



ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO



**Transition Period (2000-2003)
and
2003 Annual Report**

Transition Period (2000-2003) and 2003 Annual Report

Preface

The Association of Professional Geoscientists of Ontario (APGO) is pleased to present to the Minister the first Annual Report documenting the founding of APGO and the achievements of the Transitional Council (2000-2003) and the First Elected Council (2003-2004).

The APGO was established by the *Professional Geoscientists Act, 2000* to regulate the practice of professional geoscience in Ontario through a self-governing Council elected by professional geoscientist members. Public non-member and member councillors are appointed by the Minister to represent the public on Council. A practising member of APGO is a Professional Geoscientist (P. Geo.). In order to become a P. Geo. an applicant must have a minimum of a 4 year B.Sc. degree in geoscience or an equivalent credential plus 4 years qualifying work experience in applying the principles of geoscience. A P. Geo. is subject to a public complaint and discipline process, and must comply with the Code of Ethics. This code requires that members only undertake work for which they are qualified; that the protection of public safety be the paramount consideration in all work; and that due consideration to protection of the natural environment be provided in all work.

APGO promotes public awareness regarding geoscience practice and the role of geoscience in society. Professional geoscientists contribute significantly to the well-being and economic growth of society and to protecting the environment. Geoscientists do such things as explore for and develop aggregate, mineral, precious metals, oil and gas deposits; develop, manage and protect groundwater resources; assess and clean up contaminated sites and groundwater; find safe locations for siting waste lagoons, tailings facilities and waste management facilities; assess and develop systems to detect landform hazards; predict seismicity to protect the public, vital infrastructure and sensitive natural landforms. Professional geoscientists work in a wide range of areas in industry, government, private practice and as educators.

It is with the greatest thanks to our members (who at the time of writing of this Preface, May, 2004, has achieved over 1100) and volunteer supporters that we dedicate this report to them showing the achievements toward meeting the objects of the Act and building a strong self-regulatory professional geoscience association.

William N. Pearson, P. Geo.
Founding President
2000-2003

William H. Stiebel, P. Geo.
President
2003-2004

MISSION

To serve the public by regulating, enhancing and providing leadership in the practice of the profession of geoscience in Ontario.

VISION

To be the leader of the geoscience professions for the benefit of society.

Published by

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FRONT COVER - APGO 2003 Members Photo Competition Photo Winner in the Best Action Category entitled "Helicopter Drop Off" submitted by the INCO Geoscientists Team.

The Honorable Rick Bartolucci
Minister of Northern Development and Mines
99 Wellesley St. West, Whitney Block, Room 5630
Toronto, ON M7A 1W3

Dear Minister:

On behalf of the Association of Professional Geoscientists of Ontario ("APGO"), I am delighted to be able to present you, the members and the public, with APGO's First Annual Report, outlining the firm foundation built for APGO by the Transitional Council and APGO's Founding President, and the achievements of the first elected APGO Council and professional member volunteers during 2003.

The purpose of APGO is to regulate the profession of geoscience in Ontario in order to protect the public and the natural environment under the *Professional Geoscientists Act, 2000* (the "Act"). Anyone who practices geoscience in Ontario, unless exempted by the Act, must register with APGO. In addition APGO also promotes awareness of the benefits of geoscience to the society and the well being of all Ontarians.

APGO has made significant progress in successfully regulating professional geoscience practice in Ontario, has established high standards for registration and practice, and is becoming recognized as an excellent organization. APGO will continue to work to ensure that the public safety and the natural environment are protected in all professional geoscience practice.

Included in this report you will find a detailed account of the history of the development of licensure for geoscientists in Ontario. It was deemed important that this process be recorded properly for the benefit of all readers of this - the founding report of the Association.

We trust that you will find the following report on APGO activities informative and in accordance with our mandate under the Act.

Respectfully submitted,



William H. Stiebel, P.Ge.
President

Table of Contents

Cover Page	Pg. 1
Preface	Pg. 2
Letter to Minister	Pg. 3
Table of Contents	Pg. 4
Executive Summary	Pg. 5-6
Founding President's Report - The Founding and Development of the Association of Professional Geoscientists of Ontario	pp. 7-21
President's Report	pp. 22-24
Executive Director's Report	pp. 25-27
Registrar and Registration Committee Report	pp. 28-29
Professional Practice Committee Report (including sub-committee reports)	pp. 30-31
Complaints Committee Report	Pg. 32
Discipline Committee Report	pp. 32
Enforcement and Compliance Committee Report	Pg. 33
Northern Ontario Subcommittee Report	Pg. 33
CCPG Report	Pg. 34
Strategic Planning Committee Report	pp. 34-35
Finance Committee Report	Pg. 35
Appendix 1 – Audited Financial Statements	pp. 36-57
Appendix 2 – Press release announcing acceptance of First P.Geo. members of APGO	Pg. 58
Appendix 3 – List of Contributors	pp. 59-60
Appendix 4 – In Appreciation	pp. 61-63
Appendix 5 – List of Councillors	Pg. 64
Appendix 6 – List of Committees	pp. 65-67

Executive Summary

As stipulated in Section 34 of the *Professional Geoscientists Act, 2000*, the APGO is to report to the Minister of Northern Development and Mines each year on the activities of the Association. APGO Council has taken the decision that this report should also serve as an annual report to members and the public.

This being the first report of the Association, it contains more information and is more expanded than would normally be required. In particular, it contains a history of the events that led to the introduction of the new legislation and the formation of the APGO.

Licensure of geoscientists in Canada commenced in the 1960s in Alberta and has extended gradually over the years such that by 2004 only the Yukon Territory and Prince Edward Island lack licensure.



APGO 2003 Members Photo Competition Photo Winner in the Best Overall Category entitled "Misty Lake Camp" submitted by the INCO Geoscientists Team.

The history of licensure in Ontario is a long one. It commenced in 1989 with the striking of the Committee for the Professional Registration of Geoscientists of Ontario ("CPRGO"). This was followed by the formation of The Association of Geoscientists of Ontario ("AGO") in 1996, and later by the constitution of the Association Of Professional Geoscientists of Ontario ("APGO") following the proclamation of the *Professional Geoscientists Act, 2000*.

Much of the early effort was towards licensure through a joint arrangement with Professional Engineers Ontario ("PEO") whereby an amendment to the *Professional Engineers Act* would allow for licensure of both engineers and geoscientists, following the model used with success in most other jurisdictions in Canada.

This was not to happen and in 2000 Ontario passed a geoscience only act – the first of its kind in Canada.

Following the setting of regulations and the development of by-laws and a registration process, the first P.Geo. members were licensed in May 2002.

By the end of the Transition period, there were a total of 820 practising members covering all categories and 23 Geoscientists in Training, and the Association was on a self sustaining financial footing with an elected Council in place.

This achievement was only possible through the hard work of many volunteers and the generous support and assistance of numerous stakeholders over many years.

At the time of this report, the first elected Council of the APGO is concluding its term. Achievement during its term included:

- Membership of over 1100
- A year end operating surplus
- Expanded website and improved member communications
- A complaints process and the near completion of a discipline process
- The adoption of various professional practice guidelines for several areas of practice and the development of others
- The implementation of the Quebec-Ontario Inter-Provincial Mobility Agreement
- The initiation of public awareness concerning the impact of the Act on users of geoscience services, and
- Commencement of enforcement and compliance activities with respect to unlicensed practice

Further details outlined in reports by staff and committee chairs (contained in the body of this report) document the significant progress that has been made in the many facets of the operation of the APGO and the regulation of the profession of geoscience in Ontario.



APGO 2003 Members Photo Competition Photo Winner in the Best Action Category entitled "Helicopter Drop Off" submitted by the INCO Geoscientists Team.

Attached as appendices are audited financial statements for the three start-up years, a list of benefactors, and the names of all those volunteers, (both past and current), who have contributed and are contributing to the success of the effective licensure and regulation of the profession of geoscience in Ontario for the protection of the public.



APGO 2003 Members Photo Competition Photo Winner in the Science is Fun Category entitled "Visible Gold in Qtz-Carb Vein" submitted by Nick Cianci, APGO Geoscientist-in-Training, Goldcorp Inc.

Founding President's Report - The Founding and Development of the Association of Professional Geoscientists of Ontario

**William N.
Pearson , P.Geo.
- Founding and
Past President**



INTRODUCTION

Licensure of geoscientists in Canada is a relatively recent phenomenon that began gradually to become the standard across Canada starting in the late 1980's. Alberta was the first province to license geologists and geophysicists due to the high concentration of these professionals in the oil and gas industry. APEGGA - The Association of Professional Engineers, Geologists and Geophysicists of Alberta - began licensing geoscience professionals in 1966. It was not, however, until 1978 that the next geoscientists were registered in the Northwest Territories, and later in Newfoundland in 1989. Momentum for licensure of geoscientists grew in the 1990's and in the first part of the new millennium, so that today the only jurisdictions lacking licensure in Canada are Yukon Territory and Prince Edward Island.

In Ontario prior to the 1980's, many geoscientists became members of the Association of Professional Engineers of Ontario ("APEO") now Professional Engineers Ontario ("PEO"). However when the *Professional Engineers Act* was amended in 1984 and the definition changed to exclude natural scientists, it became very difficult for geoscientists to qualify for membership in APEO unless they had an undergraduate engineering degree. The lack of a satisfactory avenue for geoscientists to become licensed led to over a decade long effort to have legislation enacted for licensure in Ontario; licensure was finally achieved in June 2000.

This Founding President's Report outlines the history of the founding and development of the

Association of Professional Geoscientists of Ontario ("APGO") from the early efforts to achieve licensure, the achievement of legislation and the startup of the APGO by the Transitional Council through to the installation of the First Elected Council.

HISTORY

***Committee for the Professional
Registration of Geoscientists in
Ontario (CPRGO) 1989 - 1995***

Formation of CPRGO

The idea of forming a committee to pursue licensure of geoscientists because of the inability of geoscientists to become licensed under the *Professional Engineers Act* was first set out at a meeting on January 5, 1989 at the Engineers Club. In attendance were R. McMillan, J. McOuat, J. Drury, O. White and W. Pearson. All agreed that a committee should be formed to pursue licensure under the *Professional Engineers Act* similar to what was already in place in Alberta. W. Pearson, who was the only non-engineer at the meeting, agreed to be Chair as it was felt that it was more appropriate that a geoscientist be Chair.

The inaugural meeting of the Committee for the Professional Registration of Geoscientists of Ontario ("CPRGO") was held March 5, 1989 at the Royal York Hotel in conjunction with the Prospectors and Developers Association. Presentations were made by R. Gibbons, Chair of the Professional Registration Committee in Newfoundland, J. Maher, Councillor of APEGGA and W. Pearson, Chair of CPRGO. Newfoundland was soon after to achieve legislation and J. Maher was particularly effective at debunking many of the myths about registration.

The Committee members of CPRGO were: W. Pearson, Toronto (Chair); T. Andrews, Toronto; A. Aubut, Thunder Bay; L. Bloom, Toronto; P. Burchell, Red Lake; R. Cameron, P.Eng., Sudbury; A. Chater, Toronto; J. Drury, P.Eng., Toronto; R. Ginn, P.Eng., Toronto; K. Guy, Timmins; P. Hartwick, Toronto; R. Hodder, P.Eng., London; D. Hunter, Millbrook; J. King, Ottawa; M. Leahey, Thunder Bay; R. Leech,

Toronto; J. McOuat, P.Eng., Toronto; R. McMillan, P.Eng., Toronto; P. Sheahan, Toronto; T. Urquhart, Toronto; and O. White, P.Eng., Toronto.

The first task of the Committee was to survey geoscientists in Ontario to gauge their views on seeking registration and to ensure that the Committee had a mandate from the geoscience community to pursue registration on their behalf. A mailing list for geoscientists in the province was developed from an extensive review of lists of membership in professional and technical societies. The survey was sent out to almost 3,000 geoscientists in the summer of 1989.

The response to the survey, which was published in November 1989, was overwhelmingly in favour of seeking professional registration. Eighty-six percent (86%) of the 1,042 respondents were in favour of professional registration. A lower percentage of 51%, albeit still a majority, favoured seeking registration in conjunction with the professional engineers. At the time, this was the most practical route and was in keeping with precedents already set in other provinces. With this strong mandate from the geoscience community in Ontario, CPRGO began work to achieve legislation for registration of geoscientists in Ontario.

PEO Mining and Energy Minerals Committee

CPRGO's initial contact with Professional Engineers Ontario ("PEO") was through one of PEO's Standing Committees known as the Mining and Energy Minerals Committee ("MEMC") which was chaired by O. Leigh, P.Eng., a well known mining consultant. PEO President George Piper, P.Eng., briefed PEO Council on September 8, 1989 in his President's Report on the desire by geoscientists to obtain licensure. While professional engineers in the mining sector were well aware of geoscientists and their work, geoscientists were a little known commodity through much of the engineering community. CPRGO recognized that considerable work needed to be done to educate engineers about what geoscientists do and the importance of their work to both the public and engineers. At the same time, it was also recognized that the level of understanding amongst geoscientists of the rights and obligations of being licensed professionals needed to be raised considerably.

On March 15, 1990, CPRGO sponsored a very successful "*Symposium on the Status of Professional Geoscientists in Canada*" that was attended by 150 people in the Metro Toronto Convention Centre. Generous financial support for the symposium was provided by the Ministry of Northern Development and Mines. Presenters were: W. Pearson, Ontario; J. Maher, Alberta; H. Miller, Newfoundland; A. Bensoussan, Quebec; M. Cunningham, Northwest Territories; P. Reeves, Saskatchewan; and V. Preto, British Columbia. J. Bates, President of PEO and P. Large, Executive Director of PEO were in attendance as observers.

The papers of the symposium were collected into a symposium volume prepared by P. Hartwick and mailed to all participants. Following up on the successful symposium, CPRGO was requested to submit a brief to PEO's MEMC outlining the case for registration of geoscientists and to formally request that PEO consider admission of geoscientists under the *Professional Engineers Act*. On September 6, 1990 CPRGO submitted the requested brief to the MEMC which was discussed by the committee at its meeting on September 19, 1990. News of the potential interest in PEO incorporating geoscientists under the *Professional Engineers Act* first appeared in the September/October 1990 issue of *Engineering Dimensions* in an article about the change of the professional engineers act in B.C. to bring in geoscientists. The article included a lengthy discussion of talks in Ontario between PEO and Ontario geoscientists. In the January/February 1991 issue, a letter to the editor of the *Engineering Dimensions*, responding to the September/October 1990 news item, strongly supported licensure of geoscientists.

PEO Task Force on Geoscientists

On February 5, 1991, the MEMC voted to create a subcommittee to investigate admitting geoscientists into PEO. On March 5, 1991, the PEO Executive Committee was briefed on the work of the MEMC subcommittee and on April 3, 1991, was further briefed on the proposed membership and terms of reference of the "PEO Task Force on Geoscientists". The November/December 1991 *Engineering Dimensions* issue on "The Engineering Team" included a full-page update on status of geoscientist licensure in other provinces and on discussions in Ontario. The article mentioned that

the PEO Task Force on Geoscientists was due to issue its report in early 1992. The PEO Task Force on Geoscientists comprised: P. Bojtos, P.Eng. (Chair); G.D. Bonner, P.Eng.; R.A. Dunn, P.Eng.; R.W. Hodder, P.Eng.; P.M. Jarrett, P.Eng.; M. Maher, P.Eng.; C. Montague (PEO legal counsel); J. Currie, P.Eng.; and D. Dileo, P.Eng. (Registrar of PEO).

CPRGO, especially the Chair and CPRGO Executive, was consulted regularly by the Task Force on Geoscientists and the Chair of CPRGO made a presentation to the committee in November 1991 to address a number of concerns about whether poor geoscience practice had the potential to have a major negative impact on the public.

Rather than speaking conceptually, W. Pearson presented a number of case histories prepared by the CPRGO Executive showing the importance of good geoscience work to the public and to the engineering profession. It was here that the important role of geoscience in the environment began to be highlighted – most engineers thought of geoscientists only in the mining context and had not realized the breadth of practice that geoscience spanned. On January 29, 1992, the PEO Executive Committee received the *"Report of the Task Force on Geoscientists"*, which identified three areas of geoscientific practice that impacted on the public, and concluded that PEO had a significant role to play in protecting the public interest through regulation of the environmental area of practice.

The Task Force recommended that:

1. *PEO work with the geoscientists to prepare "arguments to show how the public interest would be better served by expanding the Professional Engineers Act to include the licensing of geoscientists" and*
2. *PEO conduct its own investigation on the regulation of the environmental field of practice.*

PEO staff was directed to study the implications of the report's recommendations and to prepare proposals on how to implement the recommendations. At a meeting on February 13-14, 1992, PEO Council was provided with the complete 25-page Report of the Task Force on

Geoscientists in its Agenda package, and was informed that the Executive Committee had received the report and referred it to staff for further review and recommendations.

PEO/CPRGO Task Force

A PEO/CPRGO Task Force was formed to respond to the first recommendation of the *Report of the Task Force on Geoscientists*. Members of this task force were G. Piper, P.Eng. (President, PEO); C. Hart, P.Eng.; M. Maher, P.Eng.; C. Montague (PEO legal counsel); and W. Pearson (Chair, CPRGO). This committee prepared a further report outlining the case for professional regulation of geoscientists. This report was presented to the PEO Executive Committee which, on February 3, 1993, approved the following motion:

"That the Case for Professional Regulation of Geoscientists be received and that it be submitted to the Fundamental Review Task Force to aid in defining the jurisdictions of the applied scientists in multi-disciplinary areas, such as the environment, under the Professional Engineers Act."

On February 26, 1993, PEO Council approved the same motion approved at the February 3rd Executive Committee meeting. The report was referred to the Fundamental Review Working Group and, subsequently, to the External Networks Task Group set up under its auspices.

The "Last Dinner"

Little happened for the balance of 1993 and the first half of 1994 pending completion of PEO's Fundamental Review. This was a major study undertaken by PEO Council to determine a roadmap for the future of engineering in Ontario and specifically the role that PEO should play. As this review progressed, it was evident that there was a large divergence of opinion in the engineering community on what direction to take.

In June 1994, CPRGO representatives were invited to meet with P. Large, Executive Director and D. Delio, Registrar of PEO at PEO's offices. The assembled group of geoscientists was told in very clear terms that *"Geoscientists do not fit into the proposed new model for engineering."* This meeting was dubbed the "Last Dinner"

because CPRGO were told after the announcement that *"Since you're here, you may as well stay for dinner"*, marked an abrupt end to the first major phase of studies and deliberations with PEO.

CPRGO Rises Again

In June 1994, following the "Last Dinner", the mood of CPRGO was very low. The avenue to professional registration through the *Professional Engineers Act* appeared to be cut off and the government had shown little interest in pursuing an independent act. However, the Committee did not have to wait long until a major issue arose that brought licensure of geoscientists back to the forefront with not only PEO but also the government. In August 1994, the Ministry of the Environment ("MOE") released recommendations for sign-off on contaminated sites. It was proposed that only P.Eng.'s be recognized which brought a storm of protest from environmental geoscientists, especially hydrogeologists. PEO's response to MOE acknowledged that other groups of professionals may be qualified to sign-off on contaminated sites and highlighted geoscientists as the most significant of these other groups. PEO offered to provide leadership in resolving this issue which was immediately taken up by CPRGO. In December 1994, discussions with PEO were re-started in conjunction with re-assessment of the Fundamental Review document which was not well received by the PEO membership. Several meetings were held with the PEO External Networks Task Force whose members were: P. Large, P.Eng. (Chair); M. Ball, P.Eng.; D. Dileo, P.Eng.; D. DuBois, P.Eng.; G. McKenzie, CA and D. Redmond, P.Eng.

PEO/CPRGO Task Force on Geoscientists

PEO Council at their meeting on September 14-16, 1995 discussed the Report of the External Networks Task Group. This Report included geoscientists in the Priority A group of organizations with which PEO should develop relationships. The Task Force recommended that *"discussions continue between PEO and geoscientists on the formulation of a parallel licensure model for geoscientists in tandem with the development of a new licensure model for professional engineers under Fundamental Review"*.

The Report stated that it anticipated that a licensure model for geoscientists would *"provide for licensure of geoscientists as Professional Geoscientists, prescribing a defined scope of practice that may overlap with areas of practice of Professional Engineers"*. PEO Council adopted the principles and priorities set out in the Report of the External Networks Task Force and directed staff to establish the necessary mechanisms to monitor progress in implementing the report's recommendations. The recommendations of the External Networks Task Force were incorporated by PEO into the "Fundamental Review Implementation Plan", which, among other things, called for creation of the PEO/CPRGO Task Group on Geoscientists (which became the PEO/AGO Task Group on Geoscientists) *"to work in cooperation with the geoscientific community to establish a licensing regime for professional geoscientists in Ontario. The licensing regime is to have a close association to PEO including the likelihood of falling under PEO's regulatory umbrella"*.

PEO Council approved the recommendations of the Fundamental Review Implementation Plan at their meeting on November 22-23, 1995 including the recommendation to form a new Task Group with geoscientists. At the same time that PEO decided to proceed with a Task Force with Ontario geoscientists, the Canadian Council of Professional Engineers had agreed to form a National Task Force to create a Canadian Council of Professional Geoscientists ("CCPG") that would be structured along similar lines to CCPE. The announcement of this new CCPE Task Force was highlighted in a news item in the November/December 1995 issue of *Engineering Dimensions*. The article covered the work of the CCPE Task Force, rationale and proposed mandate for CCPG, and the status of licensure of geoscientists across Canada. A feature on PEO Council's September workshop covers the Report of the External Networks Task Group, including the placing of geoscientists in the Priority A group of organizations for contact and the anticipated formation of a task group to implement recommendations relating to geoscientists. CPRGO was also benefiting from the tremendous momentum across the country as more and more jurisdictions passed legislation to license geoscientists. By the end of 1995, the momentum for licensing geoscientists under amended engineering acts was growing, and acts were passed in Saskatchewan (1996), Manitoba

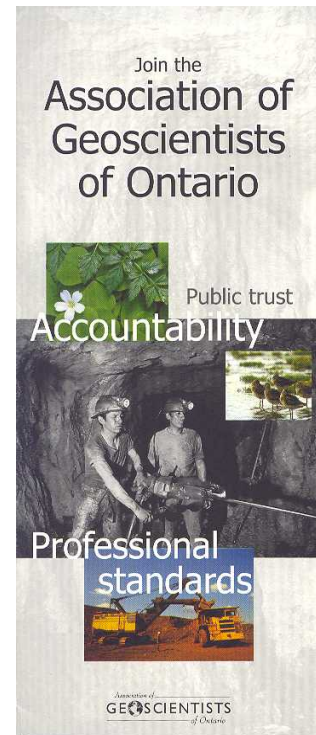
(1998), New Brunswick (1999) and Nunavut (1999) to join those in Alberta (1966), Northwest Territories (1978), Newfoundland (1988) and British Columbia (1990).

Association of Geoscientists of Ontario (AGO) 1996 – 1999

Formation of AGO

While CPRGO had played an important role in lobbying for licensure of geoscientists from 1989 to 1995, it was evident by early 1996 that the organization could no longer operate as an ad hoc committee. It was necessary to have a more formal association and begin the process of building a nascent professional association. In this regard and in spite of the many frustrations dealing with PEO, CPRGO had learned an enormous amount over this period from PEO staff about how to set up and manage a professional association and particularly the major activities including registration, complaints and discipline and enforcement. In particular P. Large, P.Eng., D. Delio, P.Eng.; I. Eng, P.Eng.; and J. Currie, P.Eng., spent considerable time with CPRGO representatives educating them about the realities of professional registration.

This knowledge, gained working on the joint committees with PEO, would prove invaluable in the next five years. The Association of Geoscientists of Ontario ("AGO") was formed on March 19, 1996 at a meeting held in conjunction with the annual Prospectors and Developers Convention almost seven (7) years to the day after the first meeting that formed CPRGO. The founding Board consisted of W. Pearson, President; J. Bowlby, Vice President; J. Haynes, Secretary-Treasurer; L. Bloom; A. Cooper; M. Cosec; R. Leech; B. McKay; G. Pringle; and W. Stiebel. AGO was formally incorporated on July 29, 1996. The operation of AGO was much more formalized than CPRGO with issuance of memberships to those who were practising geoscientists. Over the next three years, membership would grow to over 1000, giving AGO considerable credibility in presenting the case for licensure of geoscientists to both PEO and the government.



Brochure material prepared by the AGO – Association of Geoscientists of Ontario.

PEO/AGO Joint Task Force On Geoscientists

The initial meeting of the PEO/AGO (originally PEO/CPRGO) Joint Task Group on Geoscientists was held in January 1996. Task Group members were: J. Fisher, CET (Chair); J. Bowlby; B. Boyko, P.Eng.; A. Cooper; C. Montague (PEO legal counsel); W. Pearson; O. White, P.Eng.; D. Dileo, P.Eng.; I. Eng, P.Eng. and P. Large, P.Eng. PEO provided significant staff time to support the work of the Joint Task Group. It was agreed that AGO would contribute \$10,000 to assist in financing the project. These funds were raised by AGO through membership fees and member contributions. In the February/March 1996 issue of the PEO Link, there was a front page news item on formation of the Fundamental Review Task Groups including a task group working on licensure for geoscientists. This was followed by an update in the April/May 1996 issue of The Link which included the status and next steps for the PEO/AGO Task Group on Geoscientists.

The May/June 1996 issue of Engineering Dimensions included an advertisement inviting comments on the licensure of geoscientists under the PEO regulatory umbrella. A progress report on the Fundamental Review Task Groups,

including the PEO/AGO Task Group on Geoscientists, was presented to PEO Council on June 20-21, 1996. At the September 19-21, 1996 PEO Council meeting, the Chair of the PEO/AGO Task Group, J. Fisher, CET, presented the report entitled "A Proposal for Licensure of Geoscientists in Ontario" to Council. PEO Council unanimously approved the following motion:

"That the Professional Engineers Act be amended to include a definition of the practice of geoscience and licensure of geoscientists; and that the revision create a licensing regime for professional geoscientists in Ontario that is parallel to the licensing of professional engineers in Ontario and to the licensing of geoscientists in professional practice in other Canadian jurisdictions."

Preparation of Proposed Amended Professional Engineers Act

After many years of lobbying, it appeared that geoscientists were finally on track to achieving licensure. The October/November issue of The Link had a lead news item that described the PEO/AGO Task Group on Geoscientists' presentation to Council's September workshop, Council approval and the next steps. The President's Message in PEO's 1996 Accountability Report published in April/May 1997 Engineering Dimensions, included a section on PEO Council approval of the PEO/AGO Task Group on Geoscientists' recommendations, describing what was approved and the rationale. The Ontario government was also very supportive. At a presentation to PEO Council on June 20, 1997, the Hon. Jim Flaherty, then Parliamentary Assistant to the Attorney General, stated that a detailed proposal from PEO to license geoscientists would likely be well received by the government. PEO Council was briefed on the plan to submit amendments to the *Professional Engineers Act* to enable licensure of geoscientists; and in the fall of 1997, separately from other proposed changes to the Act. Council approved the following motions:

"That Council support and approve using the Ontario Government's Red Tape Improvement Bill approach to proceed with the Act and Regulation changes to provide licensure of geoscientists in Ontario; and

That Councillors forward to the Registrar comments and/or concerns about the proposed amendments to the Act no later than July 31, 1997 so that alteration may be considered and Council approval secured in time to accommodate the government's Red Tape Improvement Bill timetable."

It was at this time that two separate events occurred that would have a major impact on the direction of licensure for geoscientists in Ontario. The first was the Bre-X scandal which broke in March 1997 and rocked the Canadian mining industry causing a catastrophic collapse in confidence in everyone involved in the industry including exploration geologists. The second was the rise of a group of dissident engineers known as "Engineers for Engineers" who were strongly opposed to the changes recommended by the PEO Fundamental Review Committee, particularly to bringing in outside groups such as geoscientists. Over the summer of 1997 work progressed on preparation of a proposed amended *Professional Engineers Act* to incorporate licensure of geoscientists. A lead news item in the July/August issue of Engineering Dimensions described the impetus for geoscientist licensure created by the Bre-X scandal, updated PEO and AGO work toward licensure since September 1996, reviewed geoscientist licensure in other provinces and updated the progress of the Canadian Council of Professional Geoscientists.

On August 12, 1997, PEO Council approved a Memorandum of Understanding between PEO and AGO setting out the basis for proceeding with proposed amendments to the *Professional Engineers Act* to incorporate licensure of geoscientists. However, Council declined to approve the proposed changes to the Act, deciding to defer consideration to September so Councillors could have more time to review the detailed text. PEO Council on September 20, 1997, by a vote of 16 in favour and 10 opposed, approved the proposed Act amendments to enable licensure of geoscientists under the PEO regulatory umbrella. The Recommendations for Preparation of An Act to Amend the *Professional Engineers Act* were sent to the Ministry of the Attorney General by PEO on September 26, 1997.

PEO Referendum on Incorporation of Geoscientists

However, on October 1, 1997, the PEO Executive Director received a *"Notice of Motion on Incorporating Geo-Scientists in the APEO"* moved by President-Elect W. Bilanski, P.Eng. and seconded by Councillor N. Volf, P.Eng. At the PEO Council meeting of November 21, 1997, the motion:

"Be it resolved that confirmation by membership be obtained through referendum on this issue of incorporating Geo-Scientists in the APEO and resulting changes in the name and title."

was narrowly passed by a margin of one vote. While technically not binding, it was clear that in order for the legislation to proceed, the support of PEO membership would be required. The period of the referendum marked a low point in the relations between AGO and PEO with several insulting articles and letters being published in the *Engineering Dimensions* vehemently opposing incorporation of geoscientists under the *Professional Engineers Act*. The letter ballot was mailed to PEO members on January 30, 1998 with the results published in the April/May issue of *The Link* – the referendum to incorporate geoscientists had been defeated by a vote of 60% against. The new PEO Council moved quickly to overturn the previous motions to incorporate geoscientists and the proposal for an amended Act was dead.

Mining Standards Task Force

In April 1997, The Toronto Stock Exchange and the Ontario Securities Committee announced the formation of the Mining Standards Task Force ("MSTF") in response to the Bre-X and other scams. The mandate of the MSTF was to examine the need to set standards for mineral exploration and mining companies as to how exploration programs should be carried out and the results reported and disclosed. Members of MSTF were drawn from diverse backgrounds relating to the mandate including mineral exploration, mining and the securities industry, as well as regulatory, legal and accounting backgrounds. The MSTF sought input from a wide range of stakeholders and received 46 responses including a brief from AGO highlighting the need for licensure of geoscientists.

On June 8, 1998, the MSTF released its Interim Report, which recommended major changes to reporting for public mining and exploration companies. A key recommendation of the MSTF was the concept of the Qualified Person ("QP"), who is a licensed geoscientist or engineer with five years relevant experience who would be responsible for carrying out and reporting on all scientific and technical work. The report highlighted the need for licensure of geoscientists in Ontario and Quebec. Shortly after the release of this report, a meeting was held with representatives of the PEO Executive Committee to explore if there were any options open for again incorporating geoscientists under the *Professional Engineers Act*. It was concluded that no options existed and that an independent Act must be pursued. PEO refunded the \$10,000 contribution that AGO had made towards development of the amended Act.

On August 8, 1998, AGO hosted a Town Hall Meeting at the Ontario Club attended by 120 people to debate the recommendations of the MSTF. There was strong support for the QP concept but concerns that professionals may be singled out when corporate executives and analysts must have responsibility as well. The *Northern Miner* published an editorial "Is Anyone Listening" to highlight the need for government to respond to the need for licensure of geoscientists in Ontario as recommended by the MSTF report.

At the Town Hall meeting, the Prospectors and Developers Association of Canada ("PDAC") expressed its strong support for AGO and agreed to provide office space and secretarial support to assist the Association. This was an immense benefit to AGO who were able to work from the PDAC office for the next year. The Toronto Stock Exchange ("TSE") and Ontario Securities Commission ("OSC") released the landmark Final Report of the MSTF at a press conference on February 2, 1999. This report contained a number of changes from the Interim Report including a better clarification of what QP's were responsible for and recommended that analysts also give full disclosure as to their qualifications and sources of information. The Ontario Government, coincident with the release of the MSTF Final Report, issued a press release stating that it would work with the geoscience community in Ontario to establish a self-

regulatory organization for professional geoscientists.

The recommendations of the MSTF were incorporated by the Canadian Securities Administrators into a new National Instrument 43-101 ("NI 43-101") that governs all technical disclosure of public mining companies in Canada. This Instrument became law on February 1, 2001. AGO was able to negotiate recognition for its members to qualify as QP's until such time as legislation to license geoscientists in Ontario was implemented.

Development of the *Professional Geoscientists Act, 2000* **1999-2000**

Once the Ontario government had agreed to proceed with an independent act to license geoscientists, the pace increased considerably. In March – April 1999, AGO carried out a consultation, financially supported by the Ministry of Northern Development and Mines ("MNDM"), with the Ontario geoscience community to determine a consensus on qualifications that should be required for licensure and features that should be incorporated into an independent act. Meetings were held across the province to obtain input directly from geoscientists and individuals were encouraged to send in submissions.

Based on input from the consultation and an extensive review of legislation and procedures in other jurisdictions in Canada licensing geoscientists, AGO prepared and released a Background document in October 1999 outlining a detailed proposal for licensure of professional geoscientists in Ontario. Included in this document were detailed knowledge requirements based on an extensive consultation led by J. Bowlby from 1996-1999 with the Ontario university geoscience departments.

At the request of MNDM, a meeting was held with the President of PEO, P. DeVita, P.Eng. in September 1999 with N. Westoll, P.Eng. and A. Cooper, representing AGO. While both sides agreed that a combined Act was no longer an option, PEO agreed to support AGO in seeking an independent act for licensure of geoscientists provided that there would be no impact on professional engineers who practiced in the area of geoscience. This was a pivotal meeting that brought the important support of PEO on-side

and began the process of building a strong relationship between PEO and the future new association that would license geoscientists in Ontario.

During the same period, AGO worked on developing a detailed business plan for formation of the Association of Professional Geoscientists of Ontario ("APGO"). This work was aided immensely by the AGO Advisory Committee, appointed on February 9, 1999. Members of this committee included a diverse cross-section of seasoned industry and regulatory professionals to provide experiential advice to the nascent professional association. This committee was also instrumental in helping raise much needed financing for AGO and APGO. Members were N. Westoll, P.Eng.; (Chair), M. Bourassa, LL.B.; J. Gartner, P.Eng.; G. Harper, P.Eng.; M. Jensen; B. Haystead; P. Severin; and H. Stockford, P.Eng.

The Advisory Committee was directly responsible for raising the initial \$100,000 seed capital with a kick-off donation of \$25,000 from Falconbridge through P. Severin. This was followed by donations of the same amount from INCO and the Toronto Stock Exchange. M. Bourassa of Aird & Berlis became counsel for AGO and provided many hours of pro-bono legal services through the development and implementation of a professional geoscientists act. Over the next two years this committee would help AGO and APGO raise over \$300,000 for the startup financing of APGO. Representatives of MNDM met with AGO on January 15, 2000 and MNDM requested that AGO prepare a draft proposed Act for licensure of geoscientists.

The draft proposed Act prepared by AGO and Aird & Berlis was delivered to MNDM on January 30, 2000. The proposed Act was based on an extensive review of the *Professional Engineers Act*, the *Regulated Health Professionals Act* and Acts licensing geoscientists in other jurisdictions in Canada, especially Alberta.



Head Table at the first annual meeting of the APGO at Grand Suites Hotel, Toronto, May 2001.

In the next month, AGO and its legal counsel M. Bourassa of Aird & Berlis worked very closely with MNMD legal counsel and corporate policy advisors to assist development of the Act. AGO also met with PEO to reach agreement on appropriate wording for an exclusion for professional engineers who are qualified to practice geoscience under the *Professional Engineers Act*. The detailed business plan for formation of the Association of Professional Geoscientists of Ontario was completed February 25, 2000 and submitted to MNMD.

On March 8, 2000, the Hon. Tim Hudak, then Minister of MNMD, announced the release of draft proposed legislation to establish a self-regulatory body for professional geoscientists in Ontario. A public consultation led by the then Parliamentary Secretary to the Minister of MNMD, the Hon. Jerry Ouellette, was held in April 2000 on the proposed Act with meetings in Toronto (2), Ottawa, Sudbury, Timmins and Thunder Bay.



Headline article of March 8, 2000 in the Toronto Star announcing the introduction of legislation to regulate the profession of geoscience.

Reaction to the Act was very positive with a number of good suggestions for improvements. The Minister and AGO committed to a public consultation on the regulations as they were developed. The Hon. Tim Hudak introduced Bill 86, *The Professional Geoscientists Act, 2000* that would create the Association of Professional Geoscientists of Ontario ("APGO") for First Reading in the Ontario Legislature on June 8, 2000. With strong all-party support, Bill 86 passed Third Reading and received Royal Assent on June 23, 2000. This was a remarkable achievement for geoscientists in Ontario and was a culmination of over 11 years hard work by many dedicated geoscientists in CPRGO and AGO. However, the Board members of AGO who comprised a majority of the First Council of APGO were to soon find out that the real work had only just begun.

IMPLEMENTATION OF THE PROFESSIONAL GEOSCIENTISTS ACT, 2000; 2000-2003

Appointment of Transitional Council

The Hon. Tim Hudak appointed the Transitional Council of the Association of Professional Geoscientists of Ontario ("APGO") on August 23, 2000. Members of this First Council were: A. Benoit; J. Bowlby; A. Cooper; S. Cordiner; M. Cosec; M. Jensen; D. MacEachern; G. Finn; S. Garofolo; A. Mohajer; W. Pearson; K. Petersen; W. Stiebel; V. Spring, P.Eng.; S. Usher, P.Eng. and N. Westoll, P.Eng.; S. McLean was later appointed to the Transitional Council to replace D. MacEachern, who resigned.

The first meeting of the Transitional Council was held on September 8, 2000. The Hon. Tim Hudak attended this meeting and presented certificates of appointment to each councillor. Council appointed W. Pearson, President; J. Bowlby, Vice President; A. Cooper, Treasurer; and V. Spring P.Eng., Secretary.

Bill 86

(Chapter 13
Statutes of Ontario, 2000)

An Act to establish the Association of Professional Geoscientists of Ontario

Cover sheet for Bill 86 - draft legislation that later became the Professional Geoscientists Act, 2000.



The Hon. Tim Hudak, then Minister of Northern Development and Mines (back row, centre), with the newly appointed APGO Transition Council, September 8, 2000.

About the Act

Overview

The *Professional Geoscientists Act, 2000* (the "Act") was the first geoscience-only act in Canada. It was developed based on extensive consultation with the public and the geoscience community. Its promulgation is an excellent example of the private sector working with government to advance public policy.

The key components of the Act are as follows:

1. Creates the Association of Professional Geoscientists of Ontario ("APGO").
2. Outlines Objects of APGO.
3. Defines the Practice of Professional Geoscience.
4. Outlines the Registration Process.
5. Sets out a requirement for a Code of Ethics.
6. Establishes a Complaints and Discipline Process.

Objects of the Act

The objects of the Act are:

1. To regulate the practice of professional geoscience.
2. To govern its members and certificate holders in accordance with this Act and the regulations and by-laws made under it.
3. To establish, maintain and develop standards of knowledge and skill among its members and certificate holders.
4. To establish, maintain and develop standards of qualification and standards of practice for the practice of professional geoscience.
5. To establish, maintain and develop standards of professional ethics among its members and certificate holders.
6. To promote public awareness of the role of the Association.
7. To promote the mobility and transferability of membership in comparable associations in other jurisdictions.
8. To exercise such other powers as may be conferred, and to perform such other duties as may be imposed, under this or any other Act.
9. To undertake such other activities relating to the practice of professional geoscience as the council considers appropriate.

In carrying out its objects, the Association shall serve and protect the public interest.

Practice of Professional Geoscience

The Act defines the Practice of Professional Geoscience as:

"An individual practises professional geoscience when he or she performs an activity that requires the knowledge, understanding and application of

the principles of geoscience and that concerns the safeguarding of the welfare of the public or the safeguarding of life, health or property including the natural environment."

The Act requires that an individual must be a member of the Association to practice professional geoscience in Ontario and must practise in accordance with the terms, conditions and limitations imposed on his or her membership. The designation "professional geoscientists" or "P.Geo." may only be used by individuals who are members of APGO.

Exclusions for the requirement to be licensed under the Act include a professional engineer (P.Eng.) who is competent to practice professional geoscience; an Ontario land surveyor or land information professional whose practice is confined to managing geographic information; and an individual prospecting within the meaning of the *Mining Act*. Individuals who are training to be a professional geoscientist are also excluded but must be supervised by a member.

A corporation, partnership or other entity engaged in the business of offering or providing professional geoscience services to the public must have a Certificate of Authorization ("C of A").

Registration and Membership

The Act sets out the principles of registration and membership in APGO for both individuals and corporations. The classes of membership and the requirements for membership are set out in the Registration Regulation (Ontario Regulation 59/01; Amended to O. Reg. 378/01).

The original Registration Regulation was developed in the fall of 2000. APGO held a public consultation on both the proposed registration and code of ethics regulations in November-December 2000. The Honourable Dan Newman, then Minister of Northern Development and Mines, announced approval of the Registration and Code of Ethics Regulations on March 8, 2001 at the PDAC Convention and these were published in the Ontario Gazette on March 31, 2001.

However, it was necessary to carry out a second public consultation in July-August 2001 on a proposed amendment to the Registration Regulation setting out criteria for qualifying work experience. At the same time, APGO also carried out a consultation on the proposed by-laws for the conduct of business and registration procedures of APGO.

The Hon. Dan Newman announced approval of the amended Registration Regulation on October 2, 2001 and the final Regulation was published in the Ontario Gazette on October 13, 2001. APGO Council approved the final By-laws on October 16, 2001 and thus APGO was able to proceed to commence developing the materials required to commence the registration process.

Classes of Membership

The Registration Regulation outlines the four classes of members of APGO namely:

1. Practising member - P.Geo.
2. Temporary member - P.Geo. (Temporary)
3. Limited member - P.Geo. (Limited)
4. Non-practising member

The majority of members of APGO are practising members for which the principal requirements for registration are:

1. a four-year Bachelor of Science (B.Sc.) degree or an equivalent credential in an area of geoscience and at least four years of qualifying work experience; or
2. a credential acceptable to the Registration Committee evidencing knowledge in an area of geoscience and have at least 10 years of qualifying work experience in an area of geoscience; and
3. have successfully completed the Professional Practice and Ethics Examination ("PPE") where not exempted from taking it by the Registration Committee.

The criteria for registration and the definition of qualifying work experience have given APGO considerable flexibility in evaluating credentials from international institutions and individuals with international work experience. In the public consultations, Ontario geoscientists who regularly

work in many countries across the world, were very strongly in favour of ensuring that the qualifications of internationally trained geoscientists could be recognized. As a result, APGO is one of the most inclusive self-regulatory associations in Canada, while still maintaining high standards of membership.

Transitional Period

The Registration Regulation established a Transitional Period for application for membership in APGO that commenced on March 31, 2001 and extended until March 31, 2003. During this period applicants who qualified for membership were registered and allowed to defer writing the Professional Practice and Ethics exam for 12 months. This allowed the large pool of existing and experienced practitioners to be registered more readily and addressed the practical problem of administering examinations.

APGO also negotiated an agreement with the Ontario Securities Commission for recognition of AGO membership until the end of the Transitional Period for the purpose of being recognized as a QP under NI 43-101. This allowed sufficient time to establish the registration process and for individuals to become registered.

Code of Ethics

A professional geoscientist is required to be guided in his or her professional conduct by The Code of Ethics. The principle of the Code is that professional ethics are founded upon integrity, competence and devotion to service and to the advancement of human welfare and by the conviction that his or her actions enhance the dignity and status of the profession.

The duties and obligations of the geoscience professional are outlined in the Code of Ethics. APGO's Code of Ethics is stronger than many other self-regulatory organizations because it is a regulation rather than a by-law or guide to practice.

An important feature of the Code of Ethics is that the onus is on the professional to only practice in areas that he/she is competent to practice in. This is very important for conduct of QP's under both National Instrument 43-101 and National Instrument 51-101, the new code for public

reporting on hydrocarbon resources and reserves.

For professionals, the best test of whether an action is ethical is to ask three questions: "Is it honest?"; "Is it fair?"; and "Can the action be justified publicly?" A "No" answer to any one of these questions means that the action is most likely unethical.

Complaints and Discipline

Complaints and Discipline is a core function of all self-regulatory professional organizations. Work on the Complaints and Discipline Regulation and associated By-law began in June 2001. Several consultations on draft proposed regulations were carried out and there was considerable interaction between APGO and MDNM legal counsel. The final regulation was approved by Minister Newman on August 31, 2002, the same date that the legal requirement to be a member of APGO to practice professional geoscience in Ontario in the Act was proclaimed.

The Complaints and Discipline Regulation proved to be very challenging to develop because of the importance of ensuring a fair process consistent with laws of Ontario and Canada while at the same time ensuring that the procedure was efficient in being able to discern weak cases or those for which APGO had no jurisdiction (e.g. non payment of client bills or other financial business issues).

The APGO complaints process has been designed to be fair and efficient. It was modeled based on an extensive review of other associations, especially the Association of Professional Engineers, Geologists and Geophysicists of Alberta ("APEGGA"), which had recently done a review to ensure that its complaints and discipline process was compatible with the Charter of Rights. The Regulation outlines the rules of procedure for handling and investigation of complaints.

Complaints of concern are passed to the Discipline Committee. The rules of procedure for Discipline hearings follow well established practice in other self-regulatory organizations. Essentially the Discipline Committee is a court of peers who hear evidence on the case and render a ruling which may vary from limited sanctions to

as severe as revocation of membership. Decisions of the Discipline Committee may be appealed to Divisional Court.

Enforcement is a separate and distinct process from complaints and discipline. If APGO becomes aware of an individual who is practising professional geoscience in Ontario and who is not a registered member of APGO, the Association must seek an injunction or pursue prosecution in Divisional Court. The *Professional Geoscientists Act, 2000* sets out provisions for fines if a person is convicted of this offence.

Membership

The application package for registration and membership in APGO was developed in the last half of 2001 by Interim Registrar J. Bowlby and approved by Council in December 2001. Application forms were distributed to all individuals who were members of AGO and those who had requested an application in early January 2002.



Registration Application packages being prepared for mail out to all geoscience practitioners in Ontario in December, 2001.

The first members were announced in May 2002 as set out in the press release included in the appendices. The ramp up to processing memberships was slower than anticipated. It was obvious that APGO had underestimated the amount of work involved and recognized, after several months, that the process needed to be streamlined with an improved membership database. Considerable improvements were made to the administration process over the

summer of 2002 so that by the fall, the application process was much more efficient.

In September 2002, the previously separate positions of Executive Director and Registrar were combined and a full time Executive Director/Registrar, O.Bonham, P.Geo. was appointed after a wide ranging search process. This marked a significant maturing of the organization. The separate management positions were required in the initial startup phase because the workload was very heavy due to development of regulations and by-laws as well as implementing administrative processes. Once this work had been largely completed, combining of the positions became possible and desirable following the practice of other similar-size self-regulatory organizations.

By May 2003, which was the end of the term of the Transitional Council, membership had become well established as follows:

- 820 Practising members (P.Geo.s)
- 23 Geoscientists-in-Training (GITs)
- 1 Non-practising member, no Limited, no Temporary
- 49 members non-Ontario Residents
 - 26 Elsewhere in Canada
 - 10 USA
 - 13 Rest of the world (Chile, Australia, Argentina, Sweden, Ireland, Turkey, Tunisia, New Caledonia, Dominican Republic, Indonesia)
- 11.6% Female
- 66% Geology; 29% Environmental Geoscience; 5% Geophysics
- Total of all applications received 1,141

Business Plan and Financials

One of the most difficult challenges to forming APGO was to raise sufficient startup capital and to build up the membership to ensure that the Association would be financially self-sufficient once fully established. Council found that as work proceeded on developing APGO, the original business plan had to be constantly revised. Council was able to reduce overall operating costs by \$100,000 however revenue projections were still significantly lower than those in the

original business plan because of the slower than anticipated buildup of membership.

In September 2002, the membership numbers had improved considerably but the financial picture was still grim. Council held its first meeting in Northern Ontario in Sudbury and finances dominated the agenda. It was evident that the original membership fee set at \$275 had to increase because the membership numbers were much lower than projected in the original business plan. In addition, it was determined that the application fee was not set high enough to cover costs of the registration process. Council made the tough decision to increase the annual membership fee to \$400 per year and to significantly increase application fees.

While there was a predictably negative reaction amongst the membership, many accepted that this rate increase was essential to ensuring a successful startup. APGO had to be properly funded to ensure that it could meet its mandate. A year and a half later this would prove to be one of the most pivotal decisions made by the Transitional Council which paved the way for reaching financial stability by the end of the First Elected Council's term.

From 2000-2003, APGO was able to raise almost \$600,000 in donations and in-kind contributions from senior and junior mining companies, the Toronto Stock Exchange ("TSE"), technical and industry associations and individuals all of whom are listed in Appendix 3 and to whom APGO is enormously grateful. All donations helped considerably including several which came at very critical times in APGO's development:

- Initial seed capital of \$75,000 cited above from Falconbridge, INCO and the TSE in March 2000
- \$25,000 grant from MNDM in December 2001 to support sending out application packages
- \$100,000 from Placer Dome Inc. in March 2002 which allowed APGO to complete implementation of the membership process and to function when membership revenue was very limited
- Grant by MNDM of \$50,000 in December 2002, which was matched by a \$50,000 loan from PDAC in January 2003, which allowed APGO to get "over the finish line"

- The tremendous in-kind legal work by M. Bourassa of Aird & Berlis (now with Fasken Martineau) throughout the entire process of implementing the Act, and Regulations and By-laws.

Through the initial stages of the membership process, the councillors of APGO and many individuals volunteered countless hours of time on the Registration Committee to review membership applications, while staff worked many long hours.

The support of all of the donors to APGO, Councillors, staff and the membership was critical to the start-up phase and building a successful association.



One of the many working meetings of the APGO's Transition Council, during the busy start-up period.

Bi-lateral Agreement on Mobility with Quebec

On June 19, 2003, the Ordre des Géologues du Québec ("OGQ") and APGO signed the Quebec-Ontario Inter Association Mobility Agreement. This agreement provides for reciprocal recognition of Quebec and Ontario registered professional geoscientists to facilitate Incidental and Temporary Practice between the provinces.

Incidental Practice is defined as practice in a specified location which is limited in time and scope to a maximum of three separate incidents within a maximum 3 month combined duration occurring in any 12 month period. This is

provided by Special Authorization in Quebec and Special Exemption in Ontario. All visiting practitioners are required to complete and submit a simple form in duplicate to both the home and host associations. On confirmation of membership in good standing in the home association (and proof of professional liability insurance coverage, as required), authorization may be granted by the host association. There is no charge to members to obtain clearance for Incidental Practice.

Temporary Practice is defined as practice which exceeds Incidental Practice but does not exceed 12 months in duration and is related to a particular engagement. Temporary Practice requires applying for a license in the host jurisdiction. Temporary Practice licensure will be of one year duration and may be renewable for up to 2 additional years. Reduced application fees and annual dues apply.



President of Ordre des Géologues du Québec ("OGQ") Michel Bouchard, géo and William N. Pearson, P.Geo., President of APGO on the occasion of the announcement of the Bi-lateral Mobility Agreement.

First Elections for Council

The final task of the Transitional Council was to hold the first elections for Council in the spring of 2003. All councillors except public appointees were required to stand for election with staggered terms of office so that in subsequent elections only one-third of councillors would be changed in each election. As set out in the Act, two Lieutenant Governor Appointees ("LGA") and

one non-member LGA were appointed by the government.

Conclusions

In May 2003, at the end of the term of the Transitional Council, APGO was now a fully established self-regulatory professional association with an elected Council three (3) years after the Act was given Royal Assent. The mandate of the Transitional Council was now complete.

While there were many challenges along the way, overall the Transitional Council believes that the job was very well done, a testament to the hard working men and women on Council, the dedicated staff and strong support from the membership.

In the process, the positions of Vice President/Registrar were separated and at the request of the Transitional Council, W. Stiebel, P.Geo., was appointed Vice President.

The foundation had been laid to develop what the Transitional Council believes will become one of the strongest professional geoscience Associations in Canada and one of the best in the world. It was now up to the members and their elected Council to take APGO forward and build on the successes of the Transitional Council.

Respectfully submitted,
APGO

William N. Pearson, P. Geo.
Founding and Past President, 2000-2003

President's Report

***William H.
Stiebel, P.Geo.
- President***



In May, 2003 APGO Council welcomed the first councillors elected by members, and also four new appointed councillors, including two new non-member Councillors to Council. The new councillors brought new perspectives and ideas to Council deliberations. The first elected Council has allowed professional geoscientist members to have direct input into their self-governance under the Act, and marks the beginning of the evolution of APGO into a fully self-governing professional self-regulatory organization with broader representation across Ontario.

A concern throughout the transition period and during 2003 was efficient processing of applications and operation of the registration process. Organization changes within the APGO office, dedicated staff and member volunteers (working long hours) to chair and staff the Registration Committees (as well as development of detailed Registration Committee guidelines) resulted in APGO achieving a milestone of 1000 members by October 2003. This membership base has provided sufficient revenue to ensure APGO's regulatory operations are financially viable. Membership will continue to grow as the geoscience community in Ontario and the marketplace embrace the public protection benefits of using professional geoscientists.

APGO also promotes public awareness regarding geoscience issues and the role of geoscience in society. Professional geoscientists contribute significantly to the wellbeing and economic growth of society and to protecting the environment. Geoscientists explore for and develop aggregate, minerals, precious metals, oil and gas deposits; develop, manage and protect groundwater resources; assess and cleanup contaminated sites and groundwater; find safe

locations for siting waste lagoons, tailings facilities and waste management facilities; assess and develop systems to detect landform hazards, predict seismicity, and protect sensitive landforms; and work in government, industry and education. APGO is a self-regulatory organization, which relies principally on member volunteers to function.

APGO staff manage the office and maintain the key regulatory mechanisms necessary to comply with the requirements of the Act. Each councillor participates in one or more Committees which are mainly comprised of member volunteers wherein the actual business of APGO is conducted. Mandatory Statutory Committees such as Registration, Complaints and Discipline have been established, along with appropriate procedures, and are the principal Committees to regulate geoscience practice by members and to protect the public.

The Professional Practice Committee Subcommittees representing Geology, Geophysics and Environmental Geoscience have been very active. These subcommittees, are comprised of experienced geoscientists from different disciplines, have reviewed, adopted or developed professional practice guidelines outlining APGO's preferred approaches and guidance to members in applying geoscience principles in professional work. The objective of APGO has been to raise the bar and establish a high standard of professionalism in geoscience practice. We have adopted the Qualified Person ("QP") concept documented in National Instrument 143-101 ("NI 43-101") (as a result of the Bre-X Mining scandal) and have extended the same QP concept to environmental geoscience practice in Ontario. The QP concept adopted by APGO ensures that Ontario remains a world class leader in geoscience practice, that the public can rely on APGO members' work, and that P. Geo.'s will be fully and publicly accountable.

The Environmental Geoscience subcommittee has been very active in developing professional practice guidelines as well as responding to regulatory initiatives relating to contaminated sites, groundwater resources management, watershed source protection, nutrient management and water wells. The members of the Environmental Geoscience subcommittee have worked closely with the PEO Environment Committee on many issues of overlapping

geoscience practice, and have made joint and cooperative submissions to the Ministry of the Environment regarding application of geoscience principles, professional practice and qualified persons in environmental geoscience to ensure the public and the natural environment are protected.

The Continuing Professional Development ("CPD") Committee was a priority activity during 2003. A CPD program, drafted by member volunteers and approved by Council, has been circulated and posted on the APGO website for member approval. The CPD Program outlines a mandatory, self-monitored process for members to annually document and submit for their APGO membership file a record of professional development activities they have undertaken. CPD ensures that members are current with knowledge relevant to their work through a combination of professional activities, including ongoing professional practice, reading, training and contributions to geoscience and society.

One of the key activities undertaken by Council was a Strategic Planning Session in January 2004 with all Councillors and APGO staff participating. The session identified six key areas with actions that APGO needs to implement to better administer: Membership Services, Registration and Compliance, Operations, Communications, Governance and Finance. Actions were determined for the short term and long term. Implementation is overseen by the Strategic Planning Committee. Some strategic actions undertaken include:

- Reorganization of the APGO website www.apgo.net, including the provision of downloadable PDF versions of application documents, public information and member only areas
- Development of a Privacy and Confidentiality Policy for compliance with PIPEDA
- Formation of a Professional Practice Committee, and adoption of professional practice guidelines for geology, geophysics and environmental geosciences
- Participation in the development and delivery of the public awareness program on water wells and community health, entitled "Well Aware" in conjunction the Green Communities Association and the Ontario Groundwater Association

- Establishment of a Northern Ontario Committee, and request to FedNor for matching funding to establish an APGO northern communications office in Timmins
- Ongoing membership in CCPG with the express mandate of harmonizing professional registration and inter-jurisdictional mobility for geoscientists across Canada for December 31, 2006
- Outreach programs to students at universities to join the GIT program
- Development of an ongoing enforcement communications program to users and suppliers of geoscience services in Ontario
- Development of a member e-newsletter called "Field Notes" with the first issue slated for circulation June/July 2004

APGO has grown into a world class professional organization with members across Canada and around the world. Members are required to successfully complete (or provide proof of completion) a PPE examination as part of being granted a license to practice professional geoscience in Ontario. During 2003-2004 over 650 members and applicants wrote the PPE examination in over 30 locations in 12 countries, including Mongolia and Papua New Guinea. Membership in APGO is recognized as having achieved a high professional standard, and assures public safety and accountability for professional geoscience work.

APGO Council has also recommended revisions to the Registration Regulation for the Minister's consideration. One change would ensure the professional liability insurance requirements for APGO members are equivalent to those for a PEO member performing similar geoscience work. Another proposed change would modify the requirements for a P. Geo. (Limited) license to allow the Registration Committee consideration of the applicant's relevant geoscience experience and education in a specific area, specify limitations to practice in the license, and permit the limited member to conduct work, sign and seal reports, and accept full accountability for work in the specified limited area. This change, once implemented, will open APGO membership to qualified practitioners with specific experience/education combinations related to geoscience and ensure such practice is regulated and the practitioners are publicly accountable for their work.

APGO 2003-2004 Council has achieved much during the last year, and there will be new and ongoing challenges for the newly elected Council members and ongoing councillors in 2004-2005. Council could not have achieved much without the leadership and dedication of its councillors. APGO cannot exist without a culture of volunteerism. The support and hours of work by volunteer members who took time to staff committees, write policies and procedures, develop guidelines, review policies and provide professional comment, hear appeals, accept new members and communicate why being a professional geoscientist is important, are critical to APGO's success.

The professionalism of APGO staff, including the Executive Director/Registrar, have provided a strong organizational framework and the knowledge base to build APGO through the coming years.

There are many who have contributed to APGO's success. The following summarizes many of their activities and names Council and Committee members. There are a few members of Council who will be departing in June 2004, who have made outstanding contributions to the success of APGO. Greg Finn, P. Geo., Chair of the Registration Committee, organized an effective registration process during the transition period, and worked long hours with the Committee to process over 1000 applicants. Arsalan Mohajer, P. Geo., Chair of the Complaints Committee, was responsible for developing APGO's public complaint process and was instrumental in helping maintain our financial viability during the transition period. Thank you Greg and Arsalan.

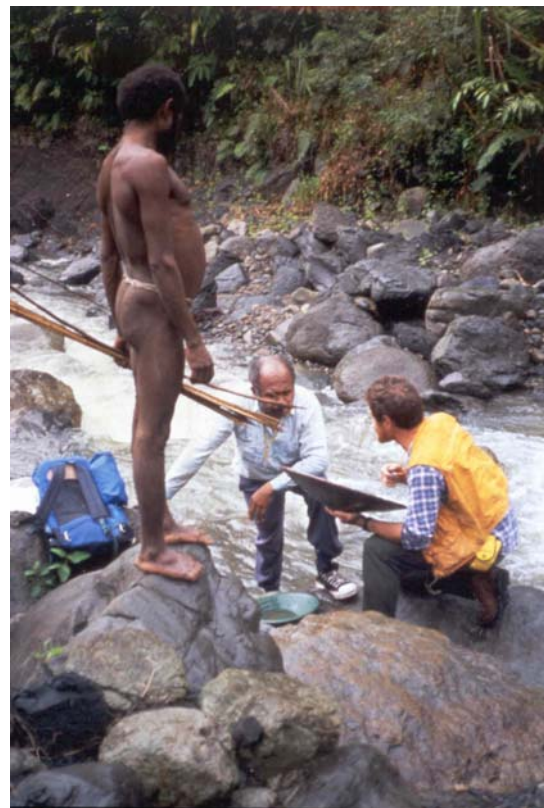
However, no one person has contributed more to APGO's success than our Founding and Past President, William (Bill) N. Pearson, P. Geo., who retires from Council in June 2004. Bill was responsible for getting the geoscience community organized to promote self-regulation by starting the Committee for the Professional Registration of Geoscientists of Ontario ("CPRGO"). This evolved into the Association of Geoscientists of Ontario ("AGO") which lobbied government and industry to support licensing of geoscientists in Ontario. Bill was our President throughout all of the formative years. When the Transitional Council was appointed by the Minister in September 2000, Bill Pearson was appointed APGO Transitional Council President, and is

responsible for making APGO happen. He has done a great job for the Ontario geoscience community and public.

It has been my great pleasure and privilege to work with Bill and the Transitional Council, to Chair Council and lead APGO as President during 2003-2004. We are also indebted to all of the countless volunteers who have made APGO successful and without whom we could not function. I wish the incoming Council all of the best success and I will continue to work over the next year to continue building a world class professional geoscience organization, before joining Bill on the Past Presidents' Council.

Respectfully submitted,
APGO

William H. Stiebel, P. Geo.
President



APGO 2003 Members Photo Competition Photo Winner in the Judges Favourite Category entitled "Indonesia 2" submitted by the INCO Geoscientists Team.

Executive Director's Report

**Oliver Bonham,
P.Ge. –
Executive
Director/Registrar**



The year 2003 can best be described as the year of commissioning for APGO – in the sense that it was the year in which the Association achieved the state of being “manned, equipped and ready for service”. This followed from the commencement of the application process in 2001 and the onset of licensure through 2002. 2003 represented the end of the start up of APGO and the beginning of the going-forward steady state of the Association as the regulator of the profession of geoscience in Ontario.

In the role of Executive Director/Registrar, I am happy to report about the considerable progress that has been made in a number of areas with respect to the administration of the Association and to share with you some of the challenges we face going forward.

Association Functioning and Performance

Following the development of the new APGO business plan for the year 2003 - which looked at 3 cases (a Conservative, a Base and an Upside Case) for both projected inflow of applications for the remainder of the Transition period and estimated costs to process these applications and to run the Association's affairs for the year, I am happy to report that the Base Case was achieved, with respect to applications and the Conservative Case was achieved with respect to operating margin. This solid performance allowed the APGO to pay off all its debts during 2003 and to enter 2004 debt free, with a small surplus on hand and with a slightly larger than anticipated membership base to work with going forward.

Performance to Dec 31 2003

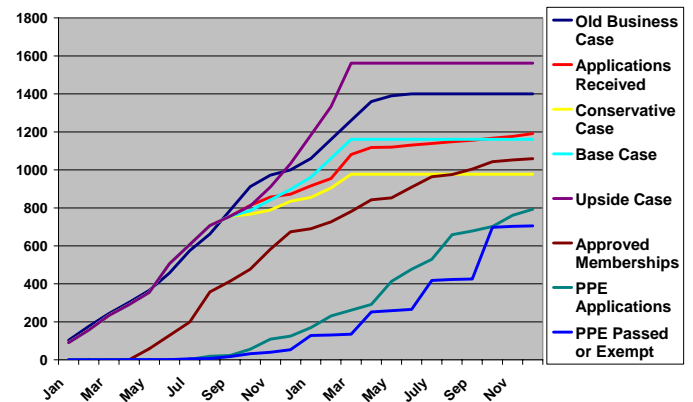


Figure shows the flow of the receipt of applications (red) versus projections in the business model. Also illustrated are Membership Approvals (brown), NPPE exam applications (green) and NPPE exam passed or exemptions (blue).



Tony Andrews, Executive Director, PDAC; Oliver Bonham, P.Ge., Executive Director/Registrar APGO; William H. Stiebel, P.Ge., President APGO; and William Mercer, P.Ge., President of PDAC; on the occasion of the repayment of APGO's loan from PDAC, December 2003.

During 2003, several important pieces of remaining documentation required for the functioning of the APGO were implemented. All 11 By-laws were reviewed, finalized and ratified by the Transition Council and the APGO Complaints procedure was adopted.

A number of administrative functions - which will be routine going forward - were undertaken for the first time in 2003, for example: conducting the ballot and vote count for Council, running the AGM and administering the membership and certification renewals. As first time exercises, these had their challenges but much was learned in all cases which will make for a simpler and more streamlined process in the future.

With respect to office staffing, Melinda Semkiw was appointed to the newly created position of Director of Registration and Anne Charanduk joined the team in the capacity of Office Assistant. The bookkeeping function was outsourced on a part-time basis and a major change to a cost centre structure was introduced in the accounting scheme, which allows for much improved management reporting on income and expenditure against budgets in each of the main activity areas of the Association. In addition, a system for invoicing has been adopted that greatly simplifies the accounts receivable function.

Services to Members

2003 saw improvements and enhancements to the website. This included the opening of the Members Only Area, the listing of members in good standing and C of A holders on the website, and the commencement of routine weekly updating to the many APGO web pages. Members are encouraged to visit the Events Calendar page at <http://www.apgo.net/news/events/index.html> which provides current information and links to upcoming meetings and conferences of relevance to the professional practice of geoscience.

In addition to the introduction of facilities to pay for dues and other services by credit card, changes were brought forward to Council and approved to allow for prorating of dues for late year membership acceptances.

During the year, the issue of professional practice liability insurance was given considerable attention. This culminated in a discontinuation of the affiliation program with Aon Reed Stenhouse Inc. and ENCON Management Inc. and the recommendation for a regulation change which, if accepted by government, will see the insurance requirement for C of A holders in geoscience the same as for C of A holders in engineering.

With respect to the *Personal Information Protection & Electronic Documents Act* ("PIPEDA"), the new federal privacy legislation, APGO is in the process of ensuring that it meets all requirements with respect to how it handles and safeguards the personal information of members and that APGO has the required consent of members for disclosure of personal information.

Regular e-mail updates to members continued through the year. The format of the updates is being reviewed and it's anticipated that they will shortly be replaced by a simple web-page style electronic broadsheet, which will be widely distributed to all members and stakeholders by e-mail and via the website.

Mobility and other Regulatory Issues

2003 saw the implementation of the Quebec-Ontario Inter-Association Mobility Agreement in August. Since that time, a number of Quebec and Ontario practitioners, needing to undertake Incidental or Temporary Practice in their neighbouring province, have made use of these new facilities as detailed in the Registration section of this report.

In the role of Executive Director/Registrar, I have been an active representative and participant on behalf of APGO in the Staff Liaison Group ("SLG") of Canadian Council of Professional Geoscientists ("CCPG"). APGO has taken part in a number of forums organized by and for the regulators of all of Ontario's 38 self regulated professions. In particular, APGO is featured in the new Ontario Regulators For Access Initiative website (www.regulators4access.ca). Regulators for Access is seeking to streamline the process for recognition of professionals with international training and non-Canadian work experience: an area in which APGO, as a new regulator in a globally focused profession, was able to contribute considerable input. Our fellow regulators in Ontario showed particular interest in the APGO's innovative approach to the Canadian experience "Catch 22" that all new Canadian immigrants face by our recognition of "Canadian or equivalent" professional practice experience as opposed to just "Canadian experience".



APGO Staff – Oliver Bonham, P.Geo., Executive Director/Registrar; Marilyn Barton, Manager, Administration; and Melinda Semkiw, Director of Registration, tending the Association booth at the Ontario Prospectors Association Convention in Toronto, December 2003.

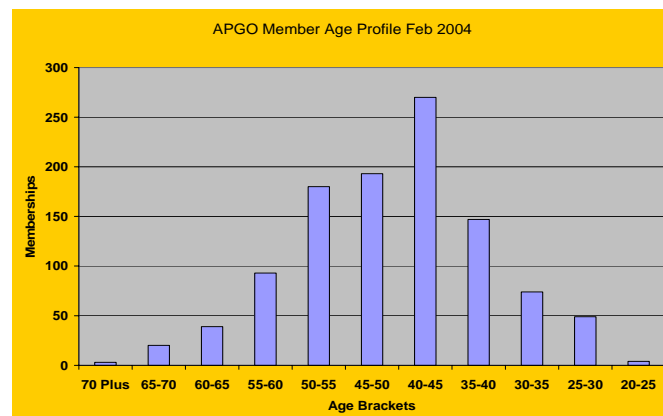
Membership Demographics

With over 1000 P.Geo.'s now registered with the Association, it is interesting to look at some of the demographics of our membership to date:

- 91% of APGO members live in Ontario, while 96% live in Canada
- Of those living outside Canada: 22 reside in the USA, 6 in Australia, 3 in South Africa, others live in the Dominican Republic, UK, New Caledonia, Argentina, Chile, Brazil, Italy, Papua New Guinea and Tunisia
- The breakdown of membership by discipline is: 64% Geology; 29% Environmental Geoscience; and 7% Geophysics
- Our gender profile is 12% Female and 88% Male
- The academic training of our membership over and above the 4 year Hons B.Sc. or equivalent are 48% with a M.Sc. and 11% with Ph.D. postgraduate degrees
- Interesting also is the entho-cultural mix of our member as suggested by country of birth, as set out in the table below
- Also shown, is the age profile of our members, as illustrated in the histogram below

Canada	797	Bangladesh	3	Bulgaria	1
United Kingdom	81	Dominican Republic	3	Columbia	1
U.S.A.	22	Ethiopia	3	Czechoslovakia	1
Germany	16	Finland	3	Denmark	1
Ireland	12	Philippines	3	Egypt	1
Australia	11	Sri Lanka	3	France	1
India	11	Austria	2	Hungary	1
China	9	Cuba	2	Iraq	1
Netherlands	9	Lebanon	2	Kenya	1
Iran	8	Nigeria	2	Korea	1
Poland	7	Romania	2	Latvia	1
Italy	6	Sudan	2	New Zealand	1
Russia	6	Trinidad	2	Portugal	1
Albania	5	Uganda	2	Somalia	1
Pakistan	5	Venezuela	2	Syria	1
South Africa	5	West Indies	2	Tanzania	1
Ukraine	5	Algeria	1	Turkey	1
Brazil	4	Angola	1	Yugoslavia	1
		Anzali	1	Zambia	1
		Belgium	1		

Table illustrating Ethno-Cultural Mix of APGO membership as of December 31, 2003, based on the country of birth as declared on membership applications.



Histogram showing APGO membership by age bracket. It is noteworthy that while much of the membership is above the average age bracket of 40-45, there are fewer younger members.

Appreciation

Through 2003, and indeed since joining the organization in September 2002, it has been a pleasure working with the Presidents, Past and Present, the Executive Committee and Council, and the many Committee volunteers whose professionalism, support and guidance have been a true inspiration. I would also like to thank my fellow employees at APGO and our various outside service providers for their continuing dedication, effort and enthusiasm.

Respectfully submitted,
APGO

Oliver Bonham, P. Geo.
Executive Director/Registrar

Registrar and Registration Committee Report

***Oliver Bonham, P.Geo. -
Executive Director/Registrar
and
Greg Finn, P.Geo. - Chair***

The ongoing registration process for both existing and new practitioners in geoscience in Ontario and the issuing of Certificates of Authorization to those firms offering geoscience service continued apace through 2003. In addition, and as a reflection of the move to ongoing care and maintenance of this new register, the Association saw several resignations of memberships, the passing of one member as well as a number of membership suspensions.

During the year, the Registration Committee met on 31 occasions to review both new and deferred membership and Certificate of Authorization ("C of A") applications. The Association owes a huge debt of gratitude to the hard working member volunteers on the Registration Committee who have put in many many late hours, going through the painstaking process of fairly considering all applications to ensure they meet all the requirements for registration.

Membership Registrations

As of December 31, 2003, APGO had the following membership breakdown:

- 1012 P.Geo.'s (Practising)
- 3 P.Geo.'s (Limited)
- 2 P.Geo.'s (Temporary)
- 3 Non-practising
- 35 GIT's

By year end APGO had received 1192 applications in total from the time of its inception including 314 applications received during 2003.

To view a full list of current members in good standing, please visit the APGO website at:
<http://www.apgo.net/membersListing.html>

Certificates of Authorization

As of December 31, 2003, APGO had issued 76 C of A's to firms offering and providing geoscience services in Ontario. The breakdown of C of A's is as follows:

- 44 Sole Practitioners: 25 Environmental; 16 Geology; 3 Geophysics
- 9 Partnerships: 6 Environmental; 3 Geology
- 23 Three or More Practitioners 17 Environmental; 5 Geology; 1 Geophysics

To view a full list of current C of A's in good standing, please visit the APGO website at:
<http://www.apgo.net/CofAListing.html>

Quebec - Ontario Inter Association Mobility Agreement

Finalization of the forms and procedures for the implementation of the Quebec-Ontario Inter Association Mobility Agreement took place in August and by year end, the following special exemptions for Incidental Practice and Temporary Licensure had been issued:

- 4 APGO member Special Authorizations to undertake Incidental Practice in Quebec
- 3 OGQ member Special Exemptions to undertake Incidental Practice in Ontario
- 1 Temporary Permit for an APGO member to practice in Quebec
- 1 Temporary Certificate for an OGQ member to practice in Ontario

Appeals of the Decision of the Registration Committee

In addition to a comprehensive membership application review process, the APGO also has a formal independent appeal procedure to allow for reconsideration of applications for membership or certification that are denied by the Registration Committee. Appeal hearings are run under the provisions of the *Statutory Powers Procedure Act* and take place before a special panel of APGO Council.

During 2003, 5 appeals of the decision of the Registration Committee were held. In all cases, the appeals were upheld and the Registrar was directed to accept the appellants for membership.

Suspensions

As to be expected, once a public register is established, it has, unfortunately, become necessary to suspend some of those who are registered. Membership suspensions resulted from non-payment of annual membership dues within the time frame (as set out in the By-law), from failure to fulfill conditions that were imposed on their acceptance of membership within the time frame as determined by the Registration Committee, or from not successfully completing the Professional Practice and Ethics Exam within the 1 year deferral period as provided for in the Registration Regulation.

In many cases, these issues were addressed and full licensure was restored. Failure to act upon the suspensions may result in licenses being revoked by Council.

During 2003, the following suspensions were issued:

- 12 for non-payment of annual membership dues
- 15 for not meeting conditions imposed on their acceptance of membership within the timeframe as determined by the Registration Committee
- 31 for not successfully completing the Professional Practice and Ethics exam within the one year deferral period as set out in the Regulation for registrations processed during the Transition period

As of December 31, 38 membership suspensions remained in effect.

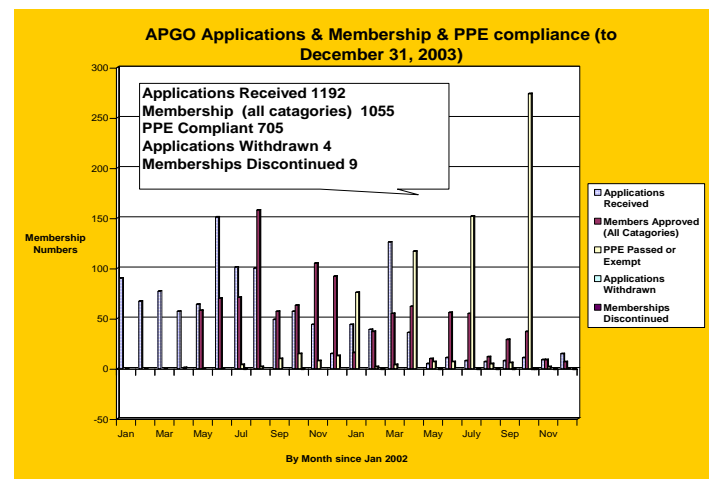
NPPE Examinations

During 2003, 652 members or applicants of APGO sat the National Professional Practice and Ethics Exam ("NPPE"), with an average pass rate of 92%. The exams are held across Canada each year on a quarterly basis in January, April, July and October. The APGO, along with 7 other jurisdictions in Canada use this service. For the 3 hour APGO version of the exam, candidates must answer 120 multiple choice questions and a 30 minute essay question. One hundred of the multiple choice questions are national questions, while 20 are specific to professional practice and ethics as they apply to undertaking geoscience activity in Ontario.

Because of the geographic dispersion of APGO members throughout Ontario, across Canada and the world, the Association has made a point of providing the exam at any location, provided suitable facilities and a professionally registered proctor can be arranged. In October 2003, for example the exam was taken at 27 locations – 16 in Ontario, 3 elsewhere in Canada, also: Australia, Argentina, France, USA (3), Mongolia and Papua New Guinea.

On behalf of all who sat the NPPE exam during 2003, I would like to extend our gratitude to all those volunteer members who served as proctors at the many sittings throughout the year.

The APGO continues to work actively with the APEGGA, provider of the NPPE exam, to improve both the suitability and performance of the multiple choice questions on the exam. This work is undertaken by the Association's NPPE Task Force Committee, chaired by P. Hubley, P.Geo., who maintains a steady dialogue with M. Petruk P.Eng., Director of Examinations at APEGGA.



Histogram showing monthly flow of applications, membership approvals and NPPE Exam compliance for the two year period from January, 2002 until December, 2003.

Respectfully submitted,
APGO

Greg Finn, P.Geo. – Chair
and
Oliver Bonham, P. Geo. - Executive
Director/Registrar

Professional Practice Committee Report (Including Area of Practice Subcommittee Reports)

***William H. Stiebel, P.Geo. –
Chair***

The Professional Practice Committee (“PPC”) is a Standing Committee of Council. A key objective of the PPC is to develop Professional Practice Guidelines to assist members in professional practice. These guidelines will be used as the baseline for judging members' professional practice in response to a complaint relating to qualifications, competency or negligence. The Committee also responds to regulatory and public issues affecting geoscience practice or geoscience principles. The PPC is also required to develop a program of ongoing professional development and maintain standards of professional ethics. The subdiscipline activities of the PPC are delegated to three professional subcommittees addressing the areas of geology (mining practice), geophysics and environmental geoscience, and the Continuing Professional Development (“CPD”) subcommittee.

Geology Subcommittee - Velasquez Spring, P.Eng. and APGO Councillor - Chair

The Geology Subcommittee met during the committee's first year to set guidelines for geological practice of APGO members with an underlying principle of protecting the public interest. The subcommittee presented to the Executive Committee for their adoption the following documents:

- *Securities Act* NI 43-101, Standards of Disclosure for Mineral Projects, Form 43-101FI, Technical Report and Companion Policy 43-101CP
- Canadian Institute of Mining, Metallurgy and Petroleum (“CIM”) Guidelines for the Reporting of Diamond Exploration Results
- Writing Geochemical Reports – 2nd Edition, Guidelines for Surficial Geochemical Surveys edited by Lynda Bloom and published by the Association of Exploration Geochemists

- CIM Definitions Mineral Resource and Mineral Reserves.

The Subcommittee continues to review, and will present for adoption, other geology documents as they become available.

Geophysics Subcommittee – John Buckle, P. Geo. – Chair

Members of the Geophysics Subcommittee have been nominated from the APGO membership. It is critical that this subcommittee have representation from all the major segments of the geophysics community. The geophysics sector of the professional geoscience community is under-represented in the membership of APGO. The Geophysics Subcommittee will make a special effort to ensure that Ontario's geophysicists are registered with the Association.

The first order of business for the Subcommittee is the development of professional practice guidelines for the acquisition, processing, correcting, filtering and archiving of geophysical data. Ontario is the birthplace of mining geophysics and home to several of the world's leading geophysical service providers and instrument manufacturers. APGO will take a prominent role in setting global standards for geophysics.

This Subcommittee looks forward to being an active provider of leadership to members on professional practice matters as they arise and to serve as a resource to the PPC with respect to matters pertaining to geophysical practice in Ontario and wherever APGO members are operating.

Environmental Geoscience Subcommittee - Ken Lyon, P.Geo. and Steve Usher, P.Eng., P.Geo. – Co-Chairs

APGO's Environmental Geoscience Subcommittee was formed to recommend professional practice guidelines for environmental geoscience, assess and respond to issues that may affect the practice and delivery of such services, and provide technical guidance to APGO members. The current Business Plan for 2004 was approved by APGO Council on December 12, 2003.

The Committee's major accomplishment during the past year was the drafting of General

Professional Practice Guidelines for Environmental Geoscience. These Guidelines were approved by APGO Council on September 19, 2003 and are now in effect. A copy of the Guidelines is posted on the Professional Practice section of the APGO website.

The Subcommittee has recently prepared Draft Professional Practice Guidelines for Groundwater Resources Programs. When approved by the APGO Executive Committee, they will be posted in the Members Only section of the website for comment. Additional guidelines will be developed in the coming months to address professional practice in the areas of contaminated sites and waste and nutrient management.

Over the past year, the Subcommittee has written letters and prepared submissions to the Ontario government on several key issues as listed below.

- "White Paper on Watershed-based Source Protection Planning, Stakeholder Review Comments", letter from William Stiebel, APGO President to the MOE, dated April 13, 2004
- "Importance of the Qualified Person Designation and Public Safety, Draft Regulation Relating to the Filing of a Record of Site Condition ("RSC") and White Paper on Watershed Source Protection Planning", letter from William Stiebel, APGO President to the MOE, dated March 15, 2004
- "Recommendations of APGO, Regulation 903 Amended to O.Reg. 128/03", letter from Steven Usher, APGO Environmental Subcommittee to the MOE, dated February 4, 2004
- "APGO Comments Re: Draft Nutrient Management Regulations", letter from William Stiebel, APGO Vice President to the Ontario Ministry of Agriculture & Food ("OMAF"), dated March 3, 2003

These topics and the Draft Professional Practice Guidelines for Groundwater Resources Programs will be the subjects of the Subcommittee's annual seminar for members practising in the environmental geoscience area. The seminar is tentatively scheduled for mid-June 2004.

Continuing Professional Development Subcommittee - A. Wayne Caston, P.Geo., Chair

The Continuing Professional Development ("CPD") Subcommittee was established in mid 2003 to develop an ongoing CPD program and a declaration / auditing process for APGO members. The mandate of the CPD Subcommittee is based on the statutory requirement to establish, maintain and develop knowledge and skill, standards of qualification and practice for members.

Over the last half of 2003, the Subcommittee developed a general statement of principles for CPD, and released it to the membership for comment. The statement was then presented to APGO Council. A Draft CPD guideline document was prepared by the Subcommittee members, based on the statement of principles, and presented to Council in late 2003. Authorization to proceed was given by Council.

Early in 2004, the CPD Subcommittee developed a Draft CPD Guidebook and set of forms, detailing the proposed CPD requirements, and the reporting / monitoring / auditing process. These documents were released to the membership for further comment and input.

The CPD Subcommittee has reviewed all comments received and is currently in the process of revising the CPD Guidebook for Practising and Limited members and forms. It is expected that the CPD program, Guidebook and forms will be presented to APGO Council for formal approval later in 2004. Implementation is expected to commence in 2005. After a voluntary transition period, the CPD program will be mandatory for all Practising and Limited Members of APGO. The mandatory CPD program is expected to be in effect as of January 1, 2006.

Complaints Committee Report

Arsalan Mohajer, P.Geo. – Chair

The Complaints Committee (“CC”) held regular preparatory meetings to develop guidelines for practice and procedures, write the initiating rules and organize appropriate training as required by the APGO regulations and the *Statutory Powers Procedure Act*. The CC has enlisted 9 members consisting of two councillors, five APGO members and two public members as per the Complaints and Discipline Regulation.

Several documents prepared and presented to the Council were approved for use and public distribution including a Complaints Process Schematic and A Public Information Guide – “Making a Complaint”. Other internal documents presented to the Executive Committee by the Council are the Complaints Procedures and Manual of Practice and Procedure of The Complaints Committee, that includes: Solicitation of Members of the Complaints Committee for a Review Panel, Statement of Complaint Form, and Rules of Process and Procedure.

During the past year, the CC continued to encourage members of APGO to join the CC, in order to have a larger roster from which to appoint on the Preliminary Review Panel (“PRP”) in case several complaints were referred concurrently.

Joint meetings with the Chair of the Discipline Committee were held to ensure the seamless transition of the complaints process into the discipline process and to assist in development of the rules and procedures for that Committee. This transition is important as the Complaints Committee is responsible, under Ontario Regulation 258/02, to request further information to direct any investigation or to retain expert opinion.

Several inquiries were received from members of the public this year that questioned APGO member conduct. These inquiries were in the areas of mining and hydrogeological investigations. One formal complaint about alleged professional misconduct has advanced to Stage 2, Phase 2. It was referred to a Preliminary Review Panel (“PRP”) for review. The member has been given notice of the complaint

through the Registrar as specified in the complaints process.

The other inquiries were dealt with in Stage 1. After some communications, the files were closed and no further action was recommended by the Complaints Committee.

Discipline Committee Report

Peter Duckworth, P.Geo. – Chair

The Discipline Committee (“DC”) held its inaugural meeting on October 14, 2003. The purpose of the meeting was to introduce the members of the Discipline Committee, to elect an Executive Committee and to establish a business plan for the operations of the DC including the following:

- Selection criteria: composition and term of membership
- Selection and composition of panels for discipline hearings
- Development of annual budgets
- Training programs and resources for committee members
- Schedule for meetings

Currently, the Discipline Committee is drafting criteria for the selection and composition of panels and procedures for the conduct for discipline hearings. The Discipline Committee expects to complete this activity and present its recommendations for review by Council in mid-2004.



APGO 2003 Members Photo Competition Winner in the Best Image of our Profession Category entitled "Image 0021" submitted by Steve Usher, P.Eng., P.Geo., Gartner Lee Limited.

Enforcement and Compliance Committee Report

Steve Wilson, P.Geo. – Chair

The Enforcement and Compliance Committee ("ECC") is responsible for working with the Executive Director/Registrar to ensure that the Act is enforced and that all practising geoscientists and firms offering geoscience services in Ontario are appropriately licensed to do so. The ECC's primary function is to provide guidance to the Executive Director/Registrar, who is an ex-officio member of the Committee. The ECC reports to Council.

The activities and accomplishments of the ECC for 2003-2004 include:

- An initial committee meeting, which was held on January 23, 2004
- The development of a program to help identify firms and individuals that are not in compliance with the Act. This program includes surveillance of various print and electronic media, and notifications of non-compliance received from APGO members and the public

The development of a program to provide information about compliance, to raise the awareness of the provisions of the Act and the

requirements for registration to private companies, municipalities, ministries and other entities that may employ and/or utilize geoscientists

Northern Ontario Subcommittee Report

Scott McLean, P.Geo. – Chair

The mandate of the Northern Ontario Subcommittee ("NOC") is to foster the presence of the Association in the Northern Ontario, represent Northern issues at Council meetings and improve the accessibility of the APGO for Northern members. Northern Ontario is currently well represented on Council.

Over the past year, advancements have been made with respect to member awareness and enrollment in Northern Ontario. There are now a total of 320 Northern Ontario members who represent 27% of the membership. This is an increase of 90 members since December 2002. Attendance by NOC members and APGO staff at local meetings, as well as making various presentations in the North, have helped elevate awareness of the *Professional Geoscientists Act, 2000* and APGO.

In early 2004 an application was made for FedNor funding to support a new APGO staff position in Northern Ontario. If accepted, the APGO Northern Ontario Communications Officer will be placed in Timmins and support the dissemination of APGO information as well as provide a site where Northern queries and concerns can be voiced.

Canadian Council of Professional Geoscientists Report

John Buckle, P.Geo. – Director

APGO is a constituent member of the Canadian Council of Professional Geoscientists ("CCPG") along with the other Associations with the mandate to regulate the profession of geoscience across Canada. In addition to being represented by a Director on the board of CCPG, APGO is also represented by the President on behalf of APGO's membership in CCPG and by the Executive Director/Registrar who represents APGO on the CCPG Staff Liaison Group ("SLG").

Within the past year, CCPG's have been held in Vancouver and Toronto respectively. The next meeting is scheduled for the end of May, 2004, in Calgary. The Inter-Association Mobility Agreement ("IAMA") was addressed at these meetings and areas of difference in the processing of registrations between the constituent member associations were identified. The Quebec-Ontario Inter Association Mobility Agreement was presented as an example of a working model for cross-border mobility for Geoscientists, which incorporates the concept of Incidental Practice as opposed to inter association membership transfers as contemplated in the IAMA.

Professional mobility of licensure is recognized as one of the most important issues effecting geoscience practitioners in Canada. Although the IAMA reduces the difficulties of transferring membership between associations, it does not adequately cover incidental practice of geoscientists who need to work in a number of jurisdictions, often with limited advance warning. The resolution of the mobility issue through some form of Multi-Jurisdictional Registration ("MJR") remains a major challenge and focus at CCPG, and is an issue that APGO will be focusing on CCPG to resolve for the benefit of the public and our profession in Canada and in the international context.

CCPG is also active, through its sub-group, the Canadian Geoscience Standards Board ("CGSB") on setting consistent academic requirements for

geoscientists in the full range of disciplines that embrace the profession. CGSB is also working with counterpart bodies around the world on mutual recognition agreements on professional licensure.

Strategic Planning Committee Report

John Buckle, P.Geo. – Chair

In January 2004, Council and staff participated in a full day session to start a process of strategic planning for the Association now that the initial registration and start up phase has been accomplished.

It was a valuable exercise and the APGO was particularly lucky to have had K. Petersen, C.M.C., one of the public members of Council, who is a Management Consultant and an experienced business strategist, to act as facilitator that day to help set the foundations for an ongoing annual process.

This initial exercise lead to the identification of the need for strategic focus around six main activity areas: Registration and Compliance, Membership Services, Operations, Communications, Governance and Finance.

As part of the agenda of the Annual General Meeting of the Association to be held in Toronto in June, 2004, there will be a presentation of APGO's Strategic Planning process.

It is envisaged that Strategic Planning will become a regular activity each year, and that the Executive Committee and Council will be seeking ways to effectively engage the members in this process.

The APGO has now successfully become a self-sustaining association.

As the regulator of the profession of geoscience in Ontario, APGO will actively ensure compliance with the *Professional Geoscientists Act, 2000*. This involves more than just the licensure of all geoscientists practising in Ontario, it also requires adherence by those members to the Code of Ethics Regulation, continuing competency

assurance and provision of professional practice guidelines for the professional practice of geoscience in Ontario.

As geoscience covers many disciplines and compliance issues, APGO has made an effort to be an inclusive organization whereby standards of excellence in the performance of professional geoscience in the Province can be directed by peer members of the Association. Professional Practice guidelines are being established for each of the disciplines that make up the practice of geoscience and these will evolve and expand as new areas of practice are identified.

As a new organization a large part of the effort in the coming year will be directed toward communication within the geoscience community and with the general public who are affected by the work of geoscientists both directly, or indirectly. Within our Association, APGO will focus on communicating the obligations and responsibilities of the professional geoscientist to protect the public.

Externally, the Association will concentrate on the recognition of geoscience as an important contributor to the province's economy and as a protector of public safety and the natural environment.

Effective strategic planning is vital to APGO as a regulator and will be of benefit to both the practitioners and to the public at large.

Finance Committee Report

Neil Westoll, P.Geo. – Treasurer

For the first two years after APGO's formation in 2000, the prime role of the Finance Committee, working with the President of the Association, was to assure sufficient funding to permit the appropriate staffing levels required to administer the member registration process. This was achieved by a combination of loans and pre-paid membership fees received at the time of application.

APGO is very grateful for the support given by the Ministry of Northern Development and Mines in grants, the Prospectors and Developers

Association of Canada, the Ontario Prospectors Association and Seismic Geophysical Ltd., in the form of loans. All loans have now been repaid with interest.

The challenge of the last two years has been to provide the membership good value for their annual fees yet ensure that those fees supply sufficient revenue for the proper operation of a self-regulatory organization. These challenges have been met, and the Audited Financial Statements confirm that the Association is now on a secure year-to-year footing.

In order for the Association to fulfill one of its most important tasks, that of self-regulation (which encompasses the hearing of complaints, the disciplining of those found to be in breach of the conditions of membership and the enforcement of these conditions in practitioners), APGO must have sufficient funds to finance legal challenges that may arise from this process. These funds must be built up, over time, from membership revenues, and a target equivalent to six months of operating income, or approximately \$250,000, has been proposed for this contingency fund.

To ensure that the Association continues to serve its members and the public in the most effective manner, a Strategic Planning process was initiated in January, 2004. Among other items considered in this process was the appropriate level for the contingency fund, balanced with the perceived needs of the membership for additional services from APGO. This initiative is still underway, and will result in a final report which will make specific recommendations to Council for approval.

APPENDIX 1

The following are the Audited Financial Reports for the 3 years of operation of the APGO:

Association of Professional Geoscientists of Ontario

Financial Statements
December 31, 2001

April 5, 2002

Auditors' Report

**To the Council of the
Association of Professional Geoscientists of Ontario**

We have audited the statement of financial position of the **Association of Professional Geoscientists of Ontario** as at December 31, 2001 and the statements of operations and cash flows for the year then ended. These financial statements are the responsibility of the Association's management. Our responsibility is to express an opinion on these financial statements based on our audit.

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

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

In our opinion, except for the effect of adjustments, if any, which we might have determined to be necessary had we been able to satisfy ourselves concerning the completeness of the donations referred to in the preceding paragraph, these financial statements present fairly, in all material respects, the financial position of the **Association of Professional Geoscientists of Ontario** as at December 31, 2001 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

PricewaterhouseCoopers LLP

Chartered Accountants

Toronto, Ontario

PricewaterhouseCoopers refers to the Canadian firm of PricewaterhouseCoopers LLP and other members of the worldwide PricewaterhouseCoopers organization.

Association of Professional Geoscientists of Ontario

Statement of Financial Position

As at December 31, 2001

	2001 \$	2000 \$
Assets		
Current assets		
Cash	-	3,814
Prepaid insurance	1,053	-
	1,053	3,814
Due from related party (note 3)	-	14,279
Capital assets - net of accumulated amortization of \$362 (computer hardware and office furniture)	748	759
	1,801	18,852
Liabilities		
Current liabilities		
Bank indebtedness	691	-
Accounts payable and accrued liabilities	74,216	19,188
	74,907	19,188
Due to related party (note 3)	43,305	-
	118,212	19,188
Net Assets		
Unrestricted deficit	(116,411)	(336)
	1,801	18,852
Going concern (note 1)		

Approved by the Council of the Association of Professional Geoscientists of Ontario

Councillor

Councillor

Association of Professional Geoscientists of Ontario

Statement of Operations

For the year ended December 31, 2001

	2001 \$	2000 \$
Revenue		
MNDM Grant	25,000	-
Donations	143,873	119,099
Seminars	-	1,065
Interest income	744	46
Association fees	5,426	-
	<u>175,043</u>	<u>120,210</u>
Expenses		
Accounting audit	5,000	5,000
Bank charges	453	110
Consulting	-	6,950
Rent	10,142	2,800
Legal	16,046	27,208
Council	6,873	5,272
Communication	22,400	4,738
Office and general	44,241	5,626
Postage and photocopying	14,514	4,514
Administration	160,902	56,638
Telephone and fax	5,573	512
Travel	4,663	1,127
Amortization	311	51
	<u>291,118</u>	<u>120,546</u>
Excess of operating expenses over revenue	(116,075)	(336)
Unrestricted deficit - Beginning of year	<u>(336)</u>	-
Unrestricted deficit - End of year	<u>(116,411)</u>	<u>(336)</u>

Association of Professional Geoscientists of Ontario

Statement of Cash Flows

For the year ended December 31, 2001

	\$
Cash provided by (used in)	
Operating activities	
Excess of operating expenses over revenue	(116,075)
Amortization of capital assets	311
Increase in prepaid insurance	(1,053)
Increase in accounts payable and accrued liabilities	<u>55,028</u>
	(61,789)
Financing activities	
Increase in due from/to related party	57,584
Investing activities	
Purchase of capital assets	<u>(300)</u>
Decrease in cash	(4,505)
Cash - Beginning of year	<u>3,814</u>
Bank indebtedness - End of year	<u>(691)</u>

Association of Professional Geoscientists of Ontario

Notes to Financial Statements

December 31, 2001

1 Purpose of the Association and going concern

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

The purpose of the Association is to establish and operate a professional association for geoscientists in Ontario; to promote the establishment of a governing system for the 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 ability of the Association to continue as a going concern is contingent upon the earning of membership fees.

The Association commenced earning membership fees in January 2002 when \$26,500 in fees were received.

2 Summary of significant accounting policies

Revenue recognition

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

Capital assets

Capital assets are recorded at cost and amortized on a straight-line basis over a three-year period.

3 Due to related party

The amount of \$43,305 (2000 - due from - \$14,279) represents a loan from the Association of Geoscientists of Ontario, a related party as defined in the Canadian Institute of Chartered Accountants Handbook, section 3840. The loan is non-interest bearing with no specific terms of repayment.

4 Comparative statement of cash flows

A comparative statement of cash flows has not been included, as it would not provide any additional useful information.

5 Subsequent event

In January 2002, the Association received \$23,594 in advance application and membership fees from the MNDM.

**Association of Professional
Geoscientists of Ontario**

Financial Statements
December 31, 2002

April 3, 2003

Auditors' Report

To the Council of Association of Professional Geoscientists of Ontario

We have audited the statement of financial position of the **Association of Professional Geoscientists of Ontario** as at December 31, 2002 and the statements of operations and cash flows for the year then ended. These financial statements are the responsibility of the Association's management. Our responsibility is to express an opinion on these financial statements based on our audit.

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

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

In our opinion, except for the effect of adjustments, if any, which we might have determined to be necessary had we been able to satisfy ourselves concerning the completeness of the donations referred to in the preceding paragraph, these financial statements present fairly, in all material respects, the financial position of the Association as at December 31, 2002 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

PricewaterhouseCoopers LLP

Chartered Accountants

Toronto, Ontario

PricewaterhouseCoopers refers to the Canadian firm of PricewaterhouseCoopers LLP and the other member firms of PricewaterhouseCoopers International Limited, each of which is a separate and independent legal entity.

Association of Professional Geoscientists of Ontario

Statement of Financial Position

As at December 31, 2002

	2002 \$	2001 \$
Assets		
Current assets		
Cash	117,803	-
Membership fees receivable (note 6)	222,491	-
Prepaid expenses	4,959	1,053
	345,253	1,053
Capital assets - net of accumulated amortization of \$6,099 (2001 - \$362) (computer hardware and office furniture)	4,491	748
	349,744	1,801
Liabilities		
Current liabilities		
Bank indebtedness	-	691
Accounts payable and accrued liabilities	92,336	74,216
Notes payable (note 4)	35,000	-
Deferred membership fees	288,906	-
	416,242	74,907
Due to related party (note 3)	2,481	43,305
	418,723	118,212
Net Assets		
Unrestricted deficit	(68,979)	(116,411)
	349,744	1,801
Going concern (note 1)		
Commitments (note 5)		

Approved by the Council of the Association of Professional Geoscientists of Ontario

Councillor

Councillor

Association of Professional Geoscientists of Ontario

Statement of Operations

For the year ended December 31, 2002

	2002 \$	2001 \$
Revenue		
MNDM grant	50,000	25,000
Donations	28,250	143,873
Other income	67,120	-
Interest income	43	744
Membership fees	378,198	5,426
	<u>523,611</u>	<u>175,043</u>
Expenses		
Accounting audit	9,637	5,000
Bank charges	414	453
Rent	43,259	10,142
Legal	17,511	16,046
Council	31,954	6,873
Communications	12,987	22,400
Office and general	77,357	44,241
Postage and photocopying	6,500	14,514
Administration	262,690	160,902
Telephone and fax	8,719	5,573
Travel	2,847	4,663
Amortization of capital assets	2,304	311
	<u>476,179</u>	<u>291,118</u>
Excess (deficiency) of revenue over expenses	47,432	(116,075)
Unrestricted deficit - Beginning of year	<u>(116,411)</u>	<u>(336)</u>
Unrestricted deficit - End of year	<u>(68,979)</u>	<u>(116,411)</u>

Association of Professional Geoscientists of Ontario

Statement of Cash Flows

For the year ended December 31, 2002

	2002 \$	2001 \$
Cash provided by (used in)		
Operating activities		
Excess (deficiency) of revenue over expenses	47,432	(116,075)
Amortization of capital assets	2,304	311
Gain on transfer of assets fees	(728)	-
Increase in membership receivable	(222,491)	-
Increase in prepaid expenses	(3,906)	(1,053)
Increase in deferred membership fees	288,906	-
Increase in notes payable	35,000	-
Increase in accounts payable and accrued liabilities	18,120	55,028
	164,637	(61,789)
Financing activities		
(Decrease) increase in due from/to related party	(40,824)	57,584
Investing activities		
Purchase of capital assets	(5,319)	(300)
Increase (decrease) in cash during the year	118,494	(4,505)
(Bank indebtedness) cash - Beginning of year	(691)	3,814
Cash (bank indebtedness) - End of year	117,803	(691)

Association of Professional Geoscientists of Ontario

Notes to Financial Statements

December 31, 2002

1 Purpose of Association and going concern

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

The purpose of the Association is: to establish and operate a professional association for geoscientists in Ontario; to promote the establishment of a governing system for the 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 ability of the Association to continue as a going concern is contingent upon the earning of membership fees.

The Association commenced earning membership fees in January 2002 when \$26,500 in fees were received.

2 Summary of significant accounting policies

Revenue recognition

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

Capital assets

Capital assets are recorded at cost and amortized on a straight-line basis over a three-year period.

3 Due to related party

The amount of \$2,481 (2001 - \$43,305) represents a loan to the Association of Geoscientists of Ontario, a related party, as defined in The Canadian Institute of Chartered Accountants' Handbook, Section 3840. The loan was forgiven.

4 Notes payable

	\$
Note payable to Ontario Prospector's Association, due March 15, 2003, bearing interest at 9% per annum, payable on a quarterly basis	10,000
Note payable to Seismic Geophysical Ltd., due January 31, 2003, bearing interest at 9% per annum, payable on a quarterly basis	25,000
	<u>35,000</u>

Subsequent to December 31, 2002, these amounts have been paid in full with interest.

(1)

Association of Professional Geoscientists of Ontario

Notes to Financial Statements

December 31, 2002

5 Commitments

The Association of Professional Geoscientists of Ontario (APGO) is committed to minimum annual lease payments under long-term leases on the buildings and equipment as follows:

	\$
2003	76,532
2004	74,710
2005	66,582
2006	61,740
2007 and thereafter	15,131
	<hr/>
	294,695
	<hr/>

6 Memberships fees receivable

On December 31, 2002, membership in the APGO stood at 674, and 193 applications for membership were in process for approval. As at March 31, 2003, membership has increased to 779, with 304 applications for membership in process.

**Association of Professional
Geoscientists of Ontario**

Financial Statements

December 31, 2003

Auditors' Report

To the Council of
Association of Professional Geoscientists of Ontario

We have audited the statement of financial position of the **Association of Professional Geoscientists of Ontario** as at **December 31, 2003** and the statements of operations and cash flows for the year then ended. These financial statements are the responsibility of the Association's management. Our responsibility is to express an opinion on these financial statements based on our audit.

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

In our opinion these financial statements present fairly, in all material respects, the financial position of the Association as at **December 31, 2003** and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

The figures for the year ended December 31, 2002, presented for comparative purposes, are based on the financial statements of that year which were reported on by another firm of chartered accountants.

Mississauga, Ontario
December 31, 2003

Clarkson Rouble LLP

Clarkson Rouble LLP
Chartered Accountants

Association of Professional Geoscientists of Ontario

Statement of Financial Position

As at December 31

	2003	2002
Assets		
Current		
Cash	\$ 355,664	\$ 117,803
Membership fees receivable (Note 3)	246,287	222,491
Prepaid expenses	4,909	4,959
Due from related party (Note 5)	485	-
	607,345	345,253
Equipment	6,262	4,491
	\$ 613,607	\$ 349,744
Liabilities		
Current		
Accounts payable and accrued liabilities	\$ 76,229	\$ 71,816
Accrued and withheld taxes	33,854	20,520
Notes payable	-	35,000
Deferred membership dues and exam fees	461,165	288,906
Dues received before acceptance	24,555	-
Due to related party (Note 6)	-	2,481
	595,803	418,723
Net Assets		
Net assets (unrestricted deficit)	17,804	(68,979)
	\$ 613,607	\$ 349,744

On behalf of the Board:

Councillor

Councillor

Association of Professional Geoscientists of Ontario

Statement of Changes in Net Assets Year Ended December 31

	2003	2002
Unrestricted deficit, beginning of year	\$ (68,979)	\$ (116,411)
Excess of revenue over expenses	86,783	47,432
Net assets (unrestricted deficit), end of year	\$ 17,804	\$ (68,979)

Association of Professional Geoscientists of Ontario

Statement of Operations Year Ended December 31

	2003	2002
Revenue		
Membership dues	\$ 406,091	\$ 225,098
Exam fees	115,765	3,150
Registration fees	102,786	149,950
Stamps and seals and miscellaneous	28,162	60,820
Rental income	11,178	6,300
Interest income	1,479	43
MNDM grant	-	50,000
Donations	-	28,250
	665,461	523,611
Expenses		
Administration	282,334	262,690
Council and other committees	13,292	12,138
Office and General	61,361	74,565
Rent	54,039	43,259
Communications	18,752	12,987
Accounting and audit	17,124	9,637
Legal	17,006	17,511
Travel	10,497	5,507
Postage and photocopying	6,970	6,500
Telephone and fax	5,691	8,719
Interest on long term debt	5,149	-
Registration Committee and examinations	80,740	19,948
Bad debts	2,502	-
Amortization	2,143	2,304
Bank charges and interest	1,078	414
	578,678	476,179
Excess of revenue over expenses	\$ 86,783	\$ 47,432

Association of Professional Geoscientists of Ontario

Statement of Cash Flow Year Ended December 31

	2003	2002
Operating activities		
Excess of revenue over expenses	\$ 86,783	\$ 47,432
Amortization	2,143	2,304
Gain on transfer of assets	-	(728)
	88,926	49,008
Cash generated from (used for)		
Changes in non cash working capital items		
Membership fees receivable	(23,796)	(222,491)
Prepaid expenses	50	(3,906)
Accounts payable and accrued liabilities	(12,962)	18,120
Accrued and withheld taxes	13,333	-
Dues received before acceptance	24,555	-
Notes payable	(35,000)	35,000
Deferred membership dues and exam fees	172,259	288,906
Increase from operating activities	227,365	164,637
Financing activity		
Due from related parties	(2,966)	(40,824)
Decrease from financing activity	(2,966)	(40,824)
Investing activity		
Purchase of equipment	(3,915)	(5,319)
Decrease from investing activity	(3,915)	(5,319)
Increase in cash	220,484	118,494
Cash (bank indebtedness), beginning of year	117,803	(691)
Cash, end of year	\$ 338,287	\$ 117,803

Association of Professional Geoscientists of Ontario

Notes to Financial Statements December 31, 2003

1. Purpose of Association

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

The purpose of the Association is: to establish and operate a professional association for geoscientists in Ontario; to promote the establishment of a governing system for the 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 commenced earning membership fees in January 2002 when \$26,500 in fees were received.

2. Significant accounting policies

(a) Revenue recognition

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

(b) Equipment

Equipment is recorded at cost and amortized on a straight-line basis over a three year period.

3. Membership fees receivable

On December 31, 2003, membership in the APGO stood at 1,055, and 132 applications for membership were in process for approval. As at March 31, 2004, membership has increased to 1,101, with 112 applications for membership in process.

Association of Professional Geoscientists of Ontario

Notes to Financial Statements December 31, 2003

4. Notes payable

	2003	2002
Note payable to Ontario Prospector's Association, due March 15, 2003, bearing interest at 9% per annum, payable on a quarterly basis	\$ -	\$ 10,000
Note payable to Seismic Geophysical Ltd., due January 31, 2003, bearing interest at 9% per annum, payable on a quarterly basis	-	25,000
	\$ -	\$ 35,000

These amounts were paid in full during the year.

During the year APGO also had a Note Payable to Prospectors and Developers Association of Canada which was received January 8, 2003 and due December 31, 2003, bearing interest of 9% per annum payable at term in the amount of \$50,000. The note was repaid in full with interest.

5. Due from related party

The amount of \$485 represents a loan to the Association of Geoscientists of Ontario, a related party, as defined in The Institute of Chartered Accountants' Handbook, Section 3840.

6. Due to related party

In 2002 the amount of \$2,481 represented a loan to the Association of Geoscientists of Ontario, a related party, as defined in The Institute of Chartered Accountants' Handbook, Section 3840. The loan was forgiven.

Association of Professional Geoscientists of Ontario

Notes to Financial Statements

December 31, 2003

7. Commitments

The Association of Professional Geoscientists of Ontario (APGO) is committed to minimum annual lease payments under long-term leases on buildings and equipment as follows:

2004	\$	80,600
2005		76,900
2006		73,100
2007		17,050
		<hr/>
		\$ 247,650

8. Comparative figures

Comparative figures have been reclassified in accordance with current year's presentation.

APPENDIX 2



67 Yonge Street, Suite 1500
Toronto, Ontario M5E 1J8
Tel: (416) 203-2746
Fax: (416) 203-6181
www.apgo.net
E-mail: info@apgo.net

For Immediate Release
May 16, 2002

First Professional Geoscientists Registered in Ontario

Toronto, Ontario – The Association of Professional Geoscientists of Ontario (APGO) is very pleased to announce that the first professional geoscientists have been registered as members of the Association. The individuals registered are as follows:

Practicing Members

Peter James Barnett, P.Geo.
Benny Ray Berger, P.Geo.
William Paul Binney, P.Geo.
Terry Robert Carter, P.Geo.
Alfred Wayne Caston, P.Geo.
Douglas Michael Conroy P.Geo.
Andrew John Cooper, P.Geo.
Michael Cosec, P.Geo.
Paul Rheal Degagne, P.Geo.
Gregory Clement Finn, P.Geo.

Tesfaye Alemayehu Gebrezghi, P.Geo.
Brian Terrence Hennessey, P.Geo.
Robert Aelred Horn, P.Geo.
David Stanley Hunt, P.Geo.
Maureen Carol Jensen, P.Geo.
Hugh Charles Lockwood, P.Geo.
Anthony Richard Lotimer, P.Geo.
Bert Elliott MacNabb, P.Geo.
John Kenneth Mason, P.Geo.
Arsalan Mohajer, P.Geo.

David Neil Penna, P.Geo.
Ian Antony Powell, P.Geo.
David Howard Richard Powers, P.Geo.
Thomas Neal Setterfield, P.Geo.
Paul William Andrew Severin, P.Geo.
William Henry Stiebel, P.Geo.
Gregory Myles Stott, P.Geo.
Martin John Taylor, P.Geo.
Norman Frederick Trowell, P.Geo.
Steven John Usher, P.Geo.

Geoscientist-in-Training

Jason Robert Garatti, G.I.T.

To date, APGO has sent out over 1700 application packages and has received 300 applications for membership. Of these 50 are complete, excluding those already approved, with all referees reports and transcripts and are in the process of being reviewed by the Registrar and Registration Committee. Many more applications are expected to be received in the next one-two months.

"It is very important that geoscientists in Ontario are aware that after August 30, 2002, the Professional Geoscientists Act, 2000 requires that an individual be a member of APGO in order to practice professional geoscience in Ontario" says Dr. Greg Finn, P.Geo., Chair of the Registration Committee. "Geoscientists need to submit their applications as soon as possible and preferably by June 1, 2002, to ensure that people can become registered by the in-force date proclaimed for the Act." Finn said. Finn went on to note that the Registration Committee has scheduled an expanded series of meetings to deal with the expected large volume of applications to come.

APGO's mission is to serve the public by regulating, enhancing and providing leadership in the practice of the profession of geoscience in Ontario. Information about APGO and how to apply for membership is available on the Association website at www.apgo.net.

Contacts:

William N. Pearson, President
(416) 203-2746 Ext. 22
E-mail: president@apgo.net

John Bowlby, Registrar
(416) 203-2746 Ext. 23
E-mail: registrar@apgo.net

For more information visit www.apgo.net

APPENDIX 3

List of Contributors

The association is pleased to acknowledge the following contributors to the APGO Start-up Fund.

Founding Patrons (\$25,000+)

*Falconbridge Limited
INCO Ltd.
Ministry of Northern
Development and
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Placer Dome (CLA)
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Michael Knuckey
David Legault
Ivan Lieszkowszky
John Mayman
David McAuslan
Lindsay Milton
Phillip Moddle
Arsalan Mohajer
Ken Morrison
John Morton
Don Paul Nicholls
William (Bill) Pearson
Howard Poulsen
Garry Pringle
Norman W. Rayner
Shahe Sabag
Mohan Srivastava
William (Bill) Stiebel
Martin Taylor
Rodney Thomas
Jens Touborg
Steven Usher
Norman Wallace
James Whyte
Roger Woeller
James Wraith*

Individuals Silver (\$50+)

*Norman Brewster
George Bruce
Garry Bryant
Driffield Cameron
Douglas Cater
Joseph Church
Jerome Paul Chyurlia*

*Yves Clement
Michael Cugino
John Joseph Drury
Steven Dutaud
William Dyck
William Fitzgerald
Dennis German
Peter Grimley
Janet Haynes-Graham
Herwart Helmstaedt
Johannes Hill
Douglas Hunter
David Hutton
Robert Jones
Alan Judge
F. J. (Rik) Kristjansson
Gary Kuehl
Vasillaq Leci
Keith Lovendahl
Larry MacCormack
John Macdonald
Christopher Marmont
Michael Milner
Philip Neville
Niel Novak
Irmgard Pawlowski
Marc Rougier
Donald Runions
Mihail Rusu
Gene Shelp
David D. Slaine
Brian Smerdon
George Stewart
John G. St. Marseille
Phillip Thurston
Gordon Trimble
Christopher Wagg
Mary-Claire Ward
Gary Williams
Heather Wilson
Stewart Winter*

Individuals Bronze (\$10+)

Jeffrey Ackert

Hrayr Agnerian
Francis Anderson
John Balinski
Michael Barnes
Ben Berger
Michael Bitton
Charles Blackburn
Rick Bonner
Peter Born
Richard Bowen
Frederick Breaks
Martin Brown
Paul Brown
Johannes Brummer
Chris Burn
Rory Calhoun
Ian Campbell
Kenneth Card
Maurice Carter
Lesley Chorlton
Kevin Christian
David W. Christie
Charles Churcher
Ian Clark
Graham Closs
Daniel Coch
Ken Cook
Alexandre Desbarats
Tim Dickson
Brian Docherty
Peter Duckworth
Bruce Durham
Sulaiman Essop
Khalid Fahmi
Remi Farvacque
James Franklin
Jason Garatti
Michael Gareau
Robert Garrett
Karina Gelo
Robert Germundson
Bernard Guarnera
Alan Guthrie
Brian Hachkowski
Gerald Harper
Zia-Ul Hasan
Terrence Hennessey
Darren Hodder
Robert Horn
Philip Hum
John Hyslop
Genci Kallfa
Ludvig Kapllani
Robert James Kasner
George Kent
David Kerr
Sherjil Ahmad Khan
Douglas Killey
Stephen Kistoth
John Korczak
Pierre Lalande
Valton Landrum
Patricia Lapcevic

Daniel Leroux
Hugh Lockwood
David MacDonald
Donald MacKenzie
Scott MacRitchie
Gail McFall
Richard Middaugh
Tammy Middleton
Mark Mihalasky
Mori Mortazavi
Robert Lynn Moxham
Donald Nicol
Mario Paventi
Rochelle Pearson
Bernard Pelletier
Michael Perkind
Donald Phipps
Stephen Price
Richard Puntis
Paul Puodziunas
Spencer Ramshaw
John Reddick
Donald Robinson
Dean Rogers
Paul Roos
Ed Rose
Roy Rupert
John Ryder
Graeme Scott
Ivan Severinsky
Reginald Seyler
Kevin Stevens
Gregory Stott
Roman Tykajlo
Oleg Valeyev
Richard Vantfoort
Jaak Viirland
David Wahl
Phillip Walford
Neil Westoll
David Wetmore
Peter Whittaker
Myron Zurawsky

APPENDIX 4

In Appreciation

On behalf of its members, the APGO would like to express its appreciation to the employers of all those who volunteered for the association during the start up phase. These employers generously allow the volunteers to spend time working for the benefit of the geoscience community. Thank you!

APGO Council (2000-2003)

William N. Pearson, President
Pearson Geological Limited

John Bowlby, Vice-President (2000-2002)
Neotectonics Associates

William H. Stiebel, Vice President (2002-2003)
Jacques Whitford Environment Limited

Andy Cooper, Treasurer
Jagger Hims Limited

Velasquez Spring, Secretary
Watts, Griffis and McOuat Ltd.

Adriana Benoit
Hewmac Investment Services Ltd.

John Buckle
Quantec Group

Shirley Cordiner
Regional Municipality of Niagara Region
Police Services Board

Mike Cosec
Ministry of Northern Development and Mines

Greg Finn
Department of Earth Sciences, Brock
University

Sandra Garofolo
R.E.G. Mining

Maureen Jensen
Toronto Stock Exchange

Arsalan Mohajer
Seismican Geophysical Limited

Ken Petersen
Petersen Consulting

Richard Puntis
Biorem Technologies Inc.

Steve Usher
Gartner Lee Ltd.

Neil Westoll
Neil D.S. Westoll & Associates Ltd.

Association of Geoscientists of Ontario (AGO) Board (1999-present)

William N. Pearson, President
Pearson Geological Limited

John Bowlby, Vice-President
Neotectonics Associates

Andy Cooper, Treasurer
Jagger Hims Limited

John Buckle
Quantec Group

Mike Cosec
Ministry of Northern Development and Mines

Arsalan Mohajer
Seismican Geophysical Limited

Richard Puntis
Biorem Technologies Inc

Velasquez Spring
Watts, Griffis and McOuat Ltd.

William H. Stiebel
Jacques Whitford Environmental Limited

Steve Usher
Gartner Lee Limited

AGO Advisory Committee (1999-2000)

Neil Westoll
Neil D.S. Westoll & Associates Ltd.

Michael Bourassa
Aird & Berlis

Maureen Jensen
Toronto Stock Exchange

John Gartner
Gartner Lee Limited

Gerald Harper
Gamah International Limited

Bernie Haystead
CIBC World Markets

Paul Severin
Falconbridge Limited

Howard Stockford
Aur Resources Inc.

Former AGO Board Members (1996-1999)

Lynda Bloom
Analytical Solutions Ltd.

Janet Haynes
Charlesworth & Associates Ltd.

Sheila Daniels
Micon International Ltd.

Bob Leech
Gartner Lee Limited

Garry Pringle
Independent consultant

Ron Lall
Ontario Ministry of the Environment

Committee for the Professional Registration of Geoscientists in Ontario (CPRGO) Committee Members (1989-1996)

William N. Pearson, Chair
Pearson, Hofman & Associates Ltd.

John Bowlby, Vice-Chair
Neotectonics Associates

Bob Leech, Treasurer
Gartner Lee Limited

Tony Andrews
Prospectors & Developers Association of
Canada

Alan Aubut
Inco Gold Company

Alan Beck
Department of Geophysics, University of
Western Ontario

AGO Board (1999- present) continued (CPRGO) Committee Members (1989-1996) cont'd

Lynda Bloom
Citadel Gold Mines Inc.

Paul Burchell
Placer Dome Inc.

Bob Cameron
Department of Geology, Laurentian University

Andy Chater
Lightval Mines Ltd.

Andy Cooper
Jagger Hims Limited

Mike Cosec
Ministry of Northern Development and Mines

John Drury
Ontario Securities Commission

Bob Ginn
Watts, Griffis and McOuat Limited

Ken Guy
Independent consultant

Lisa Holzman
Imperial Oil Limited

Perry Hartwick
Tap Capital Corp.

Bob Hodder
Department of Geology, University of
Western Ontario

Douglas Hunter
Independent consultant

Janet King
Geological Survey of Canada

Mike Leahey
Independent consultant

Glen MacDonald
Independent consultant

Ron McMillan
Westmin Resources Limited

Jack McOuat
Watts, Griffis and McOuat Ltd.

Garry Pringle
Independent consultant

Ken Shannon
Chevron Minerals Ltd.

Pat Sheahan
Konsult International Inc.

Ted Urquhart
Urquhart Dvorak Limited

Ann Weiszmann
Independent consultant

Owen White
Ontario Geological Survey

APPENDIX 5

List of Councillors APGO Council (2003-2004)

President 2003-2004

William H. Stiebel, P.Geo.
Jacques Whitford Environment Limited

Past President 2003-2004

William N. Pearson, P.Geo.
Desert Sun Mining Corp.

Vice President 2003-2004

John Buckle, P.Geo.
Geological Solutions

Lieutenant Governor in Council Member Appointee 2003-2006

Chris Davis, P.Geo.
INCO Technical Services Limited

Lieutenant Governor in Council Member Appointee 2003-2006

Lisa Holzman, P.Geo.
Jacques Whitford Environment Limited

Lieutenant Governor in Council Non Member Appointee 2003-2006

June Hannah
Self-Employed

Elected Regional Councillor North Eastern Ontario 2003-2004

Scott McLean, P.Geo.
Noranda Inc. / Falconbridge Limited

Elected Regional Councillor North Western Ontario 2003-2005

Kevin Kivi, P.Geo.
Kennecott Canada Exploration Inc.

Elected Regional Councillor, South Western Ontario 2003-2006

Wayne Caston, P.Geo.
A. Wayne Caston Consulting Services
Ltd.

Elected Regional Councillor Central Ontario 2003-2004

Arsalan Mohajer, P.Geo.
Seismic Geophysical Limited

Elected Regional Councillor South Eastern Ontario 2003-2005

Stephen Wilson, P.Geo.
Trow Associates Inc.

Elected Councillor at Large 2003- 2004

Greg Finn, P.Geo.
Brock University

Elected Councillor at Large 2003- 2005

Neil Westoll, P.Eng. P.Geo.
Gartner Lee Limited

Elected Councillor at Large 2003- 2006

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

Elected Councillor at Large 2003- 2006

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

Non-Member Public Appointee to Council 2003-2005

Velasquez Spring, P.Eng.
Watts, Griffis and McQuat

Non-Member Public Appointee to Council 2003-2005

James Stephenson, QC, P.Eng.
Self Employed Lawyer

Non-Member Public Appointee to Council 2003-2005

Peter Frise, P. Eng.
University of Windsor

Non-Member Public Appointee to Council 2003-2005

Ken Petersen, C.M.C.
Petersen Consulting

Chair, CUDGO To be announced

APPENDIX 6

List of Committees of APGO (2003-2004)

Statutory Committees

Registration Committee

Chair - Greg Finn, P.Geo. (Elected Councilor),
Brock University
Arsalan Mohajer, P.Geo. (Elected Councilor),
Seismican Geophysical Limited
John Buckle, P.Geo. (Vice President), Geological
Solutions
Kevin Kivi, P.Geo. (Elected Councilor), Kennecott
Canada Exploration inc.
Steve Usher, P.Geo. (Elected Councilor), Gartner
Lee Limited
Oliver Bonham, P.Geo. (Executive
Director/Registrar) (ex-officio), APGO
Plus CUDGO Rep and 2 Members

Complaints Committee

Chair - Arsalan Mohajer, P.Geo. (Elected
Councilor), Seismican Geophysical Limited
Heather Malcolmson, P.Geo. (Member), Region
Municipality of Halton
Doug Cater, P.Geo. (Member), Self Employed
Mike Doughty, P.Geo. (Member), University of
Toronto
Irmi Pawlowski, P.Geo. (Member), Ministry of the
Environment
Velasquez Spring, P.Eng. (Non Member)
(Appointed Councilor), Watts, Griffis and McOuat
Nick Eyles, P.Geo. (Member), University of
Toronto
Rex Camit, P.Geo. (Member), Self Employed
Martin Taylor, P.Geo. (Member), Self Employed
Terry Carter, P.Geo. (Member), Ministry of
Natural Resources
Plus 1 Elected Councilor and 1 Non-Member
Appointed Councillor

Discipline Committee

Chair - Peter Duckworth, P.Geo. (Member), AMEC
Earth & Environmental Limited
Gary Williams, P.Geo. (Member), R.J. Burnside &
Associates Limited
Vice Chair - Tony Lotimer, P.Geo. (Member),
Lotowater Geoscience Consultants Ltd.
David Marks, P.Geo. (Member), MTE Consultants
Inc.

Ivan Severinsky, P.Geo. (Member), AMEC Earth &
Environmental Limited
Secretary - Deborah McCombe, P.Geo. (Member),
Ontario Securities Commission
Peter Frise, P.Eng. (Non-Member Appointed
Councilor), University of Windsor
Wayne Caston, P.Geo. (Elected Councilor), A.
Wayne Caston Consulting Services Ltd.
Roger Woeller, P.Geo. (Member), Water and
Earth Science Associates Ltd.
Lisa Holzman, P.Geo. (LGA Member Appointed
Councilor), Jacques Whitford Environment
Limited
Plus 1 Elected Councilor and 1 Non-Member
Appointed Councilor

Standing Committees

Executive Committee

Chair – William H. Stiebel, P.Geo. (President),
Jacques Whitford Environment Limited
John Buckle, P.Geo. (Vice President), Geological
Solutions
William N. Pearson, P.Geo. (Past President),
Desert Sun Mining Corp.
Neil Westoll, P.Eng., P. Geo. (Treasurer) (Elected
Councilor), Gartner Lee Limited
Ken Petersen, C.M.C. (Non-Member Appointed
Councilor), Petersen Consulting
Velasquez Spring, P.Eng. (Secretary) (Non-
Member Appointed Councilor), Watts, Griffis and
McOuat
Oliver Bonham, P.Geo. (Executive
Director/Registrar) (ex-officio), APGO

Finance Committee

Chair - Neil Westoll, P.Eng., P.Geo. (Treasurer)
(Elected Councilor), Gartner Lee Limited
Ken Petersen, C.M.C. (Non-Member Appointed
Councilor), Petersen Consulting
Plus 1 Elected Councilor

Audit and Compensation Subcommittee

Chair - Neil Westoll, P.Eng., P.Geo. (Treasurer)
(Elected Councilor), Gartner Lee Limited
Ken Petersen, C.M.C. (Non-Member Appointed
Councilor), Petersen Consulting

Budget Subcommittee

William H. Stiebel, P.Geo. (President), Jacques
Whitford Environment Limited

William N. Pearson, P.Geo. (Past President),
Desert Sun Mining Corp.
Neil Westoll, P.Geo., P. Eng. (Treasurer) (Elected
Councilor), Gartner Lee Limited
John Buckle, P.Geo. (Vice President), Geological
Solutions
Lisa Holzman, P.Geo. (LGA Member Appointed
Councilor), Jacques Whitford Environment
Limited

Nomination Committee

Chair – William N. Pearson, P.Geo. (Past
President), Desert Sun Mining Corp.
Chris Rockingham, P.Geo. (Member), Northgate
Exploration Limited
Brian Thompson, P.Geo. (Member), INCO
Technical Services Limited
Oliver Bonham, P.Geo. (Executive
Director/Registrar) (ex-officio), APGO
Plus 1 elected Councilor

Non-Member Appointment Committee

Chair - Ken Petersen, C.M.C. (Non-Member
Appointed Councilor), Petersen Consulting
Peter Frise, P.Eng. (Non-Member Appointed
Councilor), University of Windsor
James Stephenson, QC, P.Eng. (Non-Member
Appointed Councilor), Self Employed Lawyer
Velasquez Spring, P.Eng. (Non-Member
Appointed Councilor), Watts, Griffis and McOuat
June Hannah, (LGA Non-Member Appointed
Councilor), Self Employed
Oliver Bonham, P.Geo. (Executive
Director/Registrar) (ex-officio), APGO

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William N. Pearson, P.Geo. (Past President),
Desert Sun Mining Corp.
William H. Stiebel, P.Geo. (President), Jacques
Whitford Environment Limited
James Stephenson, QC, P.Eng. (Non-Member
Appointed Councilor), Self Employed Lawyer
Oliver Bonham, P.Geo. (Executive
Director/Registrar) (ex-officio), APGO
Plus 1 Councilor who is on the Finance
Committee and 2 Non-Council Members

Governance Committee

Maureen Jensen, P.Geo. (Elected Councilor),
Market Regulation Services Inc.
Peter Frise, P.Eng. (Non-Member Appointed
Councilor), University of Windsor

William H. Stiebel, P.Geo. (President) (ex-officio),
Jacques Whitford Environment Limited
James Stephenson, QC, P.Eng. (Non-Member
Appointed Councilor), Self Employed Lawyer
Plus 1 Elected Councilor

Professional Practice Committee

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Desert Sun Mining Corp.
William H. Stiebel, P.Geo. (President), Jacques
Whitford Environment Limited
Velasquez Spring, P.Eng. (Non-Member
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John Buckle, P.Geo. (Vice President), Geological
Solutions
Greg Finn, P.Geo. (Elected Councilor), Brock
University
Hrayr Agnerian, P.Geo. (Member), Roscoe Postle
Associates Inc.
William Mercer, P.Geo. (Member) Noranda
Inc./Falconbridge Limited
John Gartner, P.Eng., Consultant
Steve Usher, P.Eng. P. Geo. (Elected Councilor),
Gartner Lee Limited
Ken Lyon, P.Geo. (Member), URS Canada Inc.
Wayne Caston, P.Geo. (Elected Councilor), A.
Wayne Caston Consulting Services Ltd.
Oliver Bonham, P.Geo. (Executive
Director/Registrar) (ex-officio), APGO

Environmental Geoscience Subcommittee

Co-Chair - Steve Usher, P.Eng. P. Geo. (Elected
Councilor), Gartner Lee Limited
Co-Chair - Ken Lyon, P.Geo. (Member), URS
Canada Inc.
Chair - Groundwater Resources - Tony Lotimer,
P.Geo. (Member), Lotowater Geoscience
Consultants Ltd.
Chair - Contaminated Sites and Brownfields -
Vacant
Chair – Scott MacRitchie, P.Geo., Nutrient and
Waste Management, (Member), Self Employed
Liaison to PEO - Garry Pringle, P.Geo. (Member),
Ontario Realty Corporation
Liaison from PEO - Mori Mortazavi, P.Geo. P. Eng.
(Member), Peto MacCallum Ltd.
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Environment
Steve Wilson, P.Geo. (Elected Councilor) , Trow
Associates Inc.
Doug Fisher, P.Geo. (Member), Shaheen &
Peaker Limited

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Jacques Whitford Environment Limited

Geology Subcommittee

Chair - Velasquez Spring, P.Eng. (Non-Member
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Councilor), Gartner Lee Limited
Kevin Kivi, P.Geo. (Elected Councilor), Kennecott
Canada Exploration Inc.
Chris Davis, P.Geo. (LGA Member Appointed
Councilor), INCO Technical Services Limited

Geophysics Subcommittee

John Buckle, P.Geo. (Vice President), Geological
Solutions
David Leask, P.Geo. (Member), Gartner Lee
Limited

Continuing Professional Development Subcommittee

Chair - Wayne Caston, P.Geo. (Elected
Councilor), A. Wayne Caston Consulting Services
Ltd.
Greg Finn, P.Geo. (Elected Councilor), Brock
University
Steve Usher, P.Eng., P.Geo. (Elected Councilor),
Gartner Lee Limited
Heather Brodie-Brown, P.Geo. (Member), Ministry
of the Environment
Todd McCracken, P.Geo. (Member), INCO Ltd.
Rik Kristjansson, P.Geo. (Member), Consultant
Lisa Holzman, P.Geo. (LGA Member Appointed
Councilor), Jacques Whitford Environment
Limited
William H. Stiebel, P.Geo. (President) (ex-
officio), Jacques Whitford Environment Limited
Oliver Bonham, P.Geo. (Executive
Director/Registrar) (ex-officio), APGO

Other Committees

Strategic Planning Committee

Chair - John Buckle, P.Geo. (Vice President)
(CCPG Councilor for Ontario), Geological
Solutions
Velasquez Spring, P.Eng. (Non-Member
Appointed Councilor), Watts, Griffis and McOuat
Arsalan Mohajer, P.Geo. (Elected Councilor),
Seismic Geophysical Limited
Maureen Jensen, P.Geo. (Elected Councilor),
Market Regulation Services Inc.

Ken Petersen, C.M.C. (Non-Member Appointed
Councilor), Petersen Consulting
Peter Frise, P.Eng. (Non-Member Appointed
Councilor), University of Windsor

Communications Subcommittee

Scott McLean, P.Geo. (Elected Councilor),
Noranda Inc./Falconbridge Limited
Scott MacRitchie, P.Geo. (Member), Self
Employed
Ben Whiting, P.Geo. (Member), Consultant

Northern Ontario Subcommittee

Scott McLean, P.Geo. (Elected Councilor),
Noranda Inc./Falconbridge Limited
Ken Peterson, C.M.C. (Non-Member Appointed
Councilor), Petersen Consulting
Kevin Kivi, P.Geo. (Elected Councilor), Kennecott
Canada Exploration Inc.
Chris Davis, P.Geo. (LGA Member Appointed
Councilor), INCO Technical Services Limited
Mike Cosec, P.Geo. (Member), Ministry of
Northern Development and Mines

Mobility Sub Committee

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Desert Sun Mining Corp.
Neil Westoll, P.Eng., P.Geo. (Elected Councilor),
Gartner Lee Limited
Kevin Kivi, P.Geo. (Elected Councilor), Kennecott
Canada Exploration Inc.
Oliver Bonham, P.Geo. (Executive
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Enforcement and Compliance Committee

Chair - Steve Wilson, P.Geo. (Elected Councilor),
Trow Associates Inc.
James Stephenson, QC, P.Eng. (Non-Member
Appointed Councilor), Self Employed Lawyer
Maureen Jensen, P.Geo. (Elected Councilor),
Market Regulation Services Inc.
Chris Davis, P.Geo. (LGA Member Appointed
Councilor), INCO Technical Services Limited
Oliver Bonham, P.Geo. (Executive
Director/Registrar) (ex-officio), APGO