017 is \$9,281 per month for January to November and \$9,589 for December or \$111,680 for the year.

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

2017	\$	44,954
2018		51,810
2019		53,825
2020		56,440
2021		58,838
Thereafter		<u>53,934</u>
	\$	<u>319,801</u>

8. FOUNDATION SUPPORT

The Association has a service agreement with the APGO Education Foundation. The agreement is for an initial two year term expiring December 2016 and includes automatic renewals for terms of one year. Under the agreement the Association provides services including bookkeeping, issuance of charitable receipts, maintenance of website and social media accounts and management of communications. These services were estimated to have been provided at a fair market value of \$22,500 during the fiscal year broken down as follows:

Administrative wages and benefits	\$	11,600
Accounting and audit		6,100
Advertising and promotion		2,400
Website		<u>2,400</u>
	\$	<u>22,500</u>

9. FINANCIAL INSTRUMENTS

The Association is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the Association's risk exposure and concentration as of December 31, 2016.

Credit risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The Association is exposed to credit risk from members. Collection is reasonably assured since members need the membership to practice, and there is no history of default. There has been no change to the risk exposures from 2015.

The allowance for doubtful accounts at December 31, 2016 is \$nil (2015 - \$nil).

(continues)

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

Notes to Financial Statements

Year Ended December 31, 2016

9. FINANCIAL INSTRUMENTS *(continued)*

Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The Association is exposed to this risk mainly in respect of its accounts payable and accrued liabilities. The Association monitors its operations and cash flows to ensure current and future obligations are met. The Association believes its current sources of liquidity are sufficient to cover its short and long term obligations. There has been no change to the risk exposures from 2015.

Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency rate risk, interest rate risk and other price risk. The Association is mainly exposed to interest rate risk. There has been no change to the risk exposures from 2015.

Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. The Association is not exposed to significant interest rate risk on its cash and guaranteed investment certificates, due to the short-term nature of these investments. There has been no change to the risk exposures from 2015.



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Field Notes
ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO



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