



ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

Public Protection



Pride in Profession

# 2010 Annual Report

## Mission

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

## Vision

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



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## Preface

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

Under the guidance of the APGO Council, the staff worked with the various volunteer committees to attain many of the Association's 2010 objectives. The summary reports on committee activities for 2010 are presented on the following pages.

The Association remained focused on three key areas throughout 2010 as per the Strategic Plan developed in early 2008:

- Governance;
- Licensure Awareness and Compliance; and
- Communications

The Association continued to fulfill its duties in the areas of Registration, Complaints and Discipline, Professional Practice and Continuing Professional Development (CPD).

Applications for registration increased over the annual rate for 2009, resulting in a solid increase in professional geoscience members. Complaints registered with the Association were either resolved or are currently under review. The Association's new streamlined and simplified CPD program, which maintained the original intent and integrity of the initial program, was launched online for member convenience and increased administrative functionality. The program has received very favourable comments from Association members.

The APGO continues to work closely with Geoscientists Canada (formerly known as the Canadian Council of Professional Geoscientists) on a variety of initiatives including: the Canadian Geoscience Standards Board Internationally Trained Geoscientists initiative; the Licensure Awareness Campaign; the Geoscience Professional Practice Guidelines initiative; and the 4<sup>th</sup> Annual International Professional Geoscience conference.

The APGO has continued to work closely this past year with a variety of government ministries and offices in order to continually improve public protection and to ensure that current and future members are represented at the government level. Of note is the ongoing initiative and collaboration on the production of Brownfields professional practice guidelines under a grant agreement with the Ministry of the Environment; continued collaboration and consultation with the Office of the Fairness Commissioner on fair, transparent, and objective registration practices; and ongoing consultations with the Ministry of Northern Development, Mines and Forestry.

## Table of Contents

<b>Preface</b> .....	2
<b>Letter to the Minister of Northern Development and Mines</b> .....	4
<b>Report</b>	
President's Report .....	5
Vice President's Report .....	6
Executive Director's Report .....	6
<b>Registrations as of December 31, 2010</b> .....	9
<b>Committee Reports</b>	
Registration .....	9
Complaints .....	11
Discipline .....	11
Enforcement and Compliance .....	11
Communications and Public Awareness .....	12
Governance .....	12
Finance .....	12
Insurance Advisory .....	13
Nominations .....	13
Non-Members Appointment .....	14
Professional Practice Committee .....	14
<b>Subcommittee Reports</b>	
Audit and Compensation Subcommittee .....	15
Geology Subcommittee .....	15
Environmental Geoscience Subcommittee .....	15
Geophysics Subcommittee .....	16
Continuing Professional Development Subcommittee .....	16
Student and G.I.T. Mentoring Subcommittee .....	17
Northern Ontario Subcommittee .....	17
Field Notes Subcommittee .....	17
Geoscientists Canada Report (formerly CCPG) .....	18
Geoscience Standards Board Report .....	19
<b>Members of the 2010-11 APGO Council</b> .....	21
<b>Committees and Memberships</b> .....	22
<b>Appendix 1</b> .....	26
Financial Statements Year Ended December 31, 2010 .....	26

## Letter to the Minister of Northern Development and Mines

May 1, 2011

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

Dear Minister Gravelle,

On behalf of the Council of the Association of Geoscientists of Ontario (APGO), its committees and staff, it gives me great pleasure to present you with the APGO's 2010 Annual Report. This report summarizes the activities of the Association and presents individual reports from the President, the Vice President, and the Executive Director & Registrar. In addition, reports from various APGO committees are included. The audited financial report for 2010 and a list of volunteers that contributed to the success of the Association this past year are also included. We trust that you will find the APGO continues to meet our mandate, and that the Association is effectively governing the profession of geoscience in Ontario.

The APGO membership has continued to increase, with over 1,844 members of all classes as of December 31, 2010, including 1,690 full, limited or temporary P.Geo.s. Some of the increase is directly due to compliance and enforcement efforts from the Association. These registration numbers mean that the APGO continues to be the largest geoscience-only regulator in Canada and the second largest overall.

In 2010, as part of the APGO strategic plan, the Association continued a very detailed and thorough review of governance to ensure that the APGO at all times acts in accordance with the Professional Geoscientists Act, Regulations made under the Act, and the By-laws of the organization. As a result of this review, documentation on terms of reference and procedures and process have been further generated to ensure balanced, transparent, and consistent policies and procedures.

This past year the APGO continued to work closely with the Office of the Fairness Commissioner (OFC) as required under the Fair Access to the Regulated Professions Act. The Annual Report concerning fair registration practises was filed with the OFC. Representatives of the Association attended consultation sessions with the OFC throughout the 2010 year. The Association will continue to strive to ensure fair, transparent, and objective registration practises.

The APGO continued its outreach to all stakeholders providing presentations at Ontario universities and various geoscience related conferences, advertising in various mediums, providing articles for relevant periodicals, sponsoring various geoscience related events, and generating the Association's newsletter, Field Notes.

Association staff and volunteers continued to work on various national and international initiatives designed to encourage compliance with, and awareness of, the Act and to facilitate mobility. As part of this outreach, the Association participated in a conference in Brazil in April 2010, presenting professional geoscience and the Ontario professional geoscience registration process to Brazilian government officials, geoscientists and other interested stakeholders.

I would like to take this opportunity to thank you and the staff of your Ministry for working with the Association through 2010, and we look forward to our continued relations through 2011 and beyond. The APGO trusts that you find the Annual Report interesting and informative.

Sincerely,

Deborah McCombe, P.Geo.  
President



## President's Report



2010 has been another year of continuing solid growth for APGO. I have had the distinct pleasure and honour to serve as Vice President for the first half of the year and then as President following the 2010 Annual General Meeting. As one of the first registered members of APGO, it is very exciting to

see that as of December 2010, APGO has a total of 1844 members. Both the individual and corporate memberships have increased significantly during 2010, and based on current applications, this trend will continue in 2011.

One key growth area involves engaging the future generations of professional geoscientists. APGO Councillors continued their visits to Ontario universities in 2010 to discuss the knowledge requirements and procedures for becoming professionally registered in Ontario. These sessions have been well attended and the students are enthusiastic and aware of professional geosciences.

In the fall of 2010, the National Licensure Compliance Awareness Campaign was launched. This national communication and information program, developed in conjunction with Geoscientists Canada and other Canadian geoscience regulators is designed to inform and educate geoscientists about the requirement and necessity to become professionally licensed. All members of APGO can support this program in their daily activities by mentoring students and Geoscientists in Training (GITs); recommending application to those who should be, but are not licensed, and assisting those who are concerned about the application process.

The Complaints Committee has had a busy year reviewing complaints submitted to the Association. At the close of 2010 there were five complaints being reviewed. Generally these can be resolved at this level however some complaints are forwarded to the Discipline Committee for review and action.

The Governance Committee continued its very detailed and thorough review of governance to ensure that the APGO, its Council and Committees act in accordance with the Professional Geoscientists Act, Regulations made under the Act and By-laws of the organization. Terms of Reference (TOR) have been prepared for many of the APGO committees and those completed to date are available on the APGO website. Further governance documentation for APGO continues to be reviewed and generated.

In late 2010, the APGO submitted suggested revisions to Registration Regulation O.Reg. 59/01 to the Ministry of Northern Development, Mines and Forestry (MNDMF). The MNDMF is currently reviewing the requested revisions which would further clarify the registration requirements for all categories of membership of APGO to ensure a fair, transparent and objective application process.

2011 will be a busy year. The APGO and the OGO plan to produce a second salary survey in 2011. Invitations were sent out to all members in early January by email and the full report should be available in late April. An executive summary will be posted to the APGO website subsequently. Due to APGO's growth, a full-time Registrar is required in order to distribute the workload and a new three-year strategic plan will be discussed and implemented.

In conclusion, one of the great strengths of the APGO is the dedication and hard work of the volunteers and staff. Many APGO members are fully occupied with their busy practices however they still make time to participate in Committees that ensure the APGO moves forward on a number of fronts. I would like to thank my colleagues on the Executive Committee, the Councillors, and Committee Members for their countless hours of work. Stephen Wilson, P.Geo., Past President and Kristin Hansen, P.Geo., incoming President provided incredible support, particularly when I was working in the UK last fall.

The heart of the APGO is the Executive Director and Registrar, Andrea Waldie and her dedicated staff at APGO who interact with the public on a daily basis, participate in and support the Committee work, and ensure that APGO functions smoothly. They may be a small team but they make a big difference. Thank you so much for your efforts. It is a pleasure working

with all of you and I look forward to continuing our efforts on the 2011 initiatives.

Deborah A. McCombe, P.Geo.  
President

## Vice President's Report



The APGO had its 10-year anniversary in 2010. Having served as a Councillor-at-Large since 2005, I have had the opportunity to see the Association move away from its initial start-up phase and begin to take on the challenges facing a more established organization. I

am pleased to report that APGO, despite its small size and relative youth, takes its responsibility to the public and its members very seriously. The members of Council are open and inclusive in their information gathering and decision making processes, resulting in sound financial and management decisions. Decisions are considered in terms of balancing protection of the public, with the interests of the members, the Association, and the concerns of geoscientists on the national and international level.

The volunteers I have had the pleasure of serving with on Council are dedicated and committed. They are each a busy manager in their own organization, but make the time to serve the Association and our membership. I thank them for their hard work and contributions. I have learned a lot from my colleagues on Council, and have had a lot of fun along the way.

Strategic Planning is one of the roles of the Vice President. I had the pleasure of working closely with Dorene Weston, a non-member councillor, on a strategic planning task force. The task force prepared a plan to solicit input from members, APGO staff, and from Council members. Council will use this input during a strategic planning session to be held in April 2011. This session allows Council to examine and discuss the APGO's point in its development, its past and future. The resulting strategic plan will be used to establish strategic priorities for 2011 to 2014.

I would like to thank our outgoing president, Deborah McCombe, P.Geo, for her leadership during the past year. She assured that APGO continued to strive to be a leader on many issues and made its mark at the national level through her involvement with Geoscientists Canada. I am pleased that Deborah will continue to provide counsel in the coming year in her role as Past President. I look forward to working with the new Council this coming year, and to working with the incoming Vice President, Ian MacDonald, P.Geo.

The APGO Office continues to run smoothly thanks in large part to the efforts of the Executive Director & Registrar, Andrea Waldie, P.Geo. and her very capable staff. They are to be commended for their service and dedication to APGO and its members.

In order for APGO to continue its growth as an active and vital Association I encourage members to become involved. Volunteering to work on issues that interest you can provide personal fulfillment, and strengthen professional practice in Ontario and beyond.

Kristin E. Hanson, M.Sc., P.Geo.  
Vice President

## Executive Director's Report



2010 provided many opportunities to the Association of Professional Geoscientists of Ontario and saw continued progress toward meeting the strategic objectives identified in 2008 in the areas of governance, licensure awareness and compliance, and improved communication and outreach to all stakeholders.

### Governance

In the area of governance, the Association continued to review, revise and create terms, policies, and documentation to enable the APGO to carry out the duties and functions documented in the Act, Regulations, and By-laws appropriately and in a consistent, fair, and transparent fashion.

## Communications

The APGO website at [www.apgo.net](http://www.apgo.net), continues to improve communication and outreach to all stakeholders as well as increasing awareness of the requirement for licensure when one is practising professional geoscience in Ontario. The Association newsletter, Field Notes, continues to facilitate communication with members and other stakeholders. The format and content of the newsletter is constantly reviewed in an effort to provide current and topical information of interest to APGO members and other stakeholders. The Association continued to produce articles for various outside publications and has increased stakeholder awareness of professional geoscience, the requirement for licensure, the obligations of a professional, and the benefits of professional geoscience, through these articles and increased advertising efforts. APGO councillors, members and the Executive Director have also been involved in many and various presentations on professional geoscience, professional practice, and the registration process to both members, potential members, students and the public. In April of 2010, the Executive Director provided a presentation on professional geoscience and the APGO registration process to interested government officials, geoscientists and other interested stakeholders at a conference in Brazil. The Association is fortunate to count among its members geoscientists who reside in Brazil and many other countries throughout the world.

In its efforts to improve communication and provide services and continuing professional development opportunities for members, the Association increased its short course offerings held in conjunction with the 2010 Annual General Meeting in June 2010. For the first time, these courses were webcast in order to provide professional development opportunities for those APGO members unable to attend the courses in person. The courses were again well attended by both APGO members and interested stakeholders.

In the fall of 2010, the National Licensure Compliance Awareness Campaign (is this the correct title--compare with Deb's on Page 5) was launched. This national initiative, developed by Geoscientists Canada, and in which APGO was involved at the committee level, is a communications initiative in which all geoscience-regulating jurisdictions have a variety of themed communication tools available to

them. These tools, which concern geoscience licensure, provide uniformity and continuity of messaging between jurisdictions. They are also designed to increase awareness among stakeholders of professional geoscience and the requirement for licensure in the various geoscience regulating jurisdictions.

## Operations and Administration

Throughout 2010, the Association continued to work toward the identified strategic objectives set out in the Strategic Plan of 2008. The Strategic Plan is reviewed and updated at each Council meeting.

The Association experienced an excess of revenue over expenditure of \$104,796 for 2010. The Contingency Reserve Fund, previously put in place by Council, will continue to be funded and will increase by \$53,538. The Fund remains to ensure that APGO has the financial resources should it be faced with defending any legal challenges. The Fund is monitored annually and will be adjusted from time to time to assure that future requirements will be met. The Strategic Initiatives Fund provides financial support for initiatives which allow the Association to address the goals set out in the Strategic Plan. At year end, this Fund was increased by \$51,258.

## Geoscience Professional Practice Guidelines

The Association participated in two initiatives during 2010 involving geoscience professional practice guidelines. Professional practice guidelines are designed to assist professional geoscientists when considering appropriate professional geoscience practice in various situations.

The Association was approached by the Ministry of the Environment (MOE) to develop professional practice guidelines in the area of Brownfields work. Under a grant agreement with the MOE, the APGO has received financial support of \$15,200 toward the development of Brownfields Professional Practice Guidelines. The Subcommittee worked on the development of these guidelines, throughout 2010 and was nearing completion of the guideline at the end of 2010. The completed guideline will be brought before the Council of the Association in early 2011 for review and acceptance as a professional practice guideline of the Association for member use.

As well, APGO had the opportunity of participating in the Geoscience Canada (formerly the Canadian Council of Professional Geoscientists (CCPG)) Geoscience Professional Practice Guidelines initiative funded by Human Resources and Skill Development Canada (HRSDC) in their efforts to support professional mobility. Mr. E. Rodrigues, P.Geo., was the lead consultant on this initiative, while APGO member Mr. A. Lotimer, P.Geo., chaired this Geoscientists Canada committee. The APGO, along with other participating Geoscientists Canada constituent associations, collaborated on this initiative designed to provide a common framework for geoscience professional practice guidelines which will be developed in the future by the various Canadian geoscience regulators. This common framework, completed in late 2010 and reviewed by the APGO Professional Practice Committee, will assist the professional geoscientist who works in more than one Canadian geoscience regulated jurisdiction.

## **Mobility**

The Agreement on Internal Trade (AIT) came into effect in August of 2009. Practising professional geoscientists are now able to seek registration in other Canadian geoscience regulated jurisdictions, with an equivalent receiving licence, usually without having to undergo further review or having to meet additional requirements. Practising professional geoscientists from Canadian jurisdictions outside of Ontario can usually be registered with the APGO, once the application and fee have been received, in less than 72 hours.

The Association continues to review the issue of the mobility of professional geoscientists both nationally and internationally, striving to facilitate mobility while fulfilling the Association's mandate of public and environment protection.

## **Fair Access to Regulated Professions Act**

The Association continued to consult and collaborate with the Office of the OFC throughout 2010 to continue to improve upon and ensure fair, transparent, and objective registration practices. As required under the Fair Access to the Regulated Professions Act, 2006, the Association filed the annual Fair Registration Practices Report. As well, Association representatives met with OFC staff to discuss registration process best practices as well as to collaborate and consult on registration practices initiatives brought forward by the OFC.

## **Member Services**

In early 2010, the secure online member access Continuing Professional Development module was launched for member convenience and increased APGO administrative functionality. The program has received favourable comments from Association members through the member comment component of the module. The program, module, and comments received from members will continue to be reviewed by the CPD Subcommittee and revisions and continued improvement will be made in the future as appropriate.

In late 2010 work began on the launch of the second *Ordre des géologues du Québec/Association of Professional Geoscientists of Ontario Salary Survey*. A full report will be made available to all members who participate in the survey. A summary report will be made available online to the public. The report will also be available for purchase.

## **Appreciation**

I would like to extend sincere appreciation, on behalf of both myself and all APGO members, to the staff and volunteers who continue to support and lead the Association. This organization succeeds due to the commitment of its volunteers and the outstanding effort of the office support staff. As the Executive Director & Registrar, I would particularly like to thank the President, Executive Committee, Council and the many APGO committee chairs and members who have contributed in so many ways, giving up their valuable time in order to serve the Association. Their counsel, commitment and devotion to high ideals are greatly appreciated. I would also like to recognize those individual Association members who have brought opportunities and events to the attention of the Association and often volunteer their time and effort to support these events and Association outreach endeavours. The results of these efforts are evident in the greater recognition of professional geoscience by both the public and practitioners, indeed by stakeholders around the world.

Andrea Waldie, P.Geo.  
Executive Director



## Registrations as of December 31, 2010

Membership Class	At December 31, 2010	At December 31, 2009
Full P.Geo.	1629	1516
Temporary P.Geo.	26	19
Limited P.Geo.	35	22
Non-Practising P.Geo.	33	24
Geoscientist-in-Training	86	72
Student	35	62
<b>TOTAL</b>	<b>1844</b>	<b>1715</b>

Number of Certificates of Authorization	
At December 31, 2010	At December 31, 2009
<b>168</b>	<b>165</b>

## Committee Reports

### Registration

**Jim Steel, P.Geo. - Chair**

**Andrea Waldie, P.Geo. - Registrar**

The registration process for both individual memberships and Certificates of Authorization (Cs of A), that is, those entities offering or providing professional geoscience services directly to the public, grew at a greater than anticipated rate throughout 2010. This increase in membership growth rate is due to a combination of factors: a greater awareness of the legal requirement for licensure when practising professional geoscience in Ontario; an

increased focus on outreach and communication, with all stakeholders, on the part of the Association; an increased requirement on the part of employers with regard to the need for licensure as a condition of employment or promotion; increased knowledge of the way that geoscience impacts the public within the three major streams of professional licensure; and an increased compliance effort on the part of the Association.

During the year, APGO's Registration Committee met six times to review both new and deferred memberships, to review and evaluate C of A applications, and to review policies and procedures of relevance to the fair licensure of candidates. As in previous years, the

Association owes a huge debt of gratitude to the volunteers on the Registration Committee who have put in many long hours assessing applications.

## Membership Registrations

As at December 31, 2010, APGO's membership breakdown by class was as follows:

- 1,629 P.Geo. (Full unrestricted Practising)
- 35 P.Geo. (Limited)
- 26 P.Geo. (Temporary)
- 33 P.Geo. (Non-practising)
- 86 Geoscientist-in-Training
- 35 Students

By year-end APGO had received a total of **2,541** applications from the time of its inception, including the **280** applications received in 2010.

To search a list of current members in good standing, please visit the APGO website at: <http://www.apgo.net/membersearch.php>

## Certificates of Authorization

As of December 31, 2010, APGO had issued a total of **168** Certificates of Authorization (Cs of A), to firms offering or providing professional geoscience service(s) in Ontario. The number of Cs of A is categorized as shown below:

- **91** One Practitioner
- **34** Two Practitioners
- **43** Three or more Practitioners

To search a list of current Certificates of Authorization in good standing, please visit the APGO website at: <http://www.apgo.net/companysearch.php>

## Appeals of the Decision of the Registration Committee

The APGO also has a formal independent appeal procedure to allow for reconsideration of applications for membership or Certificates of Authorization that are denied by the Registration Committee. Appeal hearings are conducted under the provisions of the Statutory Procedures Act and take place before a special meeting of a panel of the APGO Council. Each applicant is provided with the opportunity to appeal the decision of the Registration Committee to the special meeting of Council and to provide any information the applicant chooses to provide to the special meeting of Council.

During 2010, 2 appeals of the decisions of the Registration Committee were sought. Each appeal resulted in same decision as the decision of the Registration Committee.

## Suspensions

The Registrar has the power, under the Act, to suspend a member's licence. Suspensions during 2010 resulted from such issues as non-payment of annual membership dues within the time frame (as set out in the By-Laws), or from not successfully completing the Professional Practice and Ethics exam within the time frame stipulated in the Registration Regulation (O.Reg. 59/01).

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

During 2010, the following suspensions were issued:

- 9 for non-payment of annual membership dues.

As at December 31, 2010, 8 membership suspensions remained in effect for the 2010 year.

There were no suspensions issued in 2010 for sanctions imposed as a result of the decisions of the Discipline Committee.

## Professional Practice & Ethics Examination

During 2010, **147** APGO members or applicants registered to write the Professional Practice and Ethics (PPE) examination. The exams are held across Canada each year on a quarterly basis in January, April, July and October. For the three-hour APGO version of the exam, candidates answer 120 multiple-choice questions and a 30-minute essay question. One hundred of the multiple-choice questions are based on national issues, while 20 are specific to professional practice and ethics as they apply to undertaking professional geoscience activity in Ontario.

Because of the geographic dispersion of APGO members throughout Ontario, across Canada and around the world, the Association continued to make the arrangements for candidates to sit

the exam at any location, provided suitable facilities and a professionally-registered proctor could be arranged. The APGO strives to be inclusive while maintaining the standards set by the profession.

Once again, on behalf of the Association and all those who sat the NPPE exam during 2010, we would like to extend our gratitude to our many volunteer members who served as proctors at the many sittings throughout the year.

## **Complaints**

### **Milan Situm, P.Geo. – Chair**

The Complaints Committee's purpose is to review complaints received by the Registrar or the Association. The committee is currently comprised of 30 members.

During 2010, two complaints were received by the Association and three complaints were ongoing from the 2009 year. Preliminary Review Panels were convened to review each complaint. The results of the reviews of these complaints will be conveyed to the Complainant and the Respondent concerned. Should a review of any complaint, by the Preliminary Review Panel concerned, indicate a breach of regulation and that discipline action may be warranted, the complaint is referred to the Discipline Committee.

## **Discipline**

### **Tammy Middleton, P.Geo. – Chair**

The Discipline Committee is responsible for hearing and determining on cases of professional misconduct, negligence or incompetence, brought against a member or certificate holder. The Committee was not called upon to convene any Hearings or supply a Panel for the year 2010. Regular meetings of the Discipline Committee and the Executive Director continued to be held by teleconference on a quarterly basis to undertake the business of the Committee. In 2010, the Committee focused on: retaining a full complement of members that reflect the geographic areas of the province and the wide range of geoscience sub-disciplines; continuing development of procedural aids to the Committee including

those for selecting panels, operating a Hearing and making consistent decisions regarding penalties; and maintaining a Standing Hearing Panel.

A training session was held on June 23, 2010 in Toronto in conjunction with the Association's Annual General Meeting. This year's training included an overview of applicable law from Carol Street LLB, (Independent Counsel for the Discipline Committee), followed by discussion and a "walk through" of the process to be followed to convene a Hearing using a hypothetical case, and also a brief interruption from a seismic event which caused no alarm whatsoever to the geoscientists at the session. An outcome of the session was revision of some process aids including a flow chart outlining the many steps needed to properly initiate a hearing. The session was attended by ten members of Council and the Discipline Committee.

The Committee Chair and Vice Chair hold two-year positions with the Vice Chair moving to the Chair position on completion of the Chair's mandate (June 2012). The Committee continues to maintain a Standing Hearing Panel composed of professional and public members, with alternates available, for immediate deployment. In 2010, the Committee thanked two members who changed roles: Roger Woeller - who was an excellent Chair for two years and now serves once again as a Committee member; and David MacDonald - who retired from the Committee after many years of service. The Committee's appreciation is extended to both of them.

## **Enforcement and Compliance**

### **Stephen Wilson, P.Geo. – Chair**

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

The Association's Enforcement and Compliance policies and procedures were established in the period 2003 to 2005, and since that time the main focus of the committee has been to work with APGO staff on specific compliance issues. During the course of 2008, 2009 and 2010, the APGO's enforcement and compliance efforts substantially increased as a result of the focus brought to bear on this issue via the APGO Strategic Plan and through the efforts of the Enforcement & Compliance Coordinator. As of October 2010, the Association had 1014 compliance files in the system of which 837 files had been reviewed and 429 files had been closed or resolved. The system currently has 585 active files. The enforcement and compliance efforts have directly resulted in an increase in applications, and membership, furthering the Association's mandate of public and environment protection through the registration of qualified individuals as geoscience professionals.

The Committee will continue to help staff determine the appropriate response of the Association to chronic offenders, complicated files, and for those instances of noncompliance that pose a serious or immediate risk to the public and/or environment.

## **Communications and Public Awareness**

**Mark Priddle, P.Geo. – Chair**

The Communications and Public Awareness Committee, formed in June 2009, is responsible for developing and managing a plan for communications and public awareness. The Committee is also responsible for overseeing the Association's newsletter, Field Notes. Committee members provided recommendations and oversight regarding Association outreach as well as communications to members and the public. The Association published numerous articles over the course of 2010 in both Field Notes, and in various periodicals and journals. Advertisements were placed in numerous periodicals and journals to promote awareness of the requirement to register with the APGO when practicing professional geoscience in Ontario, as well as to promote and generate public awareness of the profession of geoscience. The Association also provided

presentations on professional geoscience to students at various Ontario universities throughout 2010.

The Committee will continue to develop and manage communication as well as public awareness plans as per the APGO Strategic Initiatives plan.

## **Governance**

**Karen Ford, M.B.A., C.M.A. – Chair**

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

Your Governance Committee has again been very active in 2010. The Committee meets regularly, generally bi-weekly to advance the governance agenda per the APGO Strategic Plan.

Terms of reference have been created for the Standing, Statutory and Other Committees and have now been posted to the APGO website. Association policies and practice documents have been inventoried and development of policies, operating guidelines and other procedural documents are underway with a plan to finalize these in 2011.

## **Finance**

**Chris Kimmerly, M.Sc., P. Geo. – Chair/  
Treasurer**

The primary functions of the Finance Committee are to ensure that the financial policies and procedures of the Association are followed and to review operating costs and performance of the Association against its budget and expenditure projections. The Finance Committee has two subcommittees – the Audit and Compensation Subcommittee, and the Budget Subcommittee. As in previous years, the Treasurer and the Finance Committee reviewed the Association's annual budget (which controls APGO's activities), the Auditors' Report and Audited Financial Statements (which certify the



details of APGO's operations) and discussed any issues that arose with the Executive Director & Registrar and obtained clarifications during the year, to ensure that the final documents are accurate. The Association's year-to-date financial statements were reviewed in the same manner on a monthly basis.

In 2010, the Association was able to make a contribution to the Contingency Reserve Fund (CRF) and the Strategic Initiatives Fund (SIF). The purpose of the CRF is to ensure the Association has the financial capability to continue operations in the event it must defend itself against a legal challenge. The CRF is fully funded, providing some confidence that the APGO can continue its operations in the face of a legal challenge, and can continue to grow and achieve its mission and vision through driving its strategic plan. The purpose of the SIF is to fund initiatives stemming from the Strategic Plan such as web site upgrades, legal consultation to support enforcement and compliance actions and professional consultation fees for communications and marketing initiatives.

## **Insurance Advisory**

### **Bill Stiebel, P.Geo. - Chair**

The Insurance Advisory Committee (IAC) is mandated to ensure APGO has appropriate insurance in place to enable Council to regulate the profession in accordance with the Act, and to review/oversee group insurance plans offered as a member service. The IAC continued to provide oversight for all APGO's insurance needs throughout 2010.

All members in good standing of APGO, through its membership in Geoscientists Canada, are automatically covered by Secondary Professional Liability Insurance (SPLI). This SPLI provides coverage to any member should they receive a third party claim resulting from the provision of professional geoscience advice or opinion in an activity not related to their primary employment. This coverage is automatically provided and included with member's annual dues. As well, APGO members may take advantage of a Professional Liability Group Plan through the Prospectors & Developers Association of Canada (PDAC). Access to this PLI group coverage for professional geoscience

practice, as well as other insurance products related to business coverage, is available to all APGO members.

APGO members are also able to take advantage of Group rates for personal Life Insurance and other personal financial management products and advice from Manulife. Members are able to accept these services for their personal consideration or those offered by another insurer.

Additional information about Professional Liability Insurance, SPLI, personal insurance services from Manulife, and other benefits of membership in APGO is provided on the APGO website.

## **Nominations**

### **Stephen Wilson, P.Geo. - Chair**

In early 2010 the Nominations Committee chaired by Gregory Finn, PhD., P.Geo, identified and encouraged candidates for several positions coming open for the new Council for 2010-2011. These included: Vice President, two Councillors-at-Large, and the Central Regional Councillor. Four candidates came forward and participated in the election in early 2010. These positions were successfully filled in the 2010 election and the chair turned over to Stephen Wilson, P.Geo., for the last half of 2010.

The Committee was charged with identifying and encouraging candidates for several positions coming open for the new Council for 2011-2012. These positions included: Vice President, one Councillor-at-Large, the South-East Regional Councillor and the North-West Regional Councillor. Articles for publication in the Association's newsletter, Field Notes, and notices for inclusion in Association mail outs to members were developed and utilized. Five candidates came forward and will participate in the election in early 2011.

Based on this report, this committee feels it has discharged its duty for 2010.

## **Non-Member Appointment Committee**

**Dorene Weston, M.B.A. – Chair**

The non-APGO member public appointees contribute to Council through sharing their diverse insights and their wealth of experience in sectors and professions outside of geoscience. By fulfilling this role, the non-member public appointees represent the viewpoint of the public of Ontario on Council.

The Act stipulates that the public appointees participate on key APGO Committees including the Complaints Committee, the Discipline Committee, and the Executive Committee as well as on special panels required to review registration appeals. Non-member public appointees have satisfied this mandate during the 2010 year.

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

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

The Non-Member public appointees for 2010 are as follows:

- Karen Ford, MBA, CMA
- Rob Gordon, MBA, P. Eng.
- Donald Johnston, LL.B.
- Amy Stephenson, MBA, CFA
- Dorene Weston, MBA, LGA Appointee.

## **Professional Practice Committee**

**Bill Stiebel, P. Geo. - Chair**

The Professional Practice Committee (PPC) is a Standing Committee of Council mandated to develop guidelines and standards for the practise of professional geoscience, develop an ongoing program of professional development, maintain standards of professional ethics, and address other matters of professional practise as may arise from time to time. The PPC meets on a planned basis or as the case may arise to address specific issues of an urgent nature.

The PPC has four subcommittees: Mining Practice (Geology), Environmental Geoscience, Geophysics, and Continuing

Professional Development through which the principal activities of the PPC are conducted. These subcommittees are very important to members since they develop the standards of practice that govern how members should conduct their professional activities, and maintain currency in professional practice. The subcommittees also interact with other regulatory agencies on behalf of APGO to advise on proposed legislation that may affect geoscience practise. The PPC meets to deliberate matters referred from APGO Council and the subcommittees, to provide direction to the subcommittees regarding issues to be addressed, and to recommend to Executive Committee, as appropriate, specific professional practice issues for deliberation and approval by APGO Council. The Chairs of the PPC subcommittees are also PPC members.

The Environmental Geoscience Subcommittee and the Brownfields Subcommittee have been the most active throughout 2010. This is due in part to the amount of regulation developed and implemented in 2009 which affects the practice of geoscience in areas such as the remediation of contaminated and brownfield sites and the ensuing consideration and generation of professional practice guidelines.

Some of the key activities of the PPC during the 2010 Council year are summarized in the following:

- Consultations with the Ministry of the Environment on the development of professional practice guidelines with regards to Brownfields regulation 153/04.
- Review of existing APGO professional practice guidelines.
- Review of professional practice guidelines currently under development.
- Review and consideration of the proposed new national framework for professional practice guidelines designed to facilitate mobility within the profession of geoscience.

During 2011, the PPC will continue to work with the PPC subcommittees to provide guidance and review for different areas of geoscience practice based on the application

of geoscience principles, experience and use of professional geoscience.

The activities and plans of the various PPC subcommittees are summarized in separate subcommittee reports. The committees could not function without the dedication and volunteer time of members, and their contributions to the Association. Their furthering of the profession of geoscience is very much appreciated.

## **Subcommittee Reports**

### ***Audit and Compensation Subcommittee***

**Amy Stephenson, P.Geo. - Chair**

During the year, the Audit and Compensation Sub-Committee drafted a Terms of Reference which was reviewed by the Governance Committee and approved by Council. The Governance Committee also reviewed this Sub-Committee's position within the organization structure of the APGO and determined that it should be a Standing Committee to reflect its independence. Accordingly, a recommendation has been made to Council to effect such change via Bi-law vote at the 2011 Annual General Meeting.

### ***Geology Subcommittee***

**Rohan Millar, P.Geo. - Chair**

The Geology Subcommittee of the APGO meets to address mining and mineral exploration issues, as they arise, and as they pertain to professional geoscience; and to develop the standards of practice that govern how members should conduct their professional activities and maintain currency in professional practice.

The Geology Subcommittee meets on an as-needs basis to fulfil its mandate within the APGO. The sub-committee did not meet in 2010.

### ***Environmental Geoscience Subcommittee***

**Mary Jane Conboy, Ph.D., P.Geo. - Chair**

Environmental Geoscience Subcommittee reports to the Professional Practice Committee.

The Subcommittee has several Working Groups as follows:

Environmental Geoscience Subcommittee Committee Working Groups and Coordinators:  
Brownfields and Contaminated Sites Working Group – Ed Rodrigues, P.Geo.  
Groundwater Resources Working Group – Tony Lotimer, P.Geo.  
Nutrient and Biosolids Management Working Group – Mary Jane Conboy, P.Geo.  
Regulation 903 Working Group – Mary Jane Conboy, P.Geo.  
Active in 2010 was the Brownfields and Contaminated Sites Working Group.

The Environmental Geoscience Subcommittee continues to be involved in reviewing documents issued by the provincial Ministry of the Environment (MOE) and making recommendations to the Executive Director & Registrar, the Professional Practice Committee, and the APGO Council. Meetings of the subcommittee were held by teleconference during 2010. The Subcommittee is grateful for the interest and support shown by longstanding and new membership in this committee.

The main issues of 2010 focused on the Brownfields Act.

The APGO has developed a Brownfields Subcommittee has been working with MOE to develop professional practice guidelines. A grant has been provided by MOE to allow APGO volunteers the opportunity to participate fully in this process. Ed Rodrigues, P.Geo., chair's this Subcommittee. The Subcommittee continued to consult and collaborate on the professional practice guideline concerning Brownfields and O.Reg. 153/04. The guideline is anticipated to be completed in early 2011 at which time it will be presented to the Council of the Association for review concerning acceptance as a geoscience professional practice guideline for APGO members.

The following activities will be undertaken within the mandate of the Environmental Geoscience Subcommittee to advise or provide recommendations to the Professional Practice Committee and APGO Council on professional practice guidelines and other pertinent issues. These include:

1. Provide the Professional Practice Committee with recommendations for guidance related to:
  - development of references or a selected bibliography for the practice of environmental geoscience;
  - the completion of the development and recommendation of a professional practice guideline for work in contaminated sites and brownfields;
  - development of new guidelines
  - continued outreach to the Ministry of the Environment and APGO members on regulatory/policy issues.
2. Support for regional professional practice seminars and sponsorship of workshops where appropriate for APGO members to apprise APGO members of the work and resources of the Subcommittee.
3. Consider development of webinars to assist members in obtaining CPD credits.
4. Respond to additional items as appropriate.

The Environmental Geoscience Subcommittee meets by teleconference an average of once a month with subcommittees meeting two to four times per year by teleconference. Once a year the Environmental Geoscience Subcommittee undertakes to meet face to face, generally in conjunction with the APGO annual meeting. The Environmental Geoscience Subcommittee has successfully organized workshops for members on timely issues. These workshops enlist in-kind support from speakers and are generally well attended by APGO members.

## ***Geophysics Subcommittee***

**Milan Situm, P.Geo. - Chair**

The committee did not convene in 2010 as there were no issues regarding professional practice, as it pertains to geophysical specialists that required attention.

## ***Continuing Professional Development Subcommittee***

**Todd McCracken, P.Geo. - Chair**

The Continuing Professional Development (CPD) Subcommittee functions to establish and regularly review a Continuing Professional Development (CPD) program to help members improve their skills, enhance the currency of their knowledge, and provide structure and support for professionals to engage in a program of lifelong learning, consistent with the Association's legislated mandate.

During the course of 2010, the revised, simplified, optimized, and streamlined CPD program was launched in a secure online platform. The online platform was very well received by members; receiving excellent comments and reviews through the Member Comment functionality of the online module. As with the introduction of any new technology, comments on further improvements to the online CPD module have occasionally been brought to the attention of the Association. These suggestions from members will be reviewed by the CPD Subcommittee and action taken if appropriate and feasible. The CPD online module is hosted on a secure site and was designed to allow members to enter CPD hours and access archived information 24/7 from wherever the member may have internet access. The new CPD module will allow a streamlined and simplified audit process to be conducted annually on a randomly selected 5% of member reports.

During 2010 the audit process was suspended while the CPD online program was launched and members adjusted to the revised program and online module. Auditing of 5% of APGO practicing and limited members 2010 CPD hour reports will resume in 2011.



## ***Student & G.I.T. Mentoring Subcommittee***

**Andrew Cheattle, P.Geo. – Chair**

The Student and G.I.T. Mentoring Subcommittee functions to review and consider items and issues that concern student geoscientists and APGO Geoscientist-in-Training (G.I.T.) members and to recommend and develop resources to assist these individuals. The members of this Subcommittee included Students, G.I.T. members, and practicing members. The Subcommittee met and conferred over the course of the year to discuss and continue development of a mentoring guideline.

The Association encourages members to act as mentors to the future generation of geoscientists and to those internationally trained geoscientists embarking on a geoscience career in Canada. Students and APGO G.I.T. members are also encouraged to seek mentors as they gain the required four years of qualifying geoscience work experience to become practising professional geoscientists. It was previously noted by the Subcommittee that a mentoring guideline designed to assist both the mentor and the mentored would be beneficial to both parties and would help to ensure that the appropriate qualifying geoscience work experience was gained. The Subcommittee continued development of a draft mentoring guideline, a G.I.T. guideline and a Frequently Asked Questions document over the course of 2010. Once completed and ratified by Council, it will be posted on the APGO website for use by any interested party.

Throughout the year the APGO has continued to increase its profile through visits and presentations to students and geoscience faculty at Ontario universities.

## ***Northern Ontario Subcommittee***

**Rich Schmidt, P.Geo. – Chair**

The Northern Ontario Subcommittee is responsible for organizing Association events in the north and to ensure that the views of Northern Ontario geoscientists are made known to Council. In the elected Council, Northern

Ontario is represented by two regional councillors. The Northeastern Regional Councillor is Rich Schmidt, M.Sc., P.Geo. and the Northwestern Regional Councillor is Abraham Drost, P.Geo.

The Northern Ontario Subcommittee was inactive in 2010. The Subcommittee plans to communicate with Northern Ontario APGO members in 2011 to determine issues of specific concern.

## ***Field Notes Newsletter Subcommittee***

**Wendy Diaz, P.Geo. – Chair**

In 2010, the *Field Notes* Newsletter Subcommittee consisted of six members. Three APGO members were publication team members and two members served as the contributing editors and one person served as editor. APGO's Executive Director & Registrar served as the second contributing editor. The Communications Coordinator produces the newsletter in-house. This Subcommittee produces the Association's e-newsletter, *Field Notes*, for the APGO membership on the internet via electronic mail.

*Field Notes* is published every other month for a total of 6 issues in 2010 (Number 39 to 44) and maintained one sponsor. Currently, the newsletter does not have advertising. About 18 articles were published last year. At the beginning of the year, two new sections to the newsletter layout were added and appeared in each subsequent issue: A listing of newly registered APGO members (including practicing and limited as well as GITs and temporary registrations) and a list of meetings and events and other tasks that APGO executive and committee members conducted on behalf of members and professional geoscience entitled ***APGO At Work***. The Newsletter also began linking to obituaries of members passing this year.

Throughout the year articles covered various topics such as: the well received newly launched online Continuing Professional Development (CPD) program; a summary of the proposed changes to NI 43-101 governing the oral and written disclosure made by a company concerning mineral projects, and APGO's

perspective concerning the professional registration process presented at the Mineral Exploration conference in Brazil. Other interesting topics were covered by members writing of their own work experience such as the “Unexploded Bombs in Canada” article that described geoscientists using near surface geophysics to locate and recover dangerous munitions from sites across Canada. Members were notified of short courses available to them at the Annual General Meeting (AGM) on such topics as “Aboriginal Engagement & Consultation” and “Amendments to Brownfields Site Assessment Legislation”. At the end of the year, an APGO Short Course Topic Contest was announced in order to solicit topics for future short courses that would assist members and other interested parties. Some articles educated members of potential problems in conducting their work such as the article written by the Chair of the Complaints Committee entitled “Exploration Data and Potable Groundwater-Implications for both Exploration Geologists and Environmental Geoscientists” and an article reviewing the “Unauthorized Use of the Professional Designation”. Community involvement and volunteering continued to be promoted to members with articles from sponsored educators’ experiences attending Geoscience Conferences in Canada and the home-grown relief efforts of providing potable water to Haitian Earthquake survivors by Lifewater. In the semi-regular **President’s Perspective** article, the APGO President addressed the membership and gave her insight on pertinent issues affecting the APGO such as the need for promoting licensure awareness to future and current members of the Association.

The newsletter continued to provide APGO members an opportunity to announce achievement awards, publication of books, or newsworthy accomplishments in the **Headliner** Section of the newsletter. This year, APGO members were notified (in a separate article) in the newsletter that Bruce Sanford, a retired geologist from the GSC received the Order of Canada. Also, included in the newsletter were various electronic links to interesting geoscience-related items or events on the world wide web under the **From Far Afield** Section; articles in other professional publications under **Colluvium** Section, and a job link to the APGO website. Photographs from the APGO annual

photo contest were used as the banner at the top of the newsletter in each issue.

## ***Geoscientists Canada Report***

**Bill Pearson, Ph.D., P.Geo. – Ontario GC Board Representative**

Geoscientists Canada (GC), formerly the Canadian Council of Professional Geoscientists (CCPG), was established in 1998 to assist and represent the 11 provincial and territorial associations that license geoscientists in Canada. The mission of CCPG is to develop consistent, high standards for licensure and practice of geoscience; facilitate national and international mobility; and promote the recognition of Canadian professional geoscientists.

GC is governed by a Board of Directors appointed by its Constituent Association (CA) members. The Board meets twice yearly to consider a wide range of national and international issues. GC decisions are not binding on the CAs but are valuable in guiding CA policies. GC was involved with many national and international initiatives throughout 2010.

In April 2010, GC announced \$296,000 in support funding from the Government of Canada to facilitate harmonization of admissions for registration and licensure in Canada of internationally-trained geoscientists. This funding will contribute to work to be undertaken over the next 24 months by GC, in collaboration with its constituent associations to investigate and analyze admissions assessments processes across Canada and to seek ways to facilitate greater harmonization. The Government of Canada funding is provided by Human Resources and Skills Development Canada as part of its Foreign Credential Recognition Program.

GC announced in December 2010 the unanimous decision of its Board of Directors to approve a new national framework on geoscience professional practice guidelines and to recommend it for use by its member associations across Canada. The new framework is set out in the Geoscientists Canada document entitled: “Framework for the

Development of Geoscience Professional Practice Guidelines”, a copy of which can be viewed on the Geoscientists Canada website [www.ccpq.ca](http://www.ccpq.ca).

Work on this framework has been the focus of intense activity over the past 18 months as part of a project which received funding assistance from the Government of Canada’s Labour Mobility Program, administered by Human Resources and Skills Development Canada. All of the regulatory bodies - the professional associations that comprise the membership in Geoscientists Canada - were engaged in concluding the framework, while seven of the member associations were directly involved in its development, through active participation on the project’s national steering committee.

The framework reviews the purpose of practice guidelines and the challenges associated with both developing and maintaining such documents. It then sets out collectively-agreed to principles concerning: 1) identifying the need for guidelines for different types of practice; 2) the process and methodology that should be followed in preparing guidelines and 3) the structure and components of a typical practice guideline.

In 2010, in its continuous efforts to identify both challenges and opportunities in achieving its mandate efficiently and effectively, GC struck an Efficiencies Task Force to consult with GC and all its Constituent Associations to determine the organization’s strengths, weaknesses, opportunities and threats and make recommendations for improvement. In addition this Task Force will evaluate activities of national and international geoscience, regulatory, and professional associations and organizations, and recommend future strategic alliances. The Task force will make recommendations to the Board of Directors in June 2011.

The recipient of the 2010 Canadian Professional Geoscientist Award is George R. Cavey, P.Geo. of Vancouver, British Columbia. Mr. Cavey was an instrumental member of the Task Force to Register Professional Geoscientists in BC from 1989-1990. He went on in 1991 to serve as a founding member of APEGBC’s Geoscience Committee, then on Council and on the

association’s Investigation Committee, where he served until 2009. Following the successful integration of geoscientists into APEGBC, he became President of Geoscientists Canada from 2003-2004.

The Canadian Professional Geoscientist Award was established in 2005 to recognize outstanding contributions to the development and/or practice of professional geoscience by an individual who advances public recognition of the practice of professional geoscience in Canada. APGO would like to recognize Mr. Cavey and thank him for his support and dedication to the profession of geoscience in Canada.

## ***Geoscientist Canada – Geoscience Standards Board Report***

**Greg Finn, Ph.D., P.Geo. - Ontario CGSB Representative**

The Canadian Geoscience Standards Board (CGSB) assists Geoscientists Canada in working with the constituent associations to coordinate, correlate and harmonize practices in the areas of registration of geoscientists, mobility of licensed professionals and inter-provincial practice, and to develop and maintain appropriate standards of geoscience practice.

The CGSB is made up of appointees from each of the constituent associations.

In January 2010 Geoscientists Canada received funding from HRSDC to undertake a project entitled “Development of a collective national approach to the consideration of Internationally Trained Geoscientists (ITG) applying for professional licensure in Canada”.

The basic objective of the project is to develop collective national approach to the consideration of ITGs using the stepwise approach of engagement, diagnostics and primary tool development. The tools (or protocol) to be developed would include tools of common “process” for straightforward ITG applicants, and tools of common “remedy” for those instances where ITG applications are less straightforward. Among ITGs applying to

become registered to practice their profession in Canada there are two principal groups:

- Those who are already registered as geoscience professionals with the regulatory body that governs geoscience practice in their country of origin
- Those who are not registered with the regulatory body in their country of origin or who come from a country in which the profession of geoscience is not yet regulated

Work under the project will address both these groups in an integrated fashion; it will comprise four phased objectives:

1. To map and analyze how ITG applicants - of both types - are currently processed by the 10 regulatory bodies in Canada and determine source country demographics for ITG applicants in recent years thereby engaging the regulatory bodies in the issues and the findings: the trends, commonalities, inconsistencies, challenges, promising practices etc.
2. To launch and facilitate debate and consensus building towards developing common tools for ITG applicants - such tools would comprise tools of common "process" for straightforward ITG applicants, and tools of common "remedy" for those instances where ITG applications are less straightforward
3. To use the results of 1 and 2, to undertake due diligence on a select number of geoscience regulatory bodies in other countries with the view to achieving Mutual Recognition Agreements ("MRAs") between the regulatory bodies in Canada (collectively) and regulatory bodies in other countries.
4. As an overall project Objective (and deliverable), establish and set down the basic tools that will comprise a consensus-based process and remedy protocol for ITG applicants agreed to among the 10 regulatory bodies, and to

secure at least one, and maybe more than one, international MRA (or discover findings of non-equivalency for MRA purposes).

There are currently no geoscientist specific MRAs between any Canadian regulatory bodies and any regulatory bodies in other countries. However, seven Constituent Associations that are members of both CCPG and the Canadian Council of Professional Engineers (CCPE) are parties to four international MRAs covering engineers. These engineering MRAs are with the entities governing engineering practice in Hong Kong, France, Australia and Ireland; they will provide important model documents to work from.

Securing MRAs with appropriately equivalent regulatory bodies in other countries is considered the "low hanging fruit" in the process of Foreign Credential Recognition of ITGs as MRAs have the potential to immediately improve ITG admissions for those applicants from countries which already have in place advanced processes for the governance of geoscience practice.

This project is scheduled for completion in March 2012.



## **Members of the 2010-2011 APGO Council**

### **President**

Deborah McCombe, P.Geo., Roscoe Postle Inc.

### **Vice President**

Kristin Hanson, P.Geo., SNC- Lavalin  
Environment Inc.

### **Past President**

Stephen Wilson, P.Geo., Golder Associates Ltd.

### **Regional Councillors**

North Eastern Ontario

Richard Schmidt, P.Geo., WESA Ltd.

North Western Ontario

Abraham Drost, P.Geo., SandSpring Resources  
Ltd.

South Western Ontario

Ian Macdonald, P.Geo., WESA Ltd.

Central Ontario

Peter Diorio, P.Geo., GeophysicsOne Inc.

South Eastern Ontario

Mark Priddle, P.Geo., McIntosh Perry Consulting  
Engineers

### **Councillors-at-Large**

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

Andrew Cheate, P.Geo., Treasury Metals Inc.

Christine Vaillancourt, P.Geo., Northern Shield  
Resources Inc.

Dave Hunt, P.Geo., Sharpstone Geoservices Ltd.

### **Lieutenant Governor-in-Council Appointees**

(APGO Members)

Chris Kimmerly, P.Geo., exp Services Inc.

Frank Colozza, P.Geo., JFM Environmental  
Limited

### **Lieutenant Governor-in-Council Appointee**

(Non-Member)

Dorene Weston, Full Circle Consulting

### **Public (Non-Member) Appointees**

Karen Ford, M.B.A., C.M.A., Credit Risk  
Management, Sun Life Financial Inc.

Rob Gordon, MBA, P.Eng., Caracle Creek  
International Consulting Inc.

Amy Stephenson, M.B.A., C.F.A., PetroWorth  
Resources Inc.

Donald Johnston, Aird & Berlis LLP

### **CUDGO Representative**

Martin J. Head, Brock University

## Committees and Memberships

### Statutory Committees

#### 1. Discipline Committee

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

#### Membership

Chair – Tammy Middleton, P.Geo., Region of Waterloo  
Vice-Chair – Wayne Caston, P.Geo., Golder Associates Ltd.  
Secretary – Mike Jones, P.Geo., Azimuth Environmental Consulting Inc.  
Mary-Lou Byrne, P.Geo., Wilfrid Laurier University  
Peter Duckworth, P.Geo., AMEC Earth & Environmental  
Karen Ford, M.B.A., C.M.A., Credit Risk Management, Sun Life Financial Inc.  
Maureen Jensen, P.Geo., Investment Industry Regulatory Organization of Canada  
Don Johnston, Aird & Berlis LLP  
Robert Kuehnbaum, P.Geo., Self Employed  
Brian Langlois, P.Geo., Vale Limited  
Tony Lotimer, P.Geo., ARL Groundwater Resources Ltd.  
Dave MacDonald, P.Geo.  
Deborah McCombe, P.Geo., Roscoe Postle Inc.  
Todd McCracken, P.Geo., Wardrop Engineering Inc.  
Chris Rockingham, P.Geo., Northgate Minerals Corporation  
Ivan Severinsky, P.Geo., AMEC Earth & Environmental Limited  
Rich Schmidt, P.Geo., WESA Inc.  
Amy Stephenson, M.B.A., C.F.A., PetroWorth Resources Inc.  
Steve Usher, P.Eng., P.Geo., SLR Consulting  
Andrea Waldie, P.Geo., Executive Director & Registrar, APGO

#### 2. Complaints Committee

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

#### Membership

Chair - Milan Situm, P.Geo. Geophysics GPR International Inc.  
Vice Chair – Irmi Pawlowski, P.Geo. retired, MOE  
Rex Camit, P.Geo., Self employed  
Dale MacGregor, P.Geo. retired.  
Martin Taylor, P.Geo., Lacota Exploration  
David Wahl, P.Eng, P.Geo., Southampton Associates Inc.

Terry Carter, P.Geo., Ontario Ministry of Natural Resources  
Thom Kewen, P.Geo., SNC Lavalin  
David Kerr, P.Geo., City of Kawartha Lakes  
Doug Cater, P.Geo., Sabina Gold and Silver Corporation  
William McGuinty, P.Geo., OTD Exploration Services Inc.  
Frank Colozza, P.Geo., JFM Environmental Ltd.  
Heather Ann Malcolmson, P.Geo., Ministry of the Environment  
Ryan Post, P.Geo., Nottawasaga Valley Conservation Authority  
Tamara Kondrachova, P.Geo., Regional Municipality of York  
Mike Doughty, P.Geo. University of Toronto  
Dorene Weston, non-member Councillor, Full Circle Consulting (LGA)  
Rob Gordon, non-member Councillor, Caracle Creek International Consulting Inc.

#### 3. Registration

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

#### Membership

Chair – James Steel III, P.Geo., Mining Insights Inc.  
Vice Chair – Ian Macdonald, P.Geo., WESA Inc.  
Academic Advisor - Tony Szeto, Ph.D., P.Geo., York University  
Academic Advisor - Greg Finn, Ph.D., P.Geo., Brock University  
Steve Usher, P.Eng., P.Geo., SLR Consulting (Canada) Ltd.  
Rex Camit, P.Geo., Self Employed  
A. Wayne Caston, P.Geo., Golder Associates Ltd.  
Douglas Cater, P.Geo., Sabina Silver Corporation  
Helen Jackson, P.Geo., Coffey Geotechnics Inc.  
Irmgard Pawlowski, P.Geo., Retired  
Mark W. Priddle, P.Geo., McIntosh Perry Consulting Engineers  
Ali Rasoul, Ph.D., P.Geo., A & A Environmental Services Inc.  
Martin Taylor, P.Geo., Self Employed  
Christine Vaillancourt, P.Geo., Northern Shield Resources Inc.  
Andrea Waldie, P.Geo., Executive Director & Registrar, APGO  
Nell van Walsum, P.Geo., WESA Inc.  
Gregg Zwiers, P.Geo., Grand River Conservation Authority  
CUDGO Designate - Martin Head

## Student and G.I.T. Mentoring Subcommittee

### Membership

Chair - Andrew Cheattle, P.Geo., Treasury Metals Inc.  
Shelly Cuddy, P.Geo., The Regional Municipality of Durham  
Irmi Palowski, P.Geo., Ontario Ministry of the Environment  
Gloria Suarez, G.I.T., Self Employed  
Thomas Eckert, Student, University of Toronto  
Milan Situm, P.Geo., Geophysics GPR International Inc.  
Peter van Driel, P.Geo., Ecoplan Ltd.  
Sara Devita, G.I.T., AMEC Earth & Environmental  
Amy McCulloch, G.I.T., AMEC Earth & Environmental  
Andrew Snowden, G.I.T.  
Michael Lazorek, G.I.T., Ontario Ministry of Natural Resources  
Rhonneke Van Riezen, G.I.T., Niagara Peninsula Conservation Authority  
Stefanie Goure, P.Geo., Defence Construction Canada  
Iqbal J. Khan, G.I.T.  
Steve Usher, P.Eng., P.Geo., SLR Consulting (Canada) Ltd.

### Standing Committees

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

### 1. Executive Committee

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

### Membership

Chair – Deborah McCombe, P.Geo., Roscoe Postle Inc.  
Donald Johnston, Aird & Berlis LLP  
Kristin Hanson, P.Geo., SNC Lavalin  
Chris Kimmerly, P.Geo., exp Services Inc.  
Andrea Waldie, P.Geo., Executive Director & Registrar, APGO

### 2. Finance Committee

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

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

### Membership

Chair – Chris Kimmerly, P.Geo., exp Services Inc.  
Kristin Hanson, P.Geo., SNC Lavalin  
Karen Ford, M.B.A., C.M.A., Credit Risk Management Sun Life Financial Inc.  
Christine Vaillancourt, P.Geo., Northern Shield Resources Inc.

### Audit and Compensation Subcommittee

### Membership

Chair – Amy Stephenson, PetroWorth Resources Inc.  
Rob Gordon, MBA, P.Eng., Caracle Creek International Consulting Inc.

### 3. Nomination Committee

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

### Membership

Steve Wilson, P.Geo., Golder Associates Ltd.  
Chris Rockingham, P.Geo., Northgate Exploration Limited  
Rich Schmidt, P.Geo., WESA Inc.  
Milan Situm, P.Geo., Geophysics GPR International Inc.  
Brian Thompson, P.Geo.  
Andrea Waldie, P.Geo., Executive Director & Registrar, APGO

### 4. Non-Member Appointment Committee

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

### Membership

Chair – Dorene Weston, Full Circle Consulting (LGA)  
Karen Ford, M.B.A., C.M.A., Credit Risk Management Sun Life Financial Inc.  
Rob Gordon, MBA, P.Eng., Caracle Creek International Consulting Inc.  
Don Johnston, Aird & Berlis LLP  
Amy Stephenson, MBA, CFA, PetroWorth Resources Inc.  
Andrea Waldie, Executive Director & Registrar, APGO

## 5. Insurance Advisory Committee

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

### Membership

Chair - Bill Stiebel, P.Geo., Stantec Consulting Ltd.  
Kristin Hanson, P.Geo., SNC Lavalin  
Bill Pearson, P.Geo., Tucano Exploration Inc.  
Andrea Waldie, P.Geo., Executive Director & Registrar, APGO

## 6. Governance Committee

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

### Membership

Chair – Karen Ford, M.B.A., C.M.A., Credit Risk Management Sun Life Financial Inc.  
Kristin Hanson, P.Geo., SNC Lavalin  
Amy Stephenson, M.B.A., C.F.A., PetroWorth Resources Inc.  
Steve Wilson, P.Geo., Golder Associates Ltd.  
Deborah McCombe, P.Geo., Roscoe Postle Inc.

## 7. Professional Practice Committee

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

### Membership

Chair - Bill Stiebel, P.Geo., Stantec Consulting Ltd.  
Steve Wilson, P.Geo., Golder Associates Ltd.  
Hrayr Agnerian, P.Geo., Agnerian Consulting Ltd.  
Wayne Caston, P.Geo., Golder Associates Ltd.  
Andrew Cheatle, P.Geo., Treasury Metals Inc.  
James Evans, P.Geo., RBC Financial Group  
John Gartner, P.Eng., Retired

Maureen Jensen, P.Geo., Investment Industry Regulatory Organization of Canada  
Bill Mercer, P.Geo.  
Milan Situm, P.Geo., Geophysics GPR International Inc.  
Steve Usher, P.Eng., P.Geo., SLR Consulting (Canada) Ltd.  
Andrea Waldie, P.Geo., Executive Director & Registrar, APGO

## Environmental Geoscience Subcommittee

Chair - Ed Rodrigues, P.Geo., Golder Associates Ltd.  
Secretary - Doug Fisher, P.Geo., Coffey Geotechnics Inc.  
Terry Carter, P.Geo., Ontario Ministry of Natural Resources  
Mary Jane Conboy, Ph.D., P.Geo., Well Wise Centre  
Sajjad Din, P. Geo., Golder Associates Ltd.  
Jim Gehrels, P.Geo., Ontario Ministry of the Environment  
Mun Husain, P.Geo., Genivar Ontario Inc.  
Chris Kimmerly, P.Geo., exp Services Inc.  
Tony Lotimer, P.Geo., ARL Groundwater Resources Ltd.  
Ian Macdonald, P.Geo., WESA Ltd.  
Scott MacRitchie, P.Geo., Self Employed  
Mori Mortazavi, P.Geo. P.Eng., Peto MacCallum Ltd  
Glen Palmer, P.Geo., Trans Canada Pipelines  
Doug Ritcey, P.Geo., Kodiak Environmental Limited  
Sheldon Smith, P. Geo., Stantec Consulting Ltd.  
Bill Stiebel, P.Geo., Stantec Consulting Ltd.  
Stephen Wilson, P.Geo., Golder Associates Ltd.  
Gregg Zwiers, P. Geo., Grand River Conservation Authority

## Geology Subcommittee

Chair - Rohan Millar, P.Geo., Goldcorp Canada Ltd.  
Christine Vaillancourt, P.Geo., Northern Shield Resources Inc.  
Neil Westoll, P.Geo., P.Eng, Neil D.S. Westoll & Associates Ltd.  
Dave Hunt, P.Geo., Sharpstone Geoservices Ltd.

## Geophysics Subcommittee

Chair - Milan Situm, P.Geo., Geophysics GPR International Inc.  
Scott Allison, P.Geo., Cimarex Energy Co.  
Malcolm Argyle, P.Geo., Sander Geophysics Ltd.  
David Leask, P.Geo., GE Canada  
Keith Morrison, P.Geo., Geoex Inc.

## Continuing Professional Development Subcommittee

Chair - Todd McCracken, P.Geo., Wardrop Engineering Inc.  
Greg Finn, Ph.D., P.Geo., Brock University  
Steve Usher, P.Eng., P.Geo., SLR Consulting (Canada) Ltd.  
Shastri Ramnath, P.Geo., Bridgeport Ventures Inc.  
Karen Besemann, P.Geo., Golder Associates Ltd.  
Rik Kristjansson, P.Geo., Ministry of the Environment  
Andrea Waldie, P.Geo., Executive Director & Registrar, APGO

## Other Committees

### 1. Enforcement and Compliance Committee



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

## **Membership**

Chair - Steve Wilson, P.Geo., Golder Associates Ltd.  
Chris Kimmerly, P.Geo., exp Services Inc.  
Maureen Jensen, P.Geo., Investment Industry Regulatory Organization of Canada  
Amy Stephenson, MBA, CFA, PetroWorth Resources Inc.  
Andrea Waldie, P.Geo., Executive Director & Registrar, APGO

## **2. Communications and Public Awareness Committee Membership**

Chair – Mark Priddle, P.Geo., McIntosh Perry Consulting Engineers  
Rob Gordon, MBA, P.Eng., Caracle Creek International Consulting Inc.  
Deborah McCombe, P.Geo., Roscoe Postle Inc.  
Dorene Weston, Full Circle Consulting  
Andrea Waldie, P.Geo., Executive Director & Registrar, APGO

## **Field Notes Newsletter Subcommittee**

### **Membership**

Chair - Wendy Diaz, P.Geo., Self Employed  
Vice Chair - George Wahl, P.Geo., G.H. Wahl Geological Consulting  
Claudia Cochrane, P.Geo., Cairnlines Resources Limited  
Chris Kimmerly, P.Geo., exp Services Inc.  
Andrea Waldie, P.Geo., Executive Director & Registrar, APGO

## **Northern Ontario Subcommittee**

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

### **Membership**

Chair - Rich Schmidt, P.Geo., WESA Inc.  
Mike Cosec, P.Geo., Ministry of Northern Development and Mines  
Abraham Drost, P.Geo., Sandspring Resources Ltd.  
Dave Hunt, P.Geo., Sharpstone Geoservices Ltd.

## **APGO Representation on National Committees**

### **1. Geoscientists Canada (“GC”)**

GC Director-Ontario - Bill Pearson, Ph.D., P.Geo.

### **2. Canadian Geoscience Standards Board (“CGSB”)**

CGSB Ontario Board Member - Greg Finn, Ph.D., P.Geo.

### **3. National Professional Practice and Ethics Exam**

Advisory Committee (“NPPEAC”)

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

Paul Hubley, P.Geo.

## **4. CCPG Licensure Compliance Committee**

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

**Appendix 1**

**ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO**

**Financial Statements Year Ended December 31, 2010**

**THE ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO**

**Financial Statements**

**Year Ended December 31, 2010**



**DUFFY & ASSOCIATES LLP**  
Chartered Accountants

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

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## **INDEPENDENT AUDITOR'S REPORT**

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To the Members of The Association of Professional Geoscientists of Ontario

### *Report on the Financial Statements*

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, 2010, and the statements of revenues and expenditures, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

### *Management's Responsibility for the Financial Statements*

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

### *Auditor's Responsibility*

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

*(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, 2010 and its financial performance and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Toronto, Ontario  
April 21, 2011



CHARTERED ACCOUNTANTS  
Licensed Public Accountants

**THE ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO****Statement of Financial Position****December 31, 2010**

	2010	2009
<b>ASSETS</b>		
<b>CURRENT</b>		
Cash	\$ 510,796	\$ 244,124
Guaranteed investment certificates	772,999	770,667
Membership fees receivable (Note 3)	254,482	334,001
Government contribution receivable (Note 4)	1,101	-
Prepaid expenses	13,081	12,718
	<u>1,552,459</u>	<u>1,361,510</u>
EQUIPMENT AND LEASEHOLD IMPROVEMENTS (Note 5)	<u>26,414</u>	<u>39,157</u>
	<u>\$ 1,578,873</u>	<u>\$ 1,400,667</u>
<b>LIABILITIES AND NET ASSETS</b>		
<b>CURRENT</b>		
Accounts payable and accrued liabilities	\$ 42,297	\$ 58,527
Dues received before acceptance	29,387	44,039
Accrued and withheld taxes	87,514	36,316
Deferred government contribution (Note 4)	-	1,786
Deferred donation; education fund (Note 6)	1,590	1,680
Deferred revenues (Note 7)	758,378	703,408
	<u>919,166</u>	<u>845,756</u>
<b>NET ASSETS</b>		
Contingency reserve fund (Note 8)	501,006	447,468
Strategic initiatives fund (Note 9)	158,701	107,443
	<u>659,707</u>	<u>554,911</u>
	<u>\$ 1,578,873</u>	<u>\$ 1,400,667</u>

**ON BEHALF OF THE BOARD**

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Councillor

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Councillor**See accompanying notes to financial statements.**

**THE ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO****Statement of Revenues and Expenditures****Year Ended December 31, 2010**

	2010	2009
<b>REVENUES</b>		
Membership dues	\$ 727,257	\$ 682,524
Registration fees	62,000	54,800
Exam fees	31,265	25,920
Interest income	14,976	11,837
Advertising & Sponsorship	11,401	5,950
Stamps and seals	8,272	6,475
Function fees	8,165	5,415
MOE Brownfields' grant income (Note 4)	8,087	8,214
Miscellaneous income	7,020	5,895
Deferred donation	90	7,633
	<u>878,533</u>	<u>814,663</u>
<b>EXPENDITURES</b>		
Administrative wages and benefits	356,951	344,067
Communication	74,256	89,352
Rent	58,982	56,060
CCPG membership assessment	50,990	39,340
Office and general	34,566	29,613
Legal and professional	29,991	22,959
Accounting and audit	30,819	26,062
Travel and accommodation	23,089	19,833
Interest, credit card and bank charges	21,922	18,329
Postage and photocopying	21,150	21,651
Examination services	18,270	16,249
Amortization	17,531	15,176
Liability insurance	14,621	13,993
MOE Brownfields' grant expenses	8,087	8,214
Stamps, seals, cards and certificates	6,410	10,510
Telephone and fax	6,009	8,481
Bad debts	93	2,386
	<u>773,737</u>	<u>742,275</u>
<b>EXCESS OF REVENUES OVER EXPENDITURES</b>	<b>\$ 104,796</b>	<b>\$ 72,388</b>

**See accompanying notes to financial statements.**



**THE ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO**

**Statement of Changes in Net Assets**

**Year Ended December 31, 2010**

	Contingency Reserve Fund		Strategic Initiatives Fund		2010	2009
<b>NET ASSETS - BEGINNING OF YEAR</b>	\$	447,468	\$	107,443	\$ 554,911	\$ 482,523
Excess of revenues over expenditures		53,538		51,258	<b>104,796</b>	72,388
<b>NET ASSETS - END OF YEAR</b>	\$	501,006	\$	158,701	\$ 659,707	\$ 554,911

*See accompanying notes to financial statements.*

**THE ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO**

**Statement of Cash Flows**

**Year Ended December 31, 2010**

	2010	2009
<b>OPERATING ACTIVITIES</b>		
Excess of revenues over expenditures	\$ 104,796	\$ 72,388
Item not affecting cash:		
Amortization of property, plant and equipment	17,531	15,176
	<u>122,327</u>	<u>87,564</u>
Changes in non-cash working capital:		
Membership fees receivable	79,519	21,802
Government contribution receivable	(1,101)	-
Prepaid expenses	(363)	71
Accounts payable and accrued liabilities	(16,228)	26,409
Dues received before acceptance	(14,652)	12,506
Guaranteed investment certificates	(2,332)	(50,529)
Accrued and withheld taxes	51,198	1,261
Deferred government contribution	(1,786)	1,786
Deferred donation; education fund	(90)	(5,133)
Deferred revenues	54,970	37,548
	<u>149,135</u>	<u>45,721</u>
Cash flow from operating activities	<u>271,462</u>	<u>133,285</u>
<b>INVESTING ACTIVITY</b>		
Purchase of equipment and leasehold improvements	<u>(4,790)</u>	<u>(7,238)</u>
<b>INCREASE IN CASH FLOW</b>	<u>266,672</u>	<u>126,047</u>
Cash - beginning of year	<u>244,124</u>	<u>118,077</u>
<b>CASH - END OF YEAR</b>	<u>\$ 510,796</u>	<u>\$ 244,124</u>

***See accompanying notes to financial statements.***

# THE ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

## Notes to Financial Statements

Year Ended December 31, 2010

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### 1. DESCRIPTION OF BUSINESS

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

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

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

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

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### 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

#### 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. Deferred donations are recognized as revenue when earned under the terms of their designated use. Grant revenue income is recognized as related expenses are incurred. 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 income is recognized when earned based on the terms of the investment agreement.

#### Use of estimates by management

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

#### Equipment and leasehold improvements

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

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

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

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

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# THE ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

## Notes to Financial Statements

Year Ended December 31, 2010

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### 3. MEMBERSHIP FEES RECEIVABLE

On December 31, 2010, membership in the Association stood at 1,844 (2009 - 1,715), and the applications for memberships that were in process of approval at 208 (2009 - 156) including 35 non-paying students memberships.

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### 4. GOVERNMENT CONTRIBUTION RECEIVABLE

During 2009, the Association received a government contribution from the Ministry of Environment in the amount of \$10,000. This contribution was received towards the Brownfields grant project. The project is directed towards establishing a professional practice guideline to assist professional geoscientists who supervise or conduct environmental site assessments and make certifications in records of site condition or risk assessment reports.

During 2010, the Association received a further contribution of \$5,200. At the end of the year the full amount of contributed funds from the Ministry of Environment was allocated to the Brownfields project's expenses. An additional amount of \$1,101 was spent by the the Association during the year, this amount will be repaid by the Ministry of Environment in the following year.

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### 5. EQUIPMENT AND LEASEHOLD IMPROVEMENTS

	Cost	Accumulated amortization	2010 Net book value	2009 Net book value
Computer equipment	\$ 29,270	\$ 26,432	\$ 2,838	\$ 6,309
Furniture and fixtures	23,952	14,289	9,663	10,588
Leasehold improvements	46,607	32,694	13,913	22,260
	<u>\$ 99,829</u>	<u>\$ 73,415</u>	<u>\$ 26,414</u>	<u>\$ 39,157</u>

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### 6. DEFERRED DONATION

In 2006, a designated use donation was made for the establishment of an education fund. Revenue from the donation is recognized as expenses are incurred for the establishment of the fund.

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### 7. DEFERRED REVENUES

The balances in the deferred revenue accounts are composed of membership fees billed in October of the current calendar year (2010) for memberships for the following calendar year (2011). The full amount of memberships billed at the end of the year is deferred and 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.

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# THE ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

## Notes to Financial Statements

Year Ended December 31, 2010

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### 8. CONTINGENCY RESERVE FUND

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

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### 9. 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, such as web site upgrades, legal consultation fees to facilitate regulatory changes ( e.g. mutual recognition agreement with Quebec), legal consultation fees to support enforcement and compliance actions, and professional consultation fees for communications and marketing initiatives.

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### 10. LEASE COMMITMENTS

The Association leases premises under a long term lease that expires on September 30, 2012. Under the lease, the Association is required to pay a base annual rent for the first 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. The lease agreement contains a renewal option to extend the terms of the lease for five years at the annual market rate rental value effective as of the date of the renewal.

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

2011	\$	31,924
2012		<u>23,943</u>
	\$	<u>55,867</u>

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### 11. FINANCIAL INSTRUMENTS

Financial instruments of the Association consist of cash, term deposits, membership fees receivable, government contribution receivable, accounts payable and accrued liabilities, dues received before acceptance, deferred donation and deferred revenues. The carrying values of these financial instruments approximate their fair values due to their short term maturity.

#### Credit Risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The company is exposed to credit risk from members. Collection of membership fees is reasonably assured since members need the membership to practice, and there is no history of defaults.

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