

ANNUAL REPORT 2023- 2024



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MISSION

Professional Geoscientists Ontario protects the public by regulating Ontario registered geoscientists and advancing professional practice.

VISION

To maintain and continually improve PGO as a trusted, respected and effective regulatory authority.

PGO COUNCIL 2023-2024

Council governs the affairs and business of Professional Geoscientists Ontario (PGO). Elections are held before the Annual General Meeting, which takes place in June.

President Mary-Anne Hildebrandt, P.Geo., FGC

Vice President Claire Milloy, P.Geo.*

Vice President Robert Hearst, P.Geo.**

Past President Melanie Siewert, P.Geo. (Limited), FGC

Central Ontario Councillor Robert Hearst, P.Geo.

North Western Ontario Councillor Ryan Weston, P.Geo.

North Eastern Ontario Councillor Laura Katz, Ph.D., P.Geo.

South Western Ontario Councillor Clayton Sereres, P.Geo.

South Eastern Ontario Councillor Michel Kearney, P.Geo.

Councillors-at-Large:

Michaela Kuuskman, P.Geo.

Alicia Kimberley, P.Geo.

Sheila Daniel, P.Geo.

Christopher MacInnis, P.Geo., FGC

Lieutenant Governor-in-Council Registrant Appointees:

Kristina Small, P.Geo.

Roger Woeller, P.Geo., FGC

Lieutenant Governor-in-Council (Non-Registrant) Appointee:

Paul Connor, MBA, FGC (Hon.)

Public (Non-Registrant) Appointees:

Joanne Di Caro

Cerise M. Latibeaudiere, LLB

William Skura

Mike Bunn, FCPA

Kelly Bolduc O'Hare

*Resigned May 1, 2023

**Appointed under Bylaw 1A s2.10b May 23, 2024. Central Ontario Councillor position is currently vacant

LETTER TO THE MINISTER OF MINES

The Honourable George Pirie, MPP

Minister of Mines

Whitney Block, Room 5620, 5th Floor

99 Wellesley St. West

Toronto, ON M7A 1W3

On behalf of the Council of Professional Geoscientists Ontario (PGO), its volunteers and staff, I am pleased to present the enclosed 2023-2024 annual report. This report demonstrates our steadfast commitment to regulate the profession of geoscience, to protect the public and to advance professional practice. The report includes the audited financial report for the year ended December 31, 2023, together with various committee and executive reports highlighting our activities since our Annual General Meeting (AGM) in June 2023. We trust that you will find that PGO meets the objectives and mandate bestowed upon it through the Professional Geoscientists Act, 2000 (PGA).

PGO remains dedicated to evolving as a trusted, respected, and effective regulatory authority and as a recognized leader in regulatory best practice nationwide. In pursuit of this vision, Council has supported efforts in 2023 and 2024 of organizational self-reflection to strengthen PGO's governance model, policies, and processes as part of our continual improvement as a self-governing regulator.

Transparency and fairness are paramount to PGO in fulfilling our mandate as prescribed by the PGA. In October 2023, we officially removed the Canadian work experience requirement from our registration criteria for internationally trained applicants and adopted a Competency-Based Assessment (CBA) process. This marks a notable change to enhance fairness for affected applicants while effectively managing any risks to the public associated with this change. Additionally, the PGO registration process now aligns with Ontario's *Working for Workers Act, 2021* as well as the *Fair Access to Regulated Professions and Compulsory Trades Act, 2006 (FARPACTA)*.

The number of registered, professional geoscientists in Ontario remains stable. As of the end of 2023, PGO regulated 3,542 registrants, including 2,478 full practicing, 89 limited, 325 non-practicing and 650 Geoscientists-in-Training (GITs). PGO has been steadily expanding our university outreach program to foster increased awareness about professional practice requirements in Ontario. We believe that the stable growth in student and GIT registrations is an indication of a healthy future for the geoscience community in the province.

In 2023, 393 students enrolled in our student membership program. Our incidental practice program continues to see growth. This program was introduced in 2022 under PGO's temporary license registration and is designed to facilitate the registration of out-of-province Professional Geoscientists who have temporary work assignments in Ontario. From when the program started in February 2022 to the end of 2023, a total of 34 professionals from other provinces have registered under the incidental practice program. To help all registrants remain aware of topics relevant to geoscience and professional practice PGO offers educational programs throughout the year. In 2023, PGO hosted four webinars, our annual virtual symposium and a short course for students.

Council remains vigilant about illegal practitioners within the province, recognizing the risks they pose to the safety of Ontarians and our natural environment. Addressing this concern is crucial to upholding public trust in the profession and regulatory framework. While PGO continues efforts to educate the profession and the public on this matter within the bounds of our legislation, meaningful legislative revision to reduce illegal practice remains elusive. We hope to continue dialogue with your Ministry to develop reasonable solutions and usher in a new era of enhanced public protection.

Every day, Professional Geoscientists across Ontario serve a vital role in our society. Since PGO's inception in 2000, our volunteers have been instrumental in shaping best practices and developing guidelines for the profession. Leveraging the extensive expertise of PGO's volunteers on our technical committees, we maintain constructive relationships with various Ministries in the Ontario government. Our professional guidance is sought after, and we have given technical advice on a range of geoscience topics to the Ministry of Mines (MM), Ministry of Natural Resources and Forestry (MNRF) and the Ministry of Environment, Conservation and Parks (MECP).

PGO deeply values your support and that of your staff at the Ministry of Mines, upon whom we rely on to remain an effective regulatory body in Ontario. We look forward to another year of greater dialogue to develop solutions that serve to safeguard the Ontario public and natural environment.

Respectfully,

A handwritten signature in black ink, appearing to read 'MAH', written in a cursive style.

Mary-Anne Hildebrandt, P.Geo., FGC
President



PRESIDENT'S MESSAGE

Society's consumption of natural resources and expansion into the natural environment continues to increase, and the geoscience community will be called upon in different capacities to provide guidance to both discover untapped resources while protecting the natural world. Some researchers express concern that natural resource consumption will exceed what the Earth can offer. Novel approaches to deliver society's needs include proposals for reactivating closed mines or waste facilities, extracting resources at depths on Earth not yet achieved, or venturing off-world.

Moreover, there's a growing recognition of the multifaceted nature of geoscience work, and our profession continues to offer solutions as society navigates the complex interdependencies between human activities and the natural world. Within the geoscience community, there's a proactive shift towards sustainable practices, with a focus on adopting innovative methodologies and strategies to safeguard the public and the environment. This evolution underscores our commitment to

responsible stewardship of the Earth's resources and ecosystems.

There is no doubt that this is an exciting and important time to be a professional geoscientist! While the world in which we work continues to change, what is constant is that we continue to have a vital role in serving society. As a profession, we are called to deliver on our promise in the Code of Ethics to develop deeper understandings of both opportunity and risk, for and to impacted communities, and of the land on which we conduct our professional pursuits.

When I started my term as President, I realized very quickly that this would be a year that could be summarized in a single word – **change**. Our Council aimed to lead change while challenging ourselves to integrate more risk analyses in PGO's decision-making processes including adopting a more rigorous approach to procurement. We continued to support efforts to address the risks from illegal practitioners, and to approve the removal of the Canadian work experience requirement to increase fairness in PGO's registration process. Listening to ideas and taking

steps to enact new or update current policies ensures the continued viability of PGO as an effective regulator. I am encouraged that the foundation that was laid in the last year will only strengthen with time. With respect to registration, the number of registrants in Ontario remains stable. The growing number of university students enrolled with PGO as well as GITs registered gives us hope for the future of Ontario's geoscience community.

Innovation is necessary to build a stronger PGO, but it is also essential to advance geoscience. Professionals must incorporate innovative technologies and methods to manage the risk of analyzing, integrating, and processing **big data**. To do so, the geoscience community must embrace new and alternative approaches while upholding the highest standards in data collection, analysis and reporting. We cannot simply adopt new approaches without understanding the risk to the integrity of our work. Careful consideration is necessary, and the use of a change management policy and processes can prevent unwanted loss in outcome quality. PGO is dedicated to offering guidance, training and resources to assist our registrants in adhering to industry best practices and standards, thereby fostering transparency, accountability and trust within our profession. In 2023, PGO hosted 4 webinars, our annual virtual symposium, and a short

Summary of Key Council activities in 2023–2024

- Supported dialogue with the Ministry of Mines and the Government of Ontario to strengthen the Professional Geoscientists Act, addressing risks from illegal practitioners.
- Encouraged organizational self-reflection for governance model, policies, and processes improvement.
- Endorsed a new strategic plan guiding PGO until 2026.
- Approved removal of Canadian work experience requirement and introduction of a Competency-Based Assessment process for fairness to internationally trained applicants and public safety, aligning with Ontario's Working for Workers Act, 2021 as well as the Fair Access to Regulated Professions and Compulsory Trades Act, 2006.
- Approved PGO's first professional practice guidelines on Equity, Diversity, and Inclusion, and updated guidelines on Professional Geoscientists Reviewing Work Prepared By Another Geoscientist.
- Embraced the importance of creating a risk culture by establishing improved standards for information communicated to Council in reports and presentations.
- Deepened our resolve to challenge and hold each other accountable during Council deliberations.
- Better understood and clarified roles for volunteers, including president, vice president, and executive positions.
- Increased openness and transparency of PGO's processes and decisions through website updates.

course for students. As registrants, feel free to reach out to info@pgo.ca with your ideas on possible training or resources that we could offer to support professional practice.

I would like to take this opportunity to celebrate those daily activities of registrants: their meticulous attention to detail and rigorous standards that underpin the work of professional geoscientists. Whether it is collecting structural measurements from drill core, mapping the flow of groundwater, analyzing thin sections, conducting a ground gravity survey, or creating a geologic model, these tasks require precision, accuracy and an unwavering commitment to scientific integrity. In these instances, our commitment to adhering to legislation, regulations, training, education and best practice guidelines reflects our dedication to embodying the highest standards, ensuring that we uphold the integrity of our profession.

Additionally, we recognize the interconnectedness of environmental stewardship, responsible resource management and the principles of equity and justice. The concept of "two Earths" reminds us of the urgent need to address unsustainable

consumption patterns and to better evaluate our ecological footprint. Our profession, at times, offers the opportunity to get our boots on the ground in remote areas. In my travels, I have yet to meet anyone that wouldn't choose to have clean air to breathe, water to drink and a pristine environment to share with their community. Applying conservation principles (reduce, reuse, recycle) wherever we can in our work will positively impact the legacy we leave for future generations.

While on the topic of legacy: we, the geoscience community, must acknowledge and confront the historical injustices inflicted upon Indigenous Peoples, whose traditional lands and knowledge have often been exploited and marginalized by our society. For many of us, we work closely with First Nations communities, and it is possible to see the impact of residential schools, generational trauma, systemic racism and discrimination on today's community members. It is essential for us to recognize that there are still colonial myths and beliefs within society that continue to hold us back from walking together towards a better future. As professional geoscientists, it is our duty under our

"A professional geoscientist shall be guided... by the principle that professional ethics are founded upon integrity, competence and devotion to service and to the advancement of human welfare and by the conviction that his or her actions enhance the dignity and status of the profession."

Code of Ethics to listen to and learn from Indigenous communities, honour their rights and support efforts towards reconciliation and healing.

In closing, I wish to extend my gratitude to all involved with PGO for their dedication to our shared mission and values. For those that may not be aware, PGO is a volunteer-driven organization with over 100 volunteers at any given time from across Ontario that offer their time and enthusiasm freely without remuneration to

carry out the public protection mandate of PGO. We are supported by a great staff that manages the organization's daily operations. I am deeply honoured to have served the public of Ontario in a volunteer capacity as PGO's President. Thank you to the staff and volunteers for their efforts in strengthening geoscience regulation in Ontario. Together, we will build a brighter future for all, grounded in principles of diversity, inclusion, reconciliation and sustainable development.

Mary-Anne Hildebrandt, P.Geo., FGC
PGO Council Chair and President (2023-2024)





CEO'S MESSAGE

In her President's Message, Mary-Anne Hildebrandt has summarized the past 12 months at PGO in a single word – change. This has certainly been reflected in the work of PGO's dedicated staff, who in addition to running the day-to-day operations of the organization, have been involved in strategic planning, implementing change across the whole spectrum of

operations, and supporting Council and Committees on changes being introduced to governance and regulatory practices.

In May 2023, PGO organized a two-day retreat including Council Members, Committee Chairs, Past Presidents and staff, to formulate our new Strategic Plan covering the

period 2024-26. This Strategic Plan, approved by Council in March 2024, places significant emphasis on the completion of a comprehensive review and updating of our governance documents, regulatory practices, policies, procedures and operations. A summary of the high-level elements of the Plan can be viewed on our website at <https://www.pgo.ca/about/strategic-plan>.

For the third year in a row, the Ontario Office of the Fairness Commissioner (OFC) ranked PGO as a 'low-risk regulator', within its Risk-informed Compliance Framework and Policy, introduced in 2022 as part of the Legislated Obligations and Fair Registration Best Practices Guide. The OFC is an Ontario government agency tasked with overseeing the performance of about 50 Ontario-based regulators of professions, on their approach to and implementation

of application and registration procedures.

During 2023 and 2024, a special working group comprising staff and volunteers has been working on the development of a risk management framework. This framework will be used to formalize and guide the process of assessing risks associated with decisions and activities arising from the day-to-day operations of PGO and focuses on our primary mandate of protection of the public interest, through the regulation of professional geoscientists registered in Ontario. Expert consultants have been retained to assist in the development of the architecture, content and procedure of the risk management framework.

Our efforts to maintain and improve PGO's standards of operations in key specific areas over the past 12 months may be summarized as follows:

- Significant work has been conducted to strengthen cybersecurity measures protecting PGO systems, in collaboration with experts and our major service providers.
- PGO office systems were migrated over to Microsoft Office 365 along with SharePoint, the latter providing a platform for managing and storing documents and enabling staff and volunteers to work collaboratively in a controlled, secure environment.
- In alignment with the Ontario's Working for Workers Act, 2021 and FARPACTA, PGO removed the Canadian work experience requirement from our registration criteria and adopted a Competency-Based Assessment, improving fairness to internationally trained applicants while managing risk to the public.
- During the Fall of 2023 and early 2024, the Registrar team, accompanied by P.Geol volunteers, conducted in-person outreach events with geoscience students at 13 university earth science departments across Ontario. The objective of these events is to inform students of the importance of registering as professional geoscientists and ensuring clarity on course requirements and the procedure involved in becoming a P.Geol. During the 2023-2024 annual outreach, PGO introduced student-registrant mentoring

events at the University of Toronto Scarborough Campus and in Ottawa for both Carleton University and University of Ottawa, providing students the opportunity to learn from experienced P.Geo.'s about the day-to-day realities of professional geoscience practice. The plan is to rotate these mentoring events among different earth science departments each year.

- Our continuing professional development and general information programs were presented as webinars and lunch & learn events covering a variety of topics and attracting over 500 participants over the past 12 months.
- In April 2024, PGO conducted its 5th annual virtual Symposium. The Symposium, consisting of four sessions addressing a variety of topics that were well received by over 230 participants.

The work to seek amendments to the Professional Geoscientists Act and Regulations remains a long-term commitment of PGO. Such amendments will serve to modernize and clarify the Act and Regulations, to keep abreast of the evolving nature of geoscience professional practice and the related challenges of protecting the public interest. Over the past few months PGO staff and volunteers have met with senior officials of the Ministries of Mines, Natural Resources and Forestry, the Environment, Conservation and Parks and the Premier's Office to inform and seek support for the proposed amendments. At the time of writing, PGO is in discussions with the Ontario Ministry of Mines about moving forward with the proposed amendments under a formal legislative review.

PGO continues to have close interaction with the Provincial-

Territorial Self-Regulatory Organizations (SROs) across the country responsible for regulating professional geoscientists, all of which engage with and financially support our national umbrella body, Geoscientists Canada.

The PGO 2023 audited year-end financial statements reflect a healthy, well-managed organization supported by the expertise of our Treasurer, Mike Bunn, FCPA, the Audit Committee and Staff. The long-term steady increase in the number of PGO Registrants continued in 2024, ensuring a stable revenue base.

Finally, I would like to give credit to the staff of PGO for their dedication and hard work contributing to all our accomplishments over the past 12 months. In August 2023, we were happy to welcome Carmen Li Tsang to the position of Administration and Operations Coordinator.

Tony Andrews, PhD
CEO



COMMITTEE REPORTS

REGISTRATION COMMITTEE

EILIDH LEWIS, M.SC., P.GEO. – REGISTRAR

ROGER PHILLIPS, PH.D., P.GEO., FGC – COMMITTEE CHAIR

The Registration Committee continued with virtual meetings in 2023, allowing for easier participation of volunteers across Ontario. Eight meetings were held during 2023, with a total of 416 applications reviewed by the Registration Team and the Registration Committee. The Registration Team would not be able to function without the group of dedicated committee members who have been willing to donate their time and expertise to registering numerous professional geoscientists, limited professional geoscientists, and geoscientists-in-training, and we greatly appreciate the work that they do. The Registrar would like to take this opportunity to thank the previous Chair of the Registration Committee, Ian Macdonald P.Geo., for his dedication and hard work over the years. Ian will be continuing to support the Registration Committee but has passed the duties of Chair to Roger Phillips P.Geo., who has also been a valued member of the committee for many years.

PGO operates under the Fair Access to Regulated Professions and Compulsory Trades Act, 2006

(FARPACTA), which introduced some changes to legislation that came into effect in 2023, under the *Working for Workers Act, 2021*. These amendments relate to what is known as the Canadian experience requirement and applied to all the non-health regulated professions and to skilled Trades in Ontario. The requirement of Canadian work experience is seen as a barrier for internationally trained individuals who want to practice geoscience in Ontario. PGO made the decision to go ahead with the removal of the Canadian work experience requirement, which was approved by the PGO Council in September 2023, and the changes then came into effect in October 2023. PGO strives to uphold the regulation of the profession and maintains the high standards that are required for registration by ensuring that all applicants meet the knowledge requirements, complete the National Professional Practice Examination (NPPE) exam and have appropriate work experience references. As part of this initiative, PGO launched a new competency-based assessment system (CBA) which has replaced the traditional work experience record

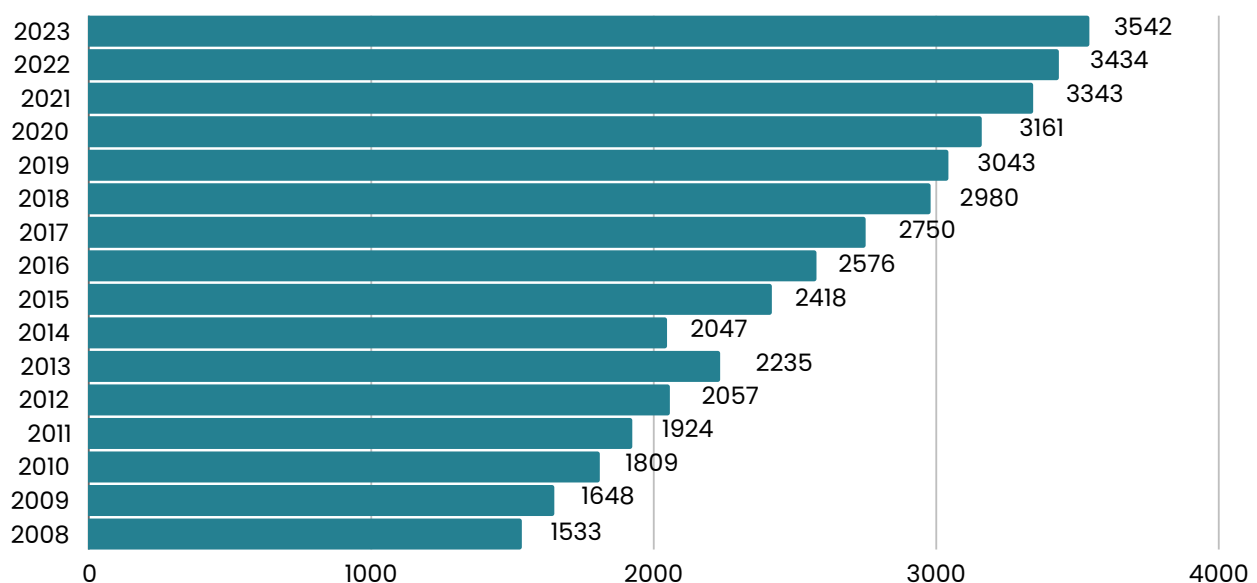
and tests applicants on a variety of competencies, including those required to work in a Canadian work environment. PGO believes that with the addition of this new system, the standards will be upheld and registration decisions will be kept consistent and fair for all applicants, regardless of where they trained. The Registrar would like to acknowledge the hard work of the Registration Committee in learning this new system and for the time that they put in to reviewing the assessments ahead of the committee meetings.

At the end of 2023 the total registrants (including full practising, limited practising, geoscientists-in-training but not student members) of the PGO stood at 3542, a small increase over the previous couple of years. For 2023, the number of full practising registrants, not including student members, comprised 70% of registrants with most registration

types increasing every year. 2023 saw a slight drop in full practising registrants as more are retiring or moving out of province. Student numbers continue to drop from 533 in 2020, to 457 in 2021, 418 in 2022, and 393 in 2023, which is reflective of the decrease in enrollment in geoscience programs. However, it is encouraging to see that the GIT numbers are staying consistent so those that do graduate with a geoscience degree are continuing to register with PGO.

As of the end of 2023, PGO had 89 limited professional geoscientists. A limited professional geoscientist (P.Geo. Limited) designation may be granted at the discretion of the registration committee for applicants with a Bachelor of Science degree who fall short of the minimum geoscience knowledge requirements but have at least 10 years of relevant geoscience work experience obtained under the supervision and direction of one or

TOTAL REGISTRANTS (2008 - 2023)



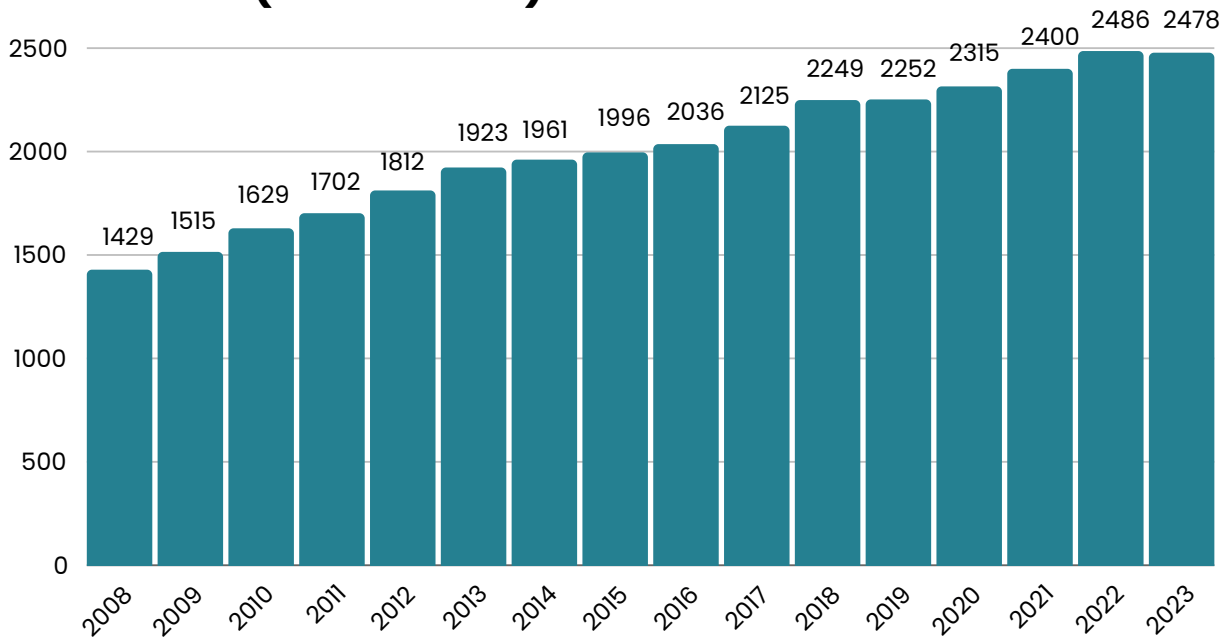
more eligible supervisors.

The gender makeup of all registrants has remained steady in the two main categories with full practising and GIT at 74% and 62% for males, while female registrants remain at 26% and 38% respectively. The trend is

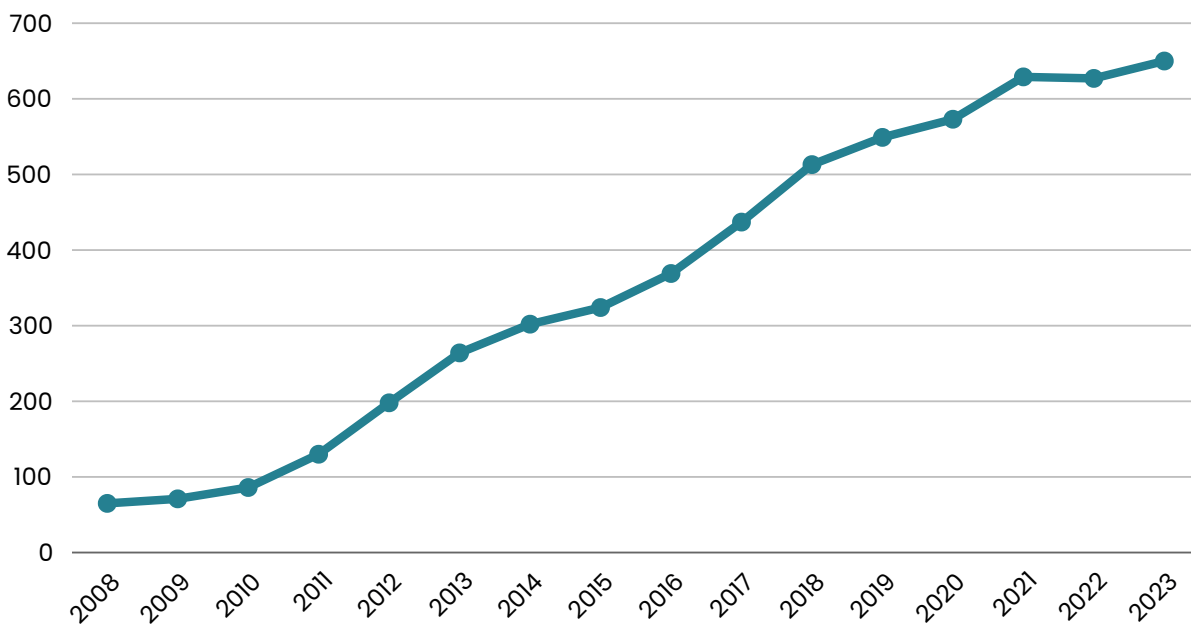
heading towards parity based on GIT and student data.

The current list of registrants in good standing and Certificates of Authorisation can be searched on the PGO website at www.pgo.ca.

FULL P.GEO (2008 - 2023)



GIT REGISTRATION (2008 - 2023)





38%

OF GIT REGISTRANTS ARE
FEMALE

393

TOTAL STUDENT MEMBERS IN
2023

3542

TOTAL REGISTRANTS

146%

INCREASE IN GIT REGISTRATION
OVER THE LAST DECADE

COMPLAINTS COMMITTEE

DOUGLAS CATER, P. GEO., FGC – COMMITTEE CHAIR

The Complaints Committee remained very active during the year, with a decision being reached on a very complex complaint known as C-135, C-136, C-138 and C-139 (all being heard collectively as part of a larger complaint). The review panel's decision was to conclude all complaints, with the exception of C-136. In early 2024, the Registrar notified the committee that new information had been provided by the Complainant, which has warranted a reconsideration of Complaint C-136. As a result, a new three-person review panel was established to reassess the new information.

Other complaints heard throughout 2023 include C-140, heard by a review panel who decided to refer this complaint to the Discipline Committee, and C-141, which was heard by a review panel and resulted in a dismissal.

These noted complaints have been reviewed with the aid of PGO's Legal Counsel to ensure that all decisions are made within the proper scope of PGO's mandate of protecting the public.

In February 2024 the Registrar notified the committee of a new complaint being received (C-142). A three-person review panel has been established to hear the complaint. The confidential complaints are being reviewed using a panel format comprised of committee members and a Council representative.

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

DISCIPLINE COMMITTEE

T.A. TAMMY MIDDLETON, P. GEO., FGC – COMMITTEE CHAIR

The Discipline Committee is responsible for hearing and determining cases of professional misconduct, negligence or incompetence brought against a member or Certificate of Authorization (C of A) holder. Our 19 members include elected councillors, non-registrant appointees, and geoscientist registrants at large. The Discipline Committee meets quarterly using telephone and web conferencing. There were no discipline hearings in the past year. Our committee has two cases pending and expects hearings to be scheduled within the next 12 months. The PGO website contains previous Discipline panel decisions and order documents, and the schedule of upcoming hearings.

The Discipline Committee members attended a new training session in May 2024. We are currently working on revising our procedural documents so that panel members have up-to-date resources and our decisions are clear and defensible. Many thanks to the members of the Discipline Committee and to PGO staff for their efforts over the past year.

It is important that the Discipline Committee maintain a roster of registrants that represent the variety of geoscience subdisciplines. Geoscientists are encouraged to contact the PGO to explore volunteering with us.



ENFORCEMENT & COMPLIANCE COMMITTEE

ROGER WOELLER, P.GEO., FGC – COMMITTEE CHAIR

The Enforcement & Compliance (E&C) Committee is a standing committee of Council. The committee mandate is to protect the public by optimizing the approach, practices and tools available

to PGO for reducing the illegal practice of geoscience in Ontario (geoscientists practising without a licence or firms engaged in practice without a current C of A).

Activities Undertaken by the E&C Committee in 2023-2024

The Enforcement & Compliance Committee met six times over the course of the past year and at a minimum, quarterly. Our meetings

were conducted virtually using primarily web-conferencing and phone-in tools. Our support to the PGO and staff this year included:

- Advancement of modernized tools for the detection of illegal practice (individual or corporate).
- Assisting the Registrar in the prioritizing of incidents of illegal practice through a risk assessment and risk management lens to guide enforcement actions.
- Response to two complaints forwarded by Registrants and agencies of government regarding two specific circumstances that potentially involved illegal practice related to employment solicitation and the definition of job responsibility (ongoing).
- The identification, development and analysis of the ramification of using enforcement measures and tools to combat illegal practice in Ontario that lie outside of legislative authority.
- Participation on the ad hoc committee charged with driving an updating of the Geosciences Act (ongoing).
 - Work with other regulatory bodies in Ontario who rely on the designation of a Qualified Person (QP) in completing and signing reports, applications and investigations.
- Ontario Securities Commission (OSC NI 43-101, and MECP QP and QPRA) for environmental activities and reporting (Record of Site Condition, Phase I, II and III assessments, Permits to Take Water)

- The continued development of communication methods and tools as well as participation in PGO events to promote the education and awareness of the public regarding the role of geoscience. An intended effect is to ultimately enhance protection of the public by the reduction of illegal practice at an entry level to the profession but also a better understanding of the prerequisites of registration as a P.Ge. in the province. A commensurate effect has been an uptake in the registration of educators (professors at university and college levels) in the recent past.

Key Initiatives for 2024-2025

- Continued PGO communications profile including the value proposition to the public (and potential registrants) of professional registration with PGO, educational pre-qualifications, responsibilities of registrants and penalties for noncompliance.
- Revisit and review the PGO position on the following:
 - The necessity of professional registration for government employees employed at a variety of levels, engaged in geoscience and geoscience-related activities.
 - Address registration of university and college instructors engaged in geoscience activity in the pursuit of their research but also in activity deemed to be more commercial.
- The development of better tools to identify illegal practice using:
 - New screening techniques afforded by data mining and analysis.
 - Cross-reference to other sources and reporting mechanisms to detect noncompliance of practice limitations, i.e. NI 43 101, and MECP reporting by QPs and QPRAs.
- Generate a database detailing specific incidents of illegal practice, of either an individual or organizational nature and rank them in terms of potential harm or risk.
- Test non-legislative tools, especially related to title protection.
- Identify and engage a test case of illegal practice in Ontario. The prosecution of this case may rely on legislative and civil tools. If appropriate, the use of certification marks from the federal Trademarks Act will be tested if the matter relates to the protection of title.

AUDIT COMMITTEE

DENNIS WADDINGTON, P.GEO. – COMMITTEE CHAIR

The Audit Committee is a standing committee of PGO reporting to Council, whose purpose is to assist Council in fulfilling its financial and risk management responsibilities for PGO's affairs. They do this by overseeing the independent audit process, recommending the annual financial statements for approval by Council and managing the relationship with the external auditors. The committee ended the 2023 financial year with five members: a combination of financially literate non-registrant PGO councillors, PGO registrant councillors and PGO registrants, all independent from involvement in the daily accounting functions of PGO.

The Audit Committee meets as needed during the year, mainly in the first few months to plan the audit, review draft

audited financial statements and recommend them for approval by Council. In 2023 it met virtually on several occasions by conference call with and without the auditors and/or management to oversee the annual audit process of the 2022 financial statements. The committee lost one member during 2023, after completion of the 2022 audit, whose term on Council ended during the year. The remaining three members plus two new recruits continued into 2024 to complete the 2023 audit work. Bateman MacKay LLP, headquartered in Burlington with offices in Mississauga, is PGO's auditor. At this time of writing, the audit of the 2023 financial statements has been essentially completed and the draft audited financial statements were ready to be presented to Council at its May meeting.

GOVERNANCE COMMITTEE

PAUL CONNOR, MBA, FGC – COMMITTEE CHAIR

2023-2024 was a very busy year for PGO's Governance Committee. The Strategic Retreat immediately preceding this Council Year assigned many tasks and projects to the Committee. Most of these tasks and projects arose from the Readiness Assessment provided by legal counsel. This Assessment and the tasks arising from it are intended to prepare PGO for an Independent Third-Party Review of governance and regulation at PGO, planned for 2024-2025.

These tasks included: significant revisions and additional policies for the Governance Manual, a communications process, an evaluation process for Council and for

Committees, possible further changes to the by-laws, and several briefing notes on changes proposed by the Readiness Assessment Working Group. As a result of all of this work and starting in May 2024, workloads and authorities related to PGO's governance will be more clearly defined, and clearer processes will be established for future councillors and committees to follow, ensuring nothing is missed.

This has been a truly enlightening and fulfilling process for everyone involved, and a vote of thanks is deserved by all members of the committee.



PROFESSIONAL PRACTICE COMMITTEE

ALICIA KIMBERLY, P.GEO. – COMMITTEE CHAIR

The Professional Practice Committee (PPC) has a mandate to develop guidelines for practising geoscientists, contributing to professional development activities, maintaining standards of ethics and overseeing the four member Subcommittees (Geology, Geophysics, Environmental and Geomorphology). The PPC has continued to actively provide direction and support for the periodic review of existing guidelines with the aim of identifying revisions where applicable, to ensure that PGO guidelines remain relevant to registrants and the public.

The PPC also responded and provided support to council by reviewing assigned tasks resulting from the 2023 Strategic Retreat including the on-going review of the existing Continuing Professional Development program, guidelines and opportunities.

PPC reviewed and supported the release of the Diversity & Inclusion Committee's Equity, Diversity and Inclusion Professional Practice Guidelines.

ENVIRONMENTAL GEOSCIENCE SUBCOMMITTEE

SIMON GAUTREY, P.GEO., FGC – SUBCOMMITTEE CHAIR

The Environmental Geoscience Subcommittee reports to the Professional Practice Committee. The mandate of the subcommittee is to support the work of the Professional Practice Committee including developing standards and guidelines for the practice of professional environmental geoscience and undertaking other professional practice matters as may arise. The subcommittee is comprised of 16 members from a mixture of private companies and government agencies with one additional person appointed by Council. The committee accepted two new members in the 2023-2024 period.

In 2023, the committee continued work on Goal 1, Objective 4 of the 2020-22 Strategic Planning cycle, which concerns QPs. The primary actions related to this objective were to engage with appropriate agencies and stakeholders to seek their perspective and support, meet with Professional Engineers Ontario (PEO)

to design and implement a collaborative approach to addressing the geoscience QP issue. In the past year, the committee met twice to tackle this topic and once with the PEO to discuss their experience.

In addition to working on the above parts of the Strategic Plan, the subcommittee has been tasked with updating the PGO guidelines for environmental geoscience and groundwater resources. The subcommittee is in the process of developing terms of reference for PGO to complete the update of these guidelines.

Finally, in the past year, the subcommittee met three times. Work done in these meetings include commenting on government proposed changes regarding the change to ESAR regulations, tracking process by the MECP on excess soil regulation and conservation authorities, and providing recommendations for FGC candidates.

GEOLOGY SUBCOMMITTEE

BILL MCGUINTY, P. GEO., FGC – SUBCOMMITTEE CHAIR

In 2023, the Geology Subcommittee prepared responses to several regulatory amendment projects that were launched by the Ontario Ministry of Mines as Mining Act Proposals related to Bill 71, the *Build More Mines Act*. Several of these proposals contained amendments that were deemed to impact PGO's mission of protection of the public and the environment including:

- April 21, 2023 | ERO number 019-6750 - Closure Planning submitted by PGO to *Mining Act Amendments*. This submission was submitted under the signature of the President of PGO.
- October 8, 2023 | ERO number 019-7598 - Appendix A: Proposed Regulatory Amendments. The committee received very late notice of this proposal and could not meet in time to discuss a submission. A personal submission by B. McGuinty P.Geo was made to *Mining Act Amendments*.
- February 8, 2024 | ERO number 019-7724 - Proposed Regulations under for Recovery of Minerals. The committee prepared a response to this proposal but could not obtain ratification within PGO in time to make the submission. B. McGuinty P.Geo. and T. Maunula P.Geo. submitted a personal response to *Mining Act Amendments*.
- January 2, 2024 | ERO number 019-7762 - Mineral exploration assessment work regime. It was deemed that as this regulation was largely administrative in nature, PGO would not formally respond. B. McGuinty polled the chair of the Geophysics Subcommittee and other members of the Ontario exploration community and compiled a submission from the exploration practitioner perspective. The observations were forwarded to the Mining Lands Administration System (MLAS) ADM Advisory Group which meets monthly to review the functionality of such regulations.

During the last year, the committee has been working to outline and prepare a guidance document, *Redevelopment of Mine Products – Tailings, Waste Rock and Other Stored Material*. This work is ongoing.



GEOPHYSICS SUBCOMMITTEE

JEAN LEGAULT, P.GEO., GÉO. – SUBCOMMITTEE CHAIR

The Geophysics Subcommittee is a subcommittee of the Professional Practice Committee, a standing committee of council. The mandate of the Geophysics Subcommittee is to support the Professional Practice Committee in fulfilling its mandate with respect to the practice of

geophysics, including developing standards and guidelines for the practice of professional geophysics and undertaking other professional practice matters as may arise. The Subcommittee communicates via electronic mail and online meetings.

GEOMORPHOLOGY SUBCOMMITTEE

IMRAN KHAN, P.GEO. – SUBCOMMITTEE CHAIR

The Geomorphology Subcommittee supports the work of the Professional Practice Committee, including the development of standards and guidelines for professional practice in geoscience and for applied geomorphology specifically. The subcommittee is made up of 11 members from a mixture of private companies and post-secondary institutions.

In 2023, subcommittee activities were focused on the development and implementation of a 3-year strategic plan which generally includes succession planning, the advancement of standards and guidelines, and education and outreach. With regards to succession, the members nominated a new vice-chair, Rhonneke Van Riezen, and we look forward to her continued support on subcommittee initiatives. The advancement of standards and guidelines included the development of working groups to update the PGO's Professional Practice Guidelines for geomorphologists and to review

updates to the provincial erosion hazard assessment guidelines for rivers and streams.

Subcommittee members have continued to engage with the Ministries of Northern Development, of Mines and of Natural Resources and Forestry to develop a third-party review of the provincial erosion hazard guidelines with a defined scope that supports PGO's mandate of safeguarding public interest and the integrity of the geoscience profession. This process is undergoing internal consultations with various committees.

The subcommittee members also initiated expansion activities to support PGO education and outreach at post-secondary institutions, and were active in supporting numerous other PGO committees, including the Registration Committee.

Many thanks to the members of the Geomorphology Subcommittee for their efforts over the past year.

SUSTAINABILITY & CLIMATE CHANGE COMMITTEE

JOANNA EYQUEM, P.GEO., ENV EP. CWEM. CENV. – COMMITTEE CHAIR

Sustainability and climate change continues to be a key topic influencing the economy, PGO's registrants and their employers. As reported by the Insurance Bureau of Canada, Canada exceeded \$3 billion in insured damage from natural catastrophes and severe weather events for the second year in a row. The Sustainability and Climate Change Committee (SCC) has a key role to play in supporting PGO in its mission to protect the public and advance professional practice, in the context of evolving climate impacts, and the associated political, regulatory and economic response in Canada and Ontario.

In terms of public sector response, the federal government released Canada's final National Adaptation Strategy in June 2023 after two years of engagement with provinces and territories, Indigenous partners, and partners across Canada. The strategy presents a whole-of-society approach to reducing climate risk, and includes the goal that "by 2027, 70% of the members of relevant professional associations have the capacity to apply climate change adaptation tools and information and communicate the business case for adaptation measures to their clients or target audiences."

From a private sector perspective, the publication of IFRS S2 *Climate-related Disclosures* by the International Sustainability Standards Board (ISSB) formalized international expectations relating to climate risk disclosures by reporting entities. These disclosures are currently being considered for implementation by the Canadian Sustainability Standards Board.

The SCC Committee met regularly in the 2023-2024 reporting period and actively input to PGO's Strategic Plan, which includes the goal that "registrants have the knowledge and information they need to integrate sustainability considerations, including risks from a changing climate, into their professional practice with regards protection of the public and the environment". An action plan to achieve this goal has been drafted and will be formalized early in 2024-2025. As requested by Council, the committee also reviewed PGO's *Climate Change and Geoscience: Considerations for Professional Practice* position based on discussions at the June 2023 AGM and comments received from a select number of registrants. Findings of the review will be presented to Council in Fall 2024.

DIVERSITY & INCLUSION COMMITTEE

NEERA SUNDARALINGAM, GIT - COMMITTEE CHAIR

In the third quarter of 2023, the Diversity & Inclusion (D&I) Committee saw some changes and progress. Two new members, Zexia Li and Victoria Lee, joined while Eilidh Lewis stepped down, with Gabrielle Hosein taking her place. Discussions centered on the Readiness Assessment Action Plan, focusing on the top priorities for the upcoming year. Leadership transitioned as Imshun Je passed the chair position to Neera Sundaralingam, with Zexia Li becoming vice chair.

The chair proposed a draft of D&I-related goals for the organization's next three years to the CEO. A significant achievement was reached with the approval of the Equity, Diversity, and Inclusion Professional Practice Guideline (EDI Guideline) by Council. This guideline, crafted with external assistance under the committee's supervision, is vital for fostering inclusivity.

Looking ahead to 2024, the D&I Committee prepared a budget proposal at the CEO's request. This proposal includes various initiatives to strengthen the organization's commitment to diversity and inclusion. Efforts range from

significant revisions and additional policies for the Governance Manual, a communications process, an evaluation process for council and for committees and possible further changes to the by-laws, to several briefing notes on changes proposed by the Readiness Assessment. In general, starting in May 2024, workloads and authorities related to PGO's governance will be more clearly spelt out in the future and clear processes will be established for future councillors and committees to follow and ensure nothing is missed.



2023 SYMPOSIUM PLANNING COMMITTEE

CRAIG WALDIE, P.GEO., FGC – COMMITTEE CHAIR

Many thanks to the members of the Symposium Planning Committee (SPC) for their hard work putting together another successful Symposium for 2023. The four informative and interactive sessions delivered by 15 expert speakers from across Canada provided a unique learning opportunity accessible for all, regardless of location or ability to travel.

Below is a list of the 2023 SPC volunteers and our sponsors whose

continuing support of the Symposium we graciously acknowledge. They make it possible for PGO to provide a high quality but low-cost learning event for professional geoscientists, GITs, students, and members of the public. Following this are the four panel sessions, their titles, session chairs and speakers who generously gave their time, energy and knowledge to make our 2023 Symposium a success.

2023 PGO Virtual Symposium – Sponsors

Partner Sponsor – TD Insurance Meloche Monnex

Associate Sponsors – Hub International and Manulife

Contributors – Associated Environmental Site Assessors of Canada (AESAC) and World Education Services (WES)

2023 PGO Virtual Symposium – Panel Session Chairs and Speakers

Panel Session A: This is Your PGO – We Self-regulate Together

Session Chairs: Kristin Hanson, P.Geo. (Non-Practising), FGC and Alicia Kimberley, P.Geo.

- Andrea Waldie, P.Geo., FGC, CEO of Geoscientists Canada
- Erica Richler, Co-Managing Partner, Steinecke Maciura LeBlanc
- Tony Andrews, PhD, CEO, Professional Geoscientists Ontario

Panel Session B: Achieving Canada's New Climate Adaptation and Biodiversity Goals

Session Chairs: Joanna Eyquem, P.Geo. and Kristina Anderson, P.Geo.

- Caroline Metz, Managing Director of Economics and Resiliency, Intact Centre on Climate Adaptation
- Paul Cobb, Manager, Training Services, Climate Risk Institute
- Namrata Shrestha, Senior Manager, Toronto and Region Conservation Authority
- Liese Coulter, Research Fellow, Municipal Natural Assets Initiative, Resilience by Design Lab

Panel Session C: Equity, Diversity and Inclusion: Practice Guidance for Professionals and Organizations

Session Chairs: Kristina Anderson, P.Geo. and Neera Sundaralingam, GIT

- Jocelyn Peltier-Huntley, P.Eng., Principal and Founder, Prairie Catalyst Consulting
- Jessica Vandenberghe, P.Eng., Assistant Dean, Community and Culture, University of Victoria
- Darryl Gray, Director of Education and Training, Toronto Region Conservation Authority
- Natalie Blake, Chief Human Resources Officer, Toronto Region Conservation Authority

Panel Session D: Qualified Person: Not Just a Pen for Hire

Session Chairs: Craig Waldie, P.Geo., FGC and Hannah Chessell, P.Geo.

- Craig Waldie, P.Geo., FGC, Senior Geologist, Ontario Securities Commission
- Hannah Chessell, P.Geo., Project Hydrogeologist, Geosyntec Consultants
- Brian Abraham, KC, P.Geo., Dentons Canada LLP (Retired)
- Kimberly Burns, Partner, Dentons Canada LLP

RECOGNITION OF 2023 CONTINUING PROFESSIONAL DEVELOPMENT SPEAKERS, VOLUNTEERS OF PGO OUTREACH & MENTORS

MARILEN MIGUEL, CAE – DIRECTOR, INTERNAL AND EXTERNAL AFFAIRS

Professional Geoscientists Ontario gratefully acknowledges its volunteers and staff who made significant contributions to our Continuing Professional Development Program and Outreach. We acknowledge our volunteer speakers who generously gave their time and share their knowledge through PGO-hosted learning events. PGO has a great community of diverse volunteers committed to serving and carrying out PGO's public protection mandate.

We acknowledge Geoscientists Canada for continuing to sponsor the Practical Geocommunication Online Course, which aims to teach participants to effectively communicate the geosciences to the general public. Geoscientists Canada made it possible for PGO to provide this course for free to professional geoscientists, geoscientists-in-training, student members and staff.

2023 Short Course and Webinars

Short Course: Your Professional Career and Public Reporting – A Short Course for Students

Instructor: David Leng, P.Geo., President and CEO, Reaction Geological Consulting Incorporated (RGCI) Instructor: Bailey Walters, P.Geo., Senior Geoscientist, Grounded Engineering Inc.

Webinar: Excess Soils – Important Considerations for Qualified Persons from a Legal Perspective

Speaker: Janet Bobechko, Partner, WeirFoulds

Webinar: 26 Common Flaws Encountered in Mineral Resource Estimation

Presenters: Reno Pressacco, P.Geo., Luke Evans, P.Eng. and Pierre Landry, P.Geo., SLR Consulting (Canada) Inc.

Webinar: Q & A Session for Geoscientists-in-Training (GIT)

Speaker: Eilidh Lewis, M.Sc., P.Geo., Registrar, Professional Geoscientists Ontario

Webinar: NI 43-101: A Quick Start Guide to the Disclosure Standards

Presenter: Craig Waldie, P.Geo., FGC, Senior Geologist, Ontario Securities Commission

2023 Outreach to Universities Across Ontario

PGO acknowledges the leadership and great work of registration staff, regional councillors and volunteers in advancing and enhancing PGO's outreach to universities across Ontario. Their efforts have created awareness and understanding of PGO's registration requirements

among geoscience students and faculty. This work also sustains active collaboration between PGO and academia to align geoscience program curricula with PGO's entry level knowledge requirements as set by the PGO Registration Committee.

Eilidh Lewis, M.Sc., P.Geo., Registrar

Gabrielle Hosein, P.Geo., Assistant Registrar

Clayton Sereres, P.Geo., South West Regional Councillor

Michel Kearney, P.Geo., South East Regional Councillor

Rogert Hearst, P. Geo., Central Regional Councillor

Laura Katz, P.Geo., North East Regional Councillor

David Leng, P.Geo., FGC

Don Johnston, JD, FGC (Hon.)

Doug Cater, P.Geo., FGC

Joanna West, P.Geo.

Paul Hubley, P.Geo., FGC

Special thanks to all the PGO registrants that participated in the Student-Registrant Mentoring events at University of Toronto Scarborough and in Ottawa.



Big Thanks to Our Mentors!

We acknowledge our mentors who generously shared their knowledge and insight with our student members and GITs. Thank you for making the time to help others with their career path and goals.

- David Benson, P.Geo.
- David Burga, P.Geo.
- Luis Lasso, P.Geo.
- Bill Leedham, P.Geo.
- Noelle Shriver, P.Geo.
- Sonja Strynatka, P.Geo.

PGO REPRESENTATION ON NATIONAL COMMITTEES, GEOSCIENTISTS CANADA

CHRISTINE VAILLANCOURT, P.GEO., FGC – COMMITTEE CHAIR

On behalf of Geoscientists Canada's Board of Directors, it is my pleasure to provide an update on activities.

Geoscientists Canada (GC) works on behalf of its members, the professional geoscience regulatory bodies. We facilitate and coordinate national projects designed to enhance protection of the public and safeguard public interests as it relates to geoscience practice. Activities for the year include the development of:

- A Public Reporting Short Course for Practising Professionals reporting under NI 43-101, NI 51-101 and various environmental legislation.
- The Canadian Work-environment Experience Competencies, helping professional applicants demonstrate knowledge such as Canadian regulations, codes and safety awareness.
- The Geoscientist-in-Training Program Guide supporting geoscience graduates who are becoming registered professionals.
- The license for the Practical Geocommunication Course is extended for two years. This CPD opportunity is free to all our members, registrants and students alike. Contact PGO for your free access code to this critically acclaimed course and gain valuable insight into communicating effectively with a wide variety of public audiences.

GC is working with the Canada International Geological Congress 2028 Bid to host the International Geological Congress in 2028 in Calgary. This prestigious congress anticipates attendance of 10,000 geoscience delegates from around the world.

After 17 years in Burnaby, BC, our office has now relocated to Ottawa, ON, within the Engineers Canada office, presenting opportunities for collaboration, growth and innovation. GC is also saying goodbye to retiring CEO, Andrea Waldie, and is welcoming new CEO, Paul Hubley.

GC greatly values the relationship with PGO and would like to thank the CEO, staff, presidents, and volunteers who have worked collaboratively with our organization.

OUR VOLUNTEERS

Volunteers

Kristina Anderson, P.Geo.
Malcolm Argyle, P.Geo.
Bronwyn Azar, P.Geo.
Sheila Ballantyne, P.Geo.
Mark Bednarz, P.Geo.
Kelly Bolduc O'Hare
Mike Bunn, FCPA
Leon Burger, P.Geo.
Mary-Louise Byrne, P.Geo.
Francoise Campbell, P.Geo.
Terry Carter, P.Geo.
Doug Cater, P.Geo., FGC
Hannah Chessell, P.Geo.
Ettore Colaiacovo, GIT
Rochelle Collins, P.Geo.
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Scott Cowan, P.Geo.
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Babatunde Famodile
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Simon Gautrey, P.Geo., FGC
Shelley Gorenc, P.Geo.

Karen Greer, P.Geo.
Matthew Halliday, P.Geo.
Patrick Hamer-Meunier, CPA, CA
Muhammad Hamza, GIT



Abigail Harrichand, GIT
Robert Hearst, P.Geo.
Mary-Anne Hildebrandt, P.Geo., FGC
John Hogg, P.Geo.
Abdi Hussein, P.Geo.
Imshun Je, P.Geo., FGC
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Luc Lafrenière, P.Geo.
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James Whyte, P.Geo., FGC
Roger Woeller, P.Geo., FGC
William Gregg Zwiers, P.Geo.



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Stephen Wilson, P.Geo., FGC



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Dr. Tony Andrews, Executive Director and CEO

Lauren Atmore, Communications & Stakeholder Relations Specialist

Florentina Groza, Bookkeeper

Gabrielle Hosein, M.Sc., P.Geo., Assistant Registrar

Eilidh Lewis, M.Sc., P.Geo., Registrar

Carmen Li-Tsang, Administration & Operations Coordinator

Marilen Miguel, Director, Internal and External Affairs



2023 AUDITED YEAR-END FINANCIAL STATEMENTS

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS ONTARIO
(Operating as Professional Geoscientists Ontario)
Audited Financial Statements
Year Ended December 31, 2023

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS ONTARIO

(Operating as Professional Geoscientists Ontario)

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Year Ended December 31, 2023

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INDEPENDENT AUDITOR'S REPORT

To the Registrants of Association of Professional Geoscientists Ontario operating as Professional Geoscientists Ontario

Opinion

We have audited the audited financial statements of Association of Professional Geoscientists Ontario, operating as Professional Geoscientists Ontario, (the Regulator), which comprise the audited statement of financial position as at December 31, 2023, and the audited statements of unrestricted revenues and expenditures: operating fund, internally restricted revenues and expenditures: strategic initiative fund, changes in net assets and cash flows for the year then ended, and notes to the audited financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying audited financial statements present fairly, in all material respects, the audited financial position of the Regulator as at December 31, 2023, and the audited results of its operations and audited cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO)

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Audited Financial Statements* section of our report. We are independent of the Regulator in accordance with ethical requirements that are relevant to our audit of the audited financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Audited Financial Statements

Management is responsible for the preparation and fair presentation of the audited financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of audited financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the audited financial statements, management is responsible for assessing the Regulator's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Regulator or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Regulator's financial reporting process.

(continues)

Auditor's Responsibilities for the Audit of the Audited Financial Statements

Our objectives are to obtain reasonable assurance about whether the audited financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these audited financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the audited financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Regulator's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Regulator's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the audited financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Regulator to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the audited financial statements, including the disclosures, and whether the audited financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Mississauga, Ontario
May 29, 2024

CHARTERED PROFESSIONAL ACCOUNTANTS
Licensed Public Accountants

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS ONTARIO

(Operating as Professional Geoscientists Ontario)

Audited Statement of Financial Position

December 31, 2023

	2023	2022
ASSETS		
CURRENT		
Cash	\$ 1,529,554	\$ 1,339,225
Short term investments (Note 2)	111,903	226,706
Registrant fees receivable (Note 3)	201,026	173,978
Prepaid expenses	21,857	24,881
	1,864,340	1,764,790
PROPERTY AND EQUIPMENT (Note 4)	47,024	12,986
RESTRICTED RESERVE FUND INVESTMENTS (Note 2)	1,168,371	1,001,031
	\$ 3,079,735	\$ 2,778,807
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable and accrued liabilities	\$ 61,085	\$ 79,665
HST and payroll taxes payable	175,574	160,521
Deferred registrant dues revenue (Note 5)	1,402,615	1,268,209
	1,639,274	1,508,395
DEFERRED LEASE INDUCEMENT (Note 6)	55,291	-
	1,694,565	1,508,395
NET ASSETS		
Operating fund (unrestricted) (Note 7)	216,799	269,381
Contingency reserve fund (internally restricted) (Note 7)	978,940	878,940
Strategic initiatives fund (internally restricted) (Note 7)	189,431	122,091
	1,385,170	1,270,412
	\$ 3,079,735	\$ 2,778,807

LEASE COMMITMENTS (Note 8)

ON BEHALF OF COUNCIL



[Signature]

Councilor



[Signature]

Councilor

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

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS ONTARIO*(Operating as Professional Geoscientists Ontario)***Audited Statement of Unrestricted Revenues and Expenditures: Operating Fund****Year Ended December 31, 2023**

	2023	2022
REVENUE		
Registrant dues	\$ 1,367,930	\$ 1,277,882
Registration fees	74,361	74,486
Interest earned	52,537	17,069
Advertising and sponsorship	42,382	41,564
Continuing professional development event fees	17,775	18,645
Stamps and seals	800	1,025
Exam fees	-	4,425
	<u>1,555,785</u>	<u>1,435,096</u>
EXPENSES		
Administrative wages and benefits	655,972	659,360
Legal, professional and government relations	179,082	267,613
CCPG (Geoscientists Canada) membership	125,350	119,859
Occupancy costs	117,099	112,013
Office and general	80,013	59,040
Interest, credit card and bank charges	54,049	45,721
Website	45,302	36,644
Accounting and audit	43,250	39,700
Travel and accommodation	38,717	23,660
Liability insurance	20,947	20,345
Communication	20,803	20,769
Amortization	11,900	7,870
Professional development	5,981	8,409
Donations	5,075	5,050
Stamps, seals, cards and certificates	2,507	2,630
Advertising and promotion	1,270	1,050
Member meetings	550	1,220
Examination services	500	27,732
	<u>1,408,367</u>	<u>1,458,685</u>
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	\$ 147,418	\$ (23,589)

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

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS ONTARIO

(Operating as Professional Geoscientists Ontario)

Audited Statement of Internally Restricted Revenues and Expenditures: Strategic Initiative Fund

Year Ended December 31, 2023

	2023	2022
EXPENSES (STRATEGIC PLANNING RETREAT)		
Meals	\$ 14,071	\$ -
Accommodation	10,353	-
Travel	4,408	-
Social events	3,828	-
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	\$ (32,660)	\$ -

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

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS ONTARIO

(Operating as Professional Geoscientists Ontario)

Audited Statement of Changes in Net Assets

Year Ended December 31, 2023

	Operating Fund (unrestricted)	Contingency Reserve Fund (Internally Restricted)	Strategic Initiatives Fund (Internally Restricted)	2023	2022
NET ASSETS - BEGINNING OF YEAR	\$ 269,381	\$ 878,940	\$ 122,091	\$ 1,270,412	\$ 1,294,001
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	147,418	-	(32,660)	114,758	(23,589)
INTERFUND TRANSFERS	(200,000)	100,000	100,000	-	-
NET ASSETS - END OF YEAR	\$ 216,799	\$ 978,940	\$ 189,431	\$ 1,385,170	\$ 1,270,412

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

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS ONTARIO*(Operating as Professional Geoscientists Ontario)***Audited Statement of Cash Flows****Year Ended December 31, 2023**

	2023	2022
OPERATING ACTIVITIES		
Excess (deficiency) of revenue over expenses	\$ 114,758	\$ (23,589)
Item not affecting cash:		
Amortization of property and equipment	<u>11,900</u>	7,870
	<u>126,658</u>	<u>(15,719)</u>
Changes in non-cash working capital:		
Registrant fees receivable	(27,048)	39,682
Prepaid expenses	3,024	4,568
Accounts payable and accrued liabilities	(18,580)	(27,945)
HST and payroll taxes payable	15,053	3,821
Deferred registrant dues revenue	134,406	32,240
Deferred Lease Inducement	<u>55,291</u>	-
	<u>162,146</u>	<u>52,366</u>
Cash flow from operating activities	<u>288,804</u>	<u>36,647</u>
INVESTING ACTIVITIES		
Purchase of property and equipment	(45,938)	(1,812)
Sale (purchase) of short term investments - net	<u>(52,537)</u>	<u>(17,069)</u>
Cash flow used by investing activities	<u>(98,475)</u>	<u>(18,881)</u>
INCREASE IN CASH FLOW	190,329	17,766
Cash - beginning of year	<u>1,339,225</u>	<u>1,321,459</u>
CASH - END OF YEAR	<u>\$ 1,529,554</u>	<u>\$ 1,339,225</u>

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

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS ONTARIO

(Operating as Professional Geoscientists Ontario)

Notes to Audited Financial Statements

Year Ended December 31, 2023

STATUS AND PURPOSE OF THE ORGANIZATION

The Association of Professional Geoscientists Ontario (the Regulator) is incorporated under the laws of the Province of Ontario. The Association of Professional Geoscientists Ontario operates under the name Professional Geoscientists Ontario.

The purpose of Professional Geoscientists Ontario is:

- to protect the public interest through the regulation of the practice of professional geoscience;
- to develop, establish and maintain standards of knowledge and skill, professional qualification, practice and ethics among registrants 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.

Professional Geoscientists Ontario is a tax-exempt, not-for-profit organization.

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

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

Revenue recognition

The Regulator follows the deferral method of accounting for revenues. Registrant and registration fees are recognized as revenue in the year to which they relate. Exam fees are recognized when the respective exams are written. Revenues 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

Measurement of financial instruments

The Regulator initially measures its financial assets and liabilities at fair value. It subsequently measures all its financial assets and financial liabilities at amortized cost.

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

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

(continues)

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS ONTARIO

(Operating as Professional Geoscientists Ontario)

Notes to Audited Financial Statements

Year Ended December 31, 2023

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

Impairment

Financial assets measured at cost are tested for impairment when there are indicators of impairment. The amount of the write down is recognized in net income. The previously recognized impairment loss may be reversed to the extent of the improvement, directly or by adjusting the allowance account, provided it is no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in net income.

Property and equipment

Property and equipment are stated at cost or deemed cost less accumulated amortization and are amortized over their estimated useful lives at the following rates and methods:

Furniture and fixtures	20%	declining balance method
Computer equipment	55%	declining balance method
Telephone system	20%	declining balance method
Computer software	55%	declining balance method

The Regulator regularly reviews its property and equipment to eliminate obsolete items.

Property and equipment 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.

Lease inducements received are included in deferred lease inducements and are amortized over the term of the related lease agreement.

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.

Financial statement items subject to significant management judgment include revenue recognition, the valuation and estimated useful lives of property and equipment, and the completeness of accounts payable and accrued liabilities. Actual results may differ from estimates.

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS ONTARIO

(Operating as Professional Geoscientists Ontario)

Notes to Audited Financial Statements

Year Ended December 31, 2023

2. INVESTMENTS

	<u>2023</u>	<u>2022</u>
<u>Short term investments</u>		
Money market mutual funds	\$ 111,903	\$ 226,706
<u>Restricted reserve fund investments</u>		
Money market mutual funds	<u>1,168,371</u>	<u>1,001,031</u>
	<u>\$ 1,280,274</u>	<u>\$ 1,227,737</u>

3. REGISTRANT FEES RECEIVABLE

Both newly accepted registrants and continuing registrants are expected to pay annual fees by January 1, 2024 for the upcoming fiscal 2024 year. As the Regulator accepts registrants prior to the upcoming year, unpaid fees are recorded as registrant fee receivable as at December 31, 2023 until payment is received in fiscal 2024. On December 31, 2023, the number of fee paying registrants was 3,556 (2022 - 3,437), and the number of applications that were in process of approval was 349 (2022 - 306). Out of the \$201,025.66 total membership fees receivable at the end of the year, registrant fees receivable aged more than 90 days as at December 31, 2023 were \$nil (2022 - \$508).

4. PROPERTY, PLANT AND EQUIPMENT

	Cost	Accumulated amortization	2023 Net book value
Furniture and fixtures	\$ 77,067	\$ 44,224	\$ 32,843
Computer equipment	99,160	85,786	13,374
Telephone system	7,833	7,235	598
Computer software	15,750	15,541	209
	<u>\$ 199,810</u>	<u>\$ 152,786</u>	<u>\$ 47,024</u>

	Cost	Accumulated amortization	2022 Net book value
Furniture and fixtures	\$ 46,219	\$ 39,864	\$ 6,355
Computer equipment	84,070	78,656	5,414
Telephone system	7,833	7,085	748
Computer software	15,750	15,281	469
	<u>\$ 153,872</u>	<u>\$ 140,886</u>	<u>\$ 12,986</u>

5. DEFERRED MEMBERSHIP DUES REVENUES

The balances in the deferred revenue account is comprised of registrant fees billed in October 2023 for calendar 2024 registrant dues. The full amount of registrants billed at the end of the year is deferred and will be included as revenue in the following year.

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS ONTARIO

(Operating as Professional Geoscientists Ontario)

Notes to Audited Financial Statements

Year Ended December 31, 2023

6. DEFERRED LEASE INDUCEMENTS

The Regulator has a lease agreement that began February 1, 2023 and expires on August 31, 2028. The landlord provided the Regulator with a rent-free period for the first seven months.

The lease inducement will be recognized as a reduction of rent expense over the term of the lease. The deferred lease inducement was \$55,290 as of December 31, 2023, summarized as follows:

	Cost	Amortization	2023	2022
Deferred lease inducement	\$ 57,685	\$ (2,394)	\$ 55,291	\$ -

7. NET ASSETS

The net assets of the Regulator are allocated as follows, for the purposes described.

Operating fund (unrestricted)

The purpose of the Operating fund is to reflect the day-to-day operations of the Regulator and to track the surplus/deficits from operations. Council may move amounts from the operating fund to either of the two restricted funds.

Contingency reserve fund (internally restricted)

The Regulator's Contingency reserve fund (CRF) is intended to ensure that the Regulator has the financial resources to fund its operation in the event of unexpected or unbudgeted reduction of revenue or unexpected or unbudgeted increase of expenses, including expenses in defending or prosecuting legal challenges. The CRF is maintained in the amount equivalent to at least twelve months of operating requirement of the Regulator.

Strategic initiatives fund (internally restricted)

The Strategic initiatives fund (SIF) is a restricted fund that is used to provide funding for any special initiatives identified by council as part of its strategic planning. The SIF is intended to be used to cover some or all of the cost of discretionary projects/activities/initiatives that are outside of the Regulator's day-to-day operational activities and are designed to help the Regulator achieve its targeted goals outlined in the current Strategic Plan.

Council conducts an annual review of the SIF and CRF to ensure that the annual budget will achieve an appropriate operating surplus to allow these funds to be appropriately maintained.

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS ONTARIO

(Operating as Professional Geoscientists Ontario)

Notes to Audited Financial Statements

Year Ended December 31, 2023

8. LEASE COMMITMENTS

The Regulator's old lease expired November 30, 2022 at which time they continued leasing the facility on a month to month basis in December 2022 and January 2023. The Regulator entered into a new long term lease that began February 1, 2023 and expires on August 31, 2028. Under the lease, the Regulator is required to pay a base annual rent, with the first seven months at no charge, as described in Note 6. In addition to the base rent, the Regulator must pay for its proportionate share of utilities, property taxes, maintenance and other related costs for the leased premises. Combined base and additional rent for 2024 is \$106,795 for the year.

Future base annual rent payments as at year end are as follows:

2024	\$	54,087
2025		56,265
2026		58,443
2027		60,621
2028		41,382
		<hr/>
	\$	<u>270,798</u>

9. FINANCIAL INSTRUMENTS

The Regulator 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 Regulator's risk exposure and concentration as of December 31, 2023.

Credit risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The Regulator is exposed to credit risk from members. Collection is reasonably assured since registrants need the license to practice, and there is no history of default. The Regulator has a significant number of registrants which minimizes concentration of credit risk. There has been no change to the risk exposures from 2022.

The allowance for doubtful accounts at December 31, 2023 is \$nil (2022 - \$nil).

Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The Regulator is exposed to this risk mainly in respect of its receipt of its accounts payable and accrued liabilities. There has been no change to the risk exposures from 2022.

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 Regulator is not exposed to any of these risks. There has been no change to the risk exposures from 2022.