



ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO



2004 Annual Report

Preface

The Association of Professional Geoscientists of Ontario (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 and 48 months cumulative relevant work experience in applying the principles of geoscience or a credential other than a 4 year B.Sc. degree in geoscience and 10 years (120 months cumulative) relevant geoscience 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 of Professional Geoscientists. 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 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, and predict seismicity to protect sensitive landforms. Professional geoscientists work in a wide range of areas in industry, government, private practice and as educators.

This is the Second Annual Report to the Minister of Northern Development and Mines and is submitted on behalf of the geoscience professionals in Ontario to document the Association's achievements toward meeting the objectives of the *Act* and building a strong self-regulated profession.

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

Dear Minister:

On behalf of the Association of Professional Geoscientists of Ontario (APGO), I am pleased to present you, the public and the members, with the Association's Second Annual Report, reporting on the Register and outlining the activities and accomplishments of the Council, staff and the many volunteer member run APGO committees during 2004.

The Mission and Vision Statements of the Association, which appear as always, as part of the frontpiece of this report, continue to be the guiding principles for all activity at APGO.

The APGO has now achieved all of the mandated requirements of the *Professional Geoscientists Act, 2000* (the *Act*) to regulate the profession of geoscience in Ontario in order to protect the public and the natural environment. Anyone who practices geoscience in Ontario, unless exempt by the *Act*, must meet the minimum academic requirements, have the requisite work experience, successfully pass the National Professional Practice and Ethics Examination (NPPE) and register for a license with APGO. APGO also promotes awareness of the benefits of geoscience to society and to the well-being of all Ontarians.

In the very short time since its inception, APGO has established a fully functioning organization for regulating professional geoscience practice in Ontario. APGO is now established as the largest geoscience only self-regulating Association and the third largest geoscience self-regulator in Canada. APGO's Environmental Geoscience subcommittee has recently been recognized with an award for contribution to public awareness on the important issue of rural groundwater protection. Our Association is also taking an active leadership role in the harmonization of standards of practice and commonality of regulation in geoscience across Canada.

Included you will find committee reports, such as the Continuing Professional Development Subcommittee (CPD) which recounts the development, during 2004, of APGO's new CPD program that will become mandatory for all members commencing in 2006. The program is designed to ensure that all P.Geos in Ontario have up-to-date knowledge on changes and new developments in their discipline(s).

As reported in our Audited 2004 Financial statement, APGO continues on the solid financial footing required to ensure a vibrant Association to serve the public by regulating, enhancing and providing leadership in the practice of the profession of geoscience in Ontario.

APGO will continue working to ensure that the public safety and the natural environment are protected in all professional geoscience practice. We trust that you will find the following report on APGO activities informative and in accordance with our mandate under the *Act*.

Respectfully submitted,

John E. Buckle, P.Geos.
President



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President's Report



**John E. Buckle, P.Geo.
- President**

In preparing this report to our Minister, to the public of Ontario and to APGO's membership, I have just reviewed the accomplishments of the APGO over the past year. It is remarkable to see the evolution of our Association from a start-up registration-focused association into a fully self-governing professional self-regulatory body with broad representation across the geoscience disciplines and across the province. Our members come from all across the country and around the world, and are a testament to the success of the 'inclusive' policy of APGO from the Association's formative stage.

At the time of writing (April 2005), APGO has received 1400 applications for membership since it began issuing licenses only three years ago. This illustrates the acceptance by geoscientists in Ontario of the rights and obligations of self-governance of their profession under the *Professional Geoscientists Act, 2000*. Legislated professional self-regulation is a privilege and responsibility that geoscientists in Ontario have willingly accepted. As examples, APGO members are recognized as Qualified Persons (QPs) under the definitions put forth in National Instruments 43-101 and 51-101, important government directives for public disclosure of geoscientific information in the mining and energy sectors, respectively. This is an acknowledgment of our Association's mandate for protection of the public.

The transition to professional status across the varied disciplines that make up professional geoscience, could not have been accomplished without the effort put forth by the Council and Committee members of the Association.

In the past year, volunteer Professional Geoscientist members of APGO have: created professional practice guidelines for the geoscience disciplines, developed a continuing professional development program for all members, reviewed applications and accepted new members, decided application appeals, created a model directive for what activities define Professional Geoscience practice, set up and managed a Northern Ontario information office, responded to regulatory initiatives relating to many environmental issues, improved procedures for handling both com-

plaints and discipline, set APGO's compliance policy for handling private information, actively pursued inter-provincial agreements, reviewed proposed legislation from associations and government agencies that impact on the practice of geoscience, proactively pursued licensure compliance, increased public awareness of professional geoscience; and had some fun in the process!

As the Association's third President, it has been an honour to lead the APGO for the 2004-2005 term, and it has been a privilege to work with such dedicated and knowledgeable Councillors and staff. I would like to personally thank Oliver Bonham, P.Geo., the APGO's Executive Director/Registrar, whose direction and guidance are responsible for many of the accomplishments of the Association during my term as President.

I welcome the incoming Council and President, Scott McLean, P.Geo., whom I have had the opportunity to work with as Councillor and to rely upon as Vice President. I am confident that the incoming Council will readily handle the new challenges in the continuing development of our world class professional association.

Respectfully submitted,
APGO

John E. Buckle, P.Geo.
President

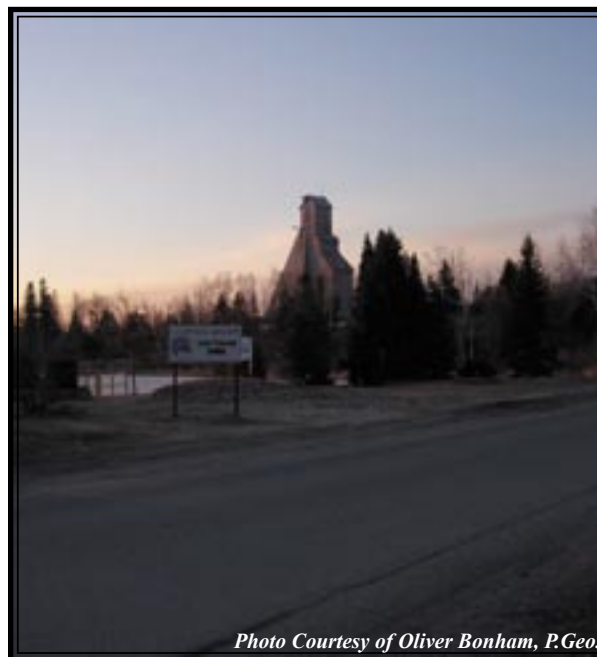


Photo Courtesy of Oliver Bonham, P.Geo.

Vice President's Report



Scott A. McLean, P.Geo.
- Vice President

Throughout the past year, I have had the pleasure of working with an astute and dedicated group of Councillors who have all contributed to the growth of our Association. I would like to especially thank out-going President, John Buckle, P.Geo., for his contribution to our success.

As your incoming President for 2005-2006, I am looking forward to continuing to work with our Council to bring an enhanced level of focus to achieving a strong, sustainable Association. Beyond optimising the operational efficiency of this self-regulatory Association, key issues that I feel are important include:

- The development of clear disciplinary procedures;
- The development of an attainable strategy to ensure the harmonization of professional geoscience across Canada and enhanced mobility; and
- Development and implementation of a strategy to address the looming crisis that will result from a shortage of practitioners in the profession of geoscience.

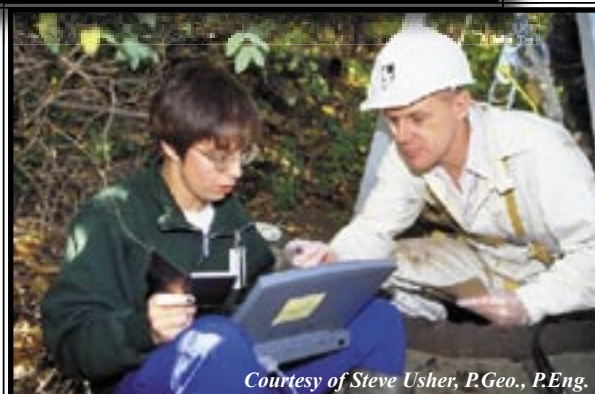
Through an engaged Council and active Committees, the Association will continue to grow and meet the challenges of the future for its members and society. I encourage our members to get involved through Committees, election to Council and supporting Association functions, to ensure we build an Association that not only establishes a means of public protection but meets the needs of its members.

Respectfully submitted,
APGO

Scott A. McLean, P.Geo.
Vice President



Courtesy of the INCO Geoscientists Team



Courtesy of Steve Usher, P.Geo., P.Eng.



Courtesy of Dennis Gamble, P.Geo.

Executive Director's Report



Oliver J.H. Bonham, P.Geo.
- Executive Director

For APGO, 2004 was the first "steady state" year. It was the first year for your Association in which the focus really moved completely away from start-up challenges and first time registrations to improved functionality as a self-regulatory Association and the establishment of what is now a vibrant and viable Association of Ontario's geoscience professionals.

As the Executive Director, I am happy to report on another good year for the Association. Following from last year's achievements, additional progress was made on a number of new fronts; these are outlined below.

Association Organization and Performance

The flow of applications received by the APGO for both individual membership and Certificates of Authorization, while modest in comparison to 2003, was, in fact, much steadier than had been projected. This allowed the Association to achieve a better than expected surplus for the year and thus provide additional funds to be set aside and placed into the Association's all important contingency reserve fund.

APGO Applications Flow 2002-2004

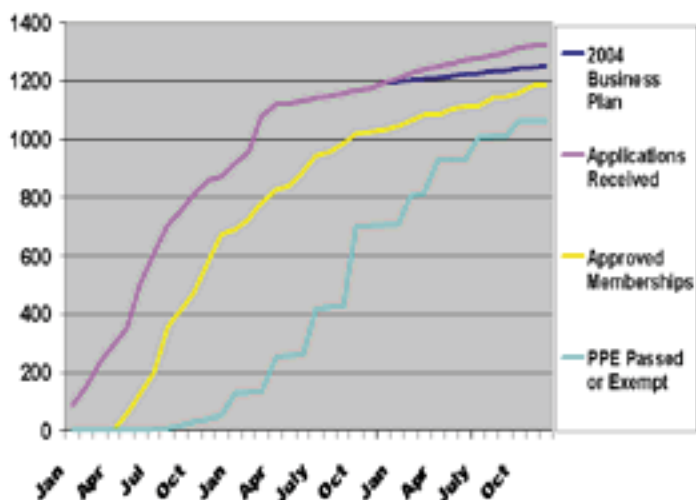


Figure shows historic flow of applications (magenta), approval of membership (yellow) and ethics exam compliance (sky blue), against the projected inflow of applications in last year's 2004 business plan (dark blue).

In addition to reduced registration revenue, examinations demand and thus examinations revenue also dropped off as expected, with the majority of members having now taken and passed the ethics exam.

The past year also saw continued rationalization of the organizational structure of the Toronto office to allow the APGO to better fulfill its regulatory functions and to better serve its members. At mid-year, the position of Manager of Administration was discontinued following the successful completion of the setup of APGO's office and its various service functions. At about the same time, the APGO was fortunate in being able to participate in FedNor's Youth Internship Program, which allowed the APGO to open a modest satellite office in Timmins and to engage a young graduate from that area in the position of Northern Ontario Communications Officer.

On behalf of all at the APGO, I extend our sincere thanks to Marilyn Barton, who served the Association as its Manager of Administration through an important formative stage. It is an honour for the APGO to participate, with the federal government and the City of Timmins, in the FedNor program and to be able to give Crystal Spekking - a recent graduate in Public Relations from Cambrian College - a one year term of mentored employment experience in a professional setting.

Another functional improvement that came into effect during 2004 was the move to paperless Council meetings, where all meeting documents are now posted to protected Intranet sites, thus avoiding the very time consuming and costly process of preparing and distributing binders ahead of each meeting. Similar protected APGO Intranet sites, are now set up and used by a number of the other Association committees.

During the year, the APGO, as a not-for-profit association, was able to provide volunteer student internship to a local high school student who assisted with office duties. It also provided required community service volunteer hours to an MBA student who helped with the accounts reporting function during the transition from the old to the new system. Our sincere thanks to both Jaime and Indira.

Despite these initiatives, it will be noted that the Association's expenses in 2004 were similar, on an overall basis, to 2003. This was largely due to increased communication with members, public awareness activity and legal costs in connection with regulatory duties.

Services to Members

Focus during 2004, with regard to services to members, ranged from privacy protection procedures, through improved communications, to negotiating Secondary Professional Practice Liability Insurance coverage (SPLI).

In keeping with the requirements of (PIPEDA) the Federal Government's Personal Information Protection and Electronic Document Act, the APGO conducted a full review of its procedures with respect to the safeguarding of all personal information that it collects, uses and discloses. A policy statement was developed and all members and applicants were required to sign a PIPEDA Declaration and Consent form.

The Association's logo "APGO", with the trillium highlight, was registered as a trademark such that the logo can be used both with or without the full name of the Association alongside. Guidelines were also developed and approved to allow APGO C of A holders to use the Association's logo as a footer on their letterhead and in other corporate documentation.

This past year saw the development and launch of "Field Notes", APGO's electronic newsletter. The new format is proving to be a highly effective and economical way of bringing members and the public up-to-date with the activities of the Association and its members, and as a way of keeping practitioners informed of key developments in the discipline of geoscience. Particular thanks are due to the volunteer editors of *Field Notes* (Fiona Childe, P.Geo. and Wendy Diaz, P.Geo.) and those serving on the APGO Communications Subcommittee.

Staff was also involved in working with the Continuing Professional Development (CPD) Subcommittee to help develop APGO's new CPD program for members, which comes into effect on a mandatory basis in 2006. An important achievement was the structuring of a system of an annual CPD Declaration that will lead to the very minimum of associated administrative workload for the APGO office.

Considerable effort also went into the matter of insurance. In addition to a review of APGO's own insurance requirements, which resulted in a change of carrier, arrangements were finalized to allow all APGO members to participate in the national Secondary Professional Practice Liability Insurance (SPLI) program for Canadian professional geoscientists and professional engineers. This new program came into effect for APGO members on April 1, 2005.

Public Awareness

Working together with the Professional Practice Committee, an information pamphlet entitled 'Interpretation, Explanation and Selected Examples of "Professional Geoscience" As Defined in the *Professional*

Geoscientists Act, 2000' was produced and copies have since been widely distributed as part of APGO's public awareness efforts.

During 2004, the APGO participated in conventions and symposia in Toronto (2 events), St Catharine's, Thunder Bay and Sudbury, where it had its display booth and Association material available for public distribution. Throughout the year, a number of talks and presentations were also made about registration and the implications of the Act on practitioners and geoscience service providers, at universities, corporate offices and at other gatherings of geoscientists.



APGO Staff - Crystal Spekking, Northern Ontario Communications Officer and Melinda Semkiw, Director of Registration providing information to a potential new member at the Ontario Prospectors Association Convention in Toronto, December 2004.

Regulatory Matters

In Ontario, APGO continued to participate with its peers as one of the 37 regulated professions in the province, including attending regulators forums, meeting with ministries and participating in a number of surveys and initiatives.

In this context, and in light of all the discussion in the province, particularly in Southern Ontario, about acceptance of internationally trained professionals into the regulating bodies, it is interesting to reflect on the situation at APGO. In November 2004, the APGO participated in a survey of all Ontario's Occupational Regulatory Bodies conducted by the Ministry of Training, Colleges and Universities. Of the 1097 registrants in APGO at the time of the survey, 721 had received their primary geoscience degree in Ontario, 192 had received their primary geoscience degree elsewhere in Canada, while 184 - 17% - were internationally trained (28 U.S.A. educated and 156 with international credentials).

This compares, by example, with 32% internationally trained registrants at the Ontario College of Pharmacists and 3% at the Ontario Professional Foresters Association. Of those professionals registered with Professional Engineers Ontario 27% were reported to be internationally trained.

In the national context, APGO is an active member of the Canadian Council of Professional Geoscientists (CCPG). This largely volunteer organization, run by the member representatives of each of the constituent associations across Canada, meets formally twice a year. By way of support, the CCPG Staff Liaison Group (SLG) is a committee made up of the staff officers from each of the provincial associations. In November 2004, I was appointed chair of the CCPG - SLG. Other national committees in which APGO is actively involved are the Canadian Geoscience Standards Board - where your Association is represented by Greg Finn, P.Geo., former Chair of APGO's Registration Committee, and the National Professional Practice and Ethics Examination Advisory Committee on which I serve as National Chair.

Appreciation

The APGO has benefited greatly from the dedicated efforts and contributions of its staff as well as its many outside service providers, for which I extend sincere thanks on behalf of all the members. As Executive Director/Registrar I would also like to extend thanks to the President, Executive Committee and Council of APGO, the many APGO Committee Chairs, and the various member and others who have given up their valuable time as volunteers to serve the Association in varying capacities. Their commitment and enthusiasm certainly make our jobs as staff, a lot easier and allows the Association to achieve as much as it does.

Respectively submitted,
APGO

Oliver J.H. Bonham, P.Geo.
Executive Director

Registrar and Registration Committee Report

Oliver J.H. Bonham, P.Geo. - Registrar
Steven J. Usher, P.Geo., P.Eng. - Chair

While not on the scale of previous years, the registration process for both existing and new practitioners in geoscience in Ontario, and the issuing of Certificates of Authorization to those firms offering geoscience services, continued at a steady pace throughout 2004.

During the year, the Registration Committee met on 15 occasions to review both new and deferred mem-

bership and Certificate of Authorization applications. Yet again, the Association owes a huge debt of gratitude to the hard working member volunteers on the Registration Committee, who have put in many late hours going through applications.

This year also saw a change of Chair for the Registration Committee. In June, Greg Finn, P.Geo., completed his term as Chair and Steven Usher, P.Geo., P.Eng., was appointed to the position. On behalf of the Association and all members, we extend a very sincere "Thank you" to Greg for doing such a mammoth job of leading APGO's member registration process through the busy transition period. June 2004, also saw some changes to the structure of the Registration Committee, from the large roster format servicing numerous review panels, to a smaller compact group more fit-for-purpose going forward.

Membership Registrations

As of December 31, 2004, APGO had the following membership breakdown:

- 1087 P.Geo.'s
- 6 P.Geo.'s Limited
- 6 P.Geo.'s Temporary
- 3 P.Geo.'s Non-Practising Members
- 43 Geoscientists-in-Training
- 12 Student Members

By year end APGO had received 1329 applications in all from the time of its inception, including 139 applications received during 2004.

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, 2004, APGO had issued 100 Certificates of Authorization, to firms offering and providing geoscience services in Ontario. The breakdown of certification is as follows:

- 57 Sole Practitioners (32 Environmental; 21 Geology and 4 Geophysics)
- 15 Partnerships (11 Environmental and 3 Geology)
- 28 Three or More Practitioners (20 Environmental; 7 Geology and 1 Geophysics)

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

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

Appeals of the Decision of the Registration Committee

The APGO 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 and Procedures Act and take place before a special panel of APGO Council.

During 2004, 7 appeals of the decision of the Registration Committee were held. Of the 7 appeals, 4 were allowed, 1 was dismissed and 2 resulted in technical exams or courses being set.

Quebec - Ontario Inter-Association Mobility Agreement

- 14 APGO member Special Authorizations to undertake Incidental Practice in Quebec were issued, of which 2 were in effect at year end
- 7 OGQ member Special Exemptions to undertake Incidental Practice in Ontario were issued, of which 1 was in effect at year end
- 7 Temporary Permits for an APGO member to practice in Quebec were issued, of which 6 were in effect at year end
- 7 Temporary Certificates for an OGQ member to practice in Ontario were issued, of which 2 were in effect at year end.

Suspensions

As with any public register, it becomes necessary at times to suspend some of those who are registered. Membership suspensions during 2004 resulted from such issues as non-payment of annual membership dues within the time-frame (as set out in by-law), or from not successfully completing the Professional Practice and Ethics exam within the 1 year deferral period as provided for in regulation.

In many cases, these issues were addressed and full licensure was restored. In a few isolated cases, failure to act upon the suspensions has resulted in licenses being struck from the register by Council.

During 2004, the following suspensions were issued:

- 10 for non-payment of annual membership and dues
- 26 for not successfully completing the Professional Practice and Ethics exam within the one year deferral period as set out in regulation for registrations processed during the Transition Period.

As of December 31, 2004, 28 membership suspensions remained in effect.

There were no suspensions issued in 2004 arising out of sanctions imposed as a result of the decision of the Discipline Committee.

PPE Examinations

During 2004, 387 members of, or applicants to, APGO sat the NPPE (National Professional Practice and Ethics) exam, with an average pass rate of 88.9%. 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 avail of 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, and across Canada and the world, the Association continued to make arrangements for candidates to sit the exam at any location, provided suitable facilities and a professionally registered proctor could be arranged.

Once again, on behalf of all who sat the NPPE exam during 2004, we would like to extend our gratitude to all those volunteer members who served as proctors at the many sittings.

The APGO continues to work actively with APEGGA (the Association of Professional Engineers Geologists and Geophysicists of Alberta), provider of the NPPE, to improve both the suitability and performance of the multiple choice questions on the exam. This year saw an important development with respect to the NPPE exam, with the formation of the NPPEAC – the National Professional Practice and Ethics Exam Advisory Committee – a national committee made up of all the users of the exam across Canada. Oliver Bonham, P.Geo., – APGO's Executive Director/Registrar – was appointed Chair of this Committee, which has been active in assessing the relevancy of the exam, initially through the completion of an on-line PPE Validation Survey which many of the members completed.

Respectfully submitted,
APGO

Steven J. Usher, P.Geo., P.Eng. – Chair
Oliver J.H. Bonham, P.Geo. – Executive Director/
Registrar

Nomination Committee Report

William H. Stiebel, P.Geo. - Chair

The Nomination Committee is a Standing Committee of Council, responsible for soliciting and receiving nominations from members for preparation and recommendation of a slate of nominees to fill vacancies on Council. In June 2005, four vacancies on Council were to be filled by members.

On October 31, 2004, a Notice of APGO Council Elections – Call for Nominations was issued by the Executive Director to all members. The positions coming vacant on Council were:

1. Regional Councillor NW Ontario – 3 yr. term
2. Regional Councillor SE Ontario – 3 yr. term
3. Councillor at Large – 3 yr. term
4. Vice President – 1 yr. term, 3 yr. commitment

On January 31, 2005, prior to the closing of nominations a special meeting of the Executive Committee was held on recommendation from the Nomination Committee, and approved a motion to extend the nominations closing to before noon on Wednesday, February 9, 2005, to allow additional time for potential candidates to submit nomination forms since not all vacant positions had received nominees. Members were immediately advised of the extension by e-mail and through posting of the Notice of Extension on the APGO website.

At close of nominations, on February 9, 2005, nominations had been received for the following positions:

1. Regional Councillor SE Ontario –
Stephen Wilson, P.Geo.
2. Regional Councillor NW Ontario –
Kevin Kivi, P.Geo.
3. Councillor at Large –
Neil Westoll, P.Geo., P.Eng.
Kristin Hanson, P.Geo.

A nomination for the position of Vice President had not been received at nomination's closing. The Nomination Committee, after discussion with APGO past and sitting Councillors, recommended to Council the nomination of Maureen Jensen, P.Geo., for the position of Vice President. Nominations for Council were presented in a Nomination's Committee Report to the Executive Committee dated March 4, 2005.

The slate of nominations was accepted by the Executive Committee and presented to Council for discussion and approval at the March 10, 2005 Council Meeting. Council approved the slate of Council nominees and recognized, after review of the slate, that an election would not be necessary for 2005, since the filling of the Vice President's position by a sitting Councillor created a partial residual term for a Councillor at Large position to

be filled at Council. After further discussion with the two nominees for the Councillor at Large vacancies, it was recommended and approved by Council that: Neil Westoll, P.Geo., would serve out the Councillor at Large residual term (2003-2006) vacated by Maureen Jensen, P.Geo., and Kristin Hanson, P.Geo. would fill the Councillor at Large term (2005-2008). Hence, all vacant positions on Council have been filled by acclamation in 2005.

It has become apparent that the Nominations Committee must maintain an ongoing role in attracting and encouraging members to serve on Council and in encouraging serving Council to participate in determining an annual candidate to fill the position of Vice President. Serving on Council, although requiring a significant commitment of time and effort, is a privilege bestowed on members by their peers and provides an opportunity to serve the public, regulate your profession and build a strong geoscience community in Ontario and across Canada.

I would like to thank the members of the Nomination Committee for their work and assistance in encouraging members to participate in and stand for Council.

Non-Member Appointment Committee Report

N. Kenneth Petersen, C.M.C. - Chair

Non-Members represent 25% of the Council of APGO. Our mandate is to bring the view of the people of Ontario and to consider the needs of public as it pertains to the operations and policies of APGO.

Our group was appointed with the Transitional Council in 2000 by the Minister of Northern Development and Mines. The government established the Non-Member Appointment Committee so that we must search out and find our own replacements.

This year two names were put forward to the APGO Council to replace Velasquez Spring, P.Eng. and Peter Frise, P.Eng., who will be leaving Council in June, 2005 when their terms are complete.

Chris Roney, P.Eng. and Matt Hollands, R.P.F. were recommended by the Non-Members Appointment Committee and approved by the APGO Council to sit a two year term, commencing June 2005.

Insurance Advisory Committee Report

William H. Stiebel, P.Geo. - Chair

The Insurance Advisory Committee is mandated to ensure APGO has appropriate insurance in place to enable Council to regulate the profession in accordance with the *Act*, and to review/oversee group insurance plans offered as a service member.

In the last year, it was determined that the Directors' and Officers' Liability Insurance (D&OLI) policy required significant changes in policy terms and coverage to permit Council and the Registrar to execute their duties under the *Act*. In October, 2004, the specific insurance issues were discussed with APGO's insurance broker, Pro-Form Insurance Services – HUB International, who solicited quotes for the required D&OLI from various insurance carriers. Some carriers declined to provide the necessary coverage. Quotes were received from three insurance firms: St. Paul Guarantee Insurance Company, ENCON Group Inc., and American Home Insurance Company and forwarded to APGO for review.

APGO's broker recommended American Home Insurance (AHA) and their policy "as appropriately covering all of the potential issues which may arise for the association". A review of the proposed policies by the Insurance Advisory Committee and the Executive Committee concurred that AHA provided the best coverage D&OLI while having a reasonable premium within the amounts budgeted by Council.

The insured under the policy include the Association – APGO, and Councillors, employees, members and volunteers, when carrying out the business of the Association. On that basis, the Executive Committee and Council agreed to the change of carrier upon renewal of the policy for 2005.

APGO, through its membership in the Canadian Council of Professional Geoscientists (CCPG), is pleased to have arranged the acceptance of APGO members into the Secondary Professional Liability Insurance (SPLI) group plan arranged in conjunction with the Canadian Council of Professional Engineers (CCPE). This SPLI provides coverage to all members should they receive a third party claim resulting from the provision of professional geoscience advice or opinion in an activity not related to their primary employment. This coverage is automatically provided and included with members' annual dues, and became effective in April 2005. Additional information about members' SPLI is provided on the APGO website.

I would like to thank the Insurance Advisory Committee members for their support and work and the Executive Director/Registrar for all of his efforts in arranging and bringing to fruition the SPLI as a member benefit.

Governance Committee Report

Maureen C. Jensen, P.Geo. - Chair

The APGO Governance Committee is considering how the necessary corporate governance obligations of APGO should be addressed and has undertaken to establish a plan during 2005, for developing a governance structure for the Council's consideration. The committee will:

- Develop a corporate governance plan for consideration, discussion and approval by Council;
- Develop a Governance Committee mandate for approval by Council;
- Develop a list of activities that should be included in other APGO committee mandates, to meet corporate governance obligations or the obligations under the *Act*, Regulations and By-Laws; and
- Develop an annual report format for Council to demonstrate that APGO is discharging its corporate governance obligations and to highlight any areas that need to be addressed.



Photo Courtesy of Dennis Gamble, P.Geo.



Photo Courtesy of Dennis Gamble, P.Geo.

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 mandated to develop guidelines and standards for the practice of professional geoscience, develop an ongoing program of professional development, maintain standards of professional ethics and address other matters of professional practice as may arise from time to time. The PPC meets on a regular basis, or as the case may arise, to address specific issues of an urgent nature. The PPC has four subcommittees: Geology, Environmental Geoscience, Geophysics, and Continuing Professional Development (CPD). The reports of the Subcommittee Chairs are provided in the following, describing Subcommittee activities during 2004. These Committees are very important to members since they develop the standards of practice that govern how members should conduct their professional activities and maintain currency in professional practice.

During the past year, the PPC met formally on three occasions. The PPC will meet at least quarterly in the future.

The PPC completed a number of key activities which have been approved by Council during the year:

- Development and issuing of *'Interpretation, Explanation and Selected Examples of "Professional Geoscience" As Defined in the Professional Geoscientists Act, 2000.'* This document clearly defines what activities constitute professional geoscience practice and provides examples of typical activities and job titles;
- Provision of guidance on use of the manual and electronic seal and recommendation to Council for revisions to APGO By-Law No. 3 – Certificate of Registration, Schedule "A" – The Professional Geoscientists Seal. The purpose of the guidance is to clarify when a professional geoscientist is to apply their "seal" and what constitutes a "master" and an "original" document;
- Approval of the *"Groundwater Resources Professional Practice Guidelines"*, developed by the Environmental Geoscience Subcommittee and recommendation to Council for acceptance as an approved APGO Professional Practice Guidelines;
- Environmental Geoscience Subcommittee responds to the Ministry of the Environment requests for stakeholder comment on the various proposed new policies and Regulations that require the practice of professional geoscience to safeguard the public and the natural environment. These activities have required substantial volunteer time to address, sometimes requiring review of complex technical issues in short time frames. In addition, other organizations, including government

agencies, often request comments on various issues that may affect professional geoscience practice;

- Review of the proposed *"Continuing Professional Development Program"*, discussions with the CPD Subcommittee of members' comments and options to improve the program's flexibility; and
- Comments provided by the Geology Subcommittee on proposed revisions to National Instrument 43-101.

In addition to the foregoing, the PPC has responded to additional Professional Practice issues such as proposed Employment Standards Act exemptions that can affect work practices at remote camps/sites; proposed changes to the definition of "Surveying" under the Ontario Surveyors Act that could potentially conflict with professional geoscience practice; and a confidential issue relating to enforcement and negligent practice.

The PPC will continue working with its Subcommittees to provide guidance and establish generic PPG's for different areas of geoscience practice. A roster of senior practitioners in different disciplines will be developed to assist with issues requiring opinion respecting appropriate professional practice relating to Enforcement and Compliance issues.

The foregoing does not do justice to the time and effort expended by our member volunteers to do all of the work, and without whom none of the foregoing, nor any of the following, would exist. These activities are very important in achieving the mandate of APGO, as guidance to all members and as information to the public respecting the practice and role of geoscience in Ontario. Thank you to all PPC and Subcommittee members for all of your hard work and dedication over the last year.



Photo Courtesy of Brian Atkinson, P.Geo.

Geology Subcommittee Report

Velasquez Spring, P.Eng. - Chair

The Geology Subcommittee of the Professional Practice Committee is composed of seven senior practitioners in exploration and mining geology.

In response to a request for comments, from the Canadian Securities Administrators, regarding changes to National Instrument 43-101 Standards of Disclosure for Mineral Projects, Form 43-101 and Companion Policy CP, 43-101 the Subcommittee solicited comments from APGO members. A letter containing a series of recommended changes based on the comments received, was presented to the Canadian Securities Administrators for their consideration.

Hrayr Agnerian, P.Geo., has accepted the position of Co-Chair and will assume the Chair at the start of the 2005-2006 term and looks forward to the continued cooperation of the members. As one of its next objectives, the Subcommittee plans to develop guidelines for Quality Assurance and Quality Control (QA/QC) measures required in data gathering and processing.

Geophysics Subcommittee Report

Milan Situm, P.Geo. - Chair

The Geophysics Subcommittee is composed of six senior geophysicists, representing exploration and environmental practice.

The Subcommittee held its first meeting on March 8, 2005. The first draft of the PPG was passed and forwarded for consideration. The PPG for Geophysics will be formally presented at the next meeting of the Professional Practice Committee.

Environmental Geoscience Subcommittee Report

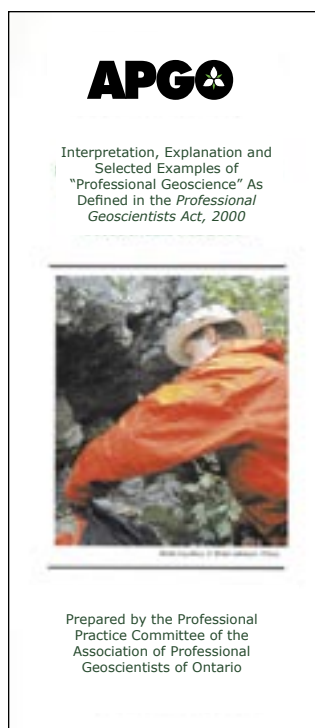
Kenneth E. Lyon, P.Geo. - Chair

APGO's Environmental Geoscience Subcommittee continued to set the pace in 2004 in developing Professional Practice Guidelines, liaising with, and making submissions to regulatory agencies and sponsoring Professional Practice Seminars and workshops for APGO members.

APGO Council approved the second in a series of Environmental Geoscience Practice Guidelines, "*Professional Practice Guidelines for Groundwater Resources Programs*" in 2004. Tony Lotimer, P.Geo., coordinated this effort. Subcommittee members Mary Jane Conboy, P.Geo. and Steve Wilson, P.Geo. are coordinating development of the third and fourth in the series, "*Professional Practice Guidelines for Nutrient and Biosolids Management and Selected Bibliography for the Practice of Environmental Geoscience*," in 2005.

The Ontario Ministry of the Environment (MOE) has kept the Subcommittee busy with analysis and submissions regarding the impacts of several regulatory initiatives on geoscience practice, including watershed-based drinking water source protection, the Qualified Person designation under *Regulation 153/04 - Records of Site Condition*, the draft *MOE Technical Guidance Manual for Phase II Environmental Site Assessments and Regulation 128/03 - Water Wells*. Key Subcommittee members involved in drafting correspondence included Bill Stiebel, P.Geo., Ken Lyon, P.Geo., and Scott MacRitchie, P.Geo. The Environmental Geoscience Subcommittee also responded to several inquiries from individuals and other regulatory agencies.

The Environmental Geoscience Subcommittee is unique within APGO in being the only Committee to sponsor Professional Practice seminars and workshops. The second annual seminar was held in Toronto in June 2004, with a special focus on watershed-based source protection issues. Our thanks go



to Subcommittee members Scott MacRitchie, P.Geo., Garry Pringle, P.Geo., and Ed Rodrigues, P.Geo. These seminars have been so successful that three are planned in 2005 – a workshop on source protection issues in February in Mississauga, a seminar in May at the University of Waterloo and a seminar in the fall, tentatively in Ottawa.

On April 5, 2005, APGO was honoured with the *Earth, Wind, Fire and Water Award* from Sir Sanford Fleming College. This award was presented for our contributions to the Well Aware program sponsored by the Ministry of the Environment. APGO members Mary Jane Conboy, P.Geo., Heather Wilson, P.Geo., and Steve Usher, P.Geo., P.Eng., helped set up and run the APGO portion of the program. Mr. Usher, P.Geo., P.Eng., accepted the award on behalf of APGO and the 42 other hydrogeologists who contributed their time at 62 public meetings, describing the science of groundwater and the importance of water well stewardship. *The Earth, Wind, Fire and Water Award* hangs proudly on the wall of the boardroom at the APGO office in Toronto.

A major challenge facing the Subcommittee is trying to accomplish a tremendous amount with the limited resources of a volunteer group. Our members are advising us of significant Professional Practice issues with some aspects of Regulations 153 and 128. It is taking us time to collate the feedback, and we would ask for members' patience in addressing these issues.

With respect to regulatory initiatives that impact our professional practice, please note that any APGO members' who are employees of government agencies routinely declare conflicts of duty and sit aside when government policies, legislation or related matters are discussed.

Environmental Geoscience Subcommittee meetings



(Left) Steve Usher, P.Geo., P.Eng. accepting the *Earth, Wind, Fire and Water Award* on behalf of APGO and the 42 other hydrogeologists who contributed their time at 62 public meetings describing the science of groundwater and the importance of water well stewardship.

are held monthly, except during the summer. A list of Subcommittee members is posted on the APGO website. I would like to thank our Subcommittee secretary, Doug Fisher, P.Geo., and our liaison with PEO's Environment Committee, Mori Mortazavi, P.Geo., P.Eng. for their regular contributions. We would also like to thank Subcommittee members who retired in 2004 and welcome those who will be joining us in 2005. Let us know what subjects and issues are of most interest to geoscientists and we'll add them to our agenda.

Continuing Professional Development Subcommittee Report

A. Wayne Caston, P.Geo. - Chair

The Continuing Professional Development (CPD) Subcommittee was established in 2003 to develop an ongoing CPD program and a reporting/monitoring/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 professional geoscience, among its members.

In mid - 2004, following the member consultation process the Subcommittee further refined the CPD program, modified the Guidebook and forms and presented the package to Council in September for approval. Council accepted the program and Guidebook, subject to : a) confirmation that APGO's CPD requirements were consistent with other provincial organizations (particularly APEGGA); and b) the completion of an Executive Summary, both as a stand-alone document and as an addition to the Guidebook. These tasks were completed by the Subcommittee during the fall of 2004 and revisions made to the Guidebook and forms.

On December 13, 2004, APGO's Council formally approved the Association's Continuing Professional Development program, as revised, for adoption in 2005 on a voluntary basis, and becoming mandatory in 2006 and thereafter, for all Practising and Limited members of APGO.

The voluntary participation year of 2005 is intended to provide a transition and familiarization period for members. Voluntary submission of the Declaration Form for 2005 (by June 30, 2006) will provide members with the opportunity to become familiar with the process, and will allow carry-over of excess CPD hours into 2006, the first mandatory year of the program (subject to some limitations). The CPD Subcommittee will also be able to refine the reporting, monitoring and auditing processes, if required, for the first year of the mandatory program in 2006.

The CPD Guidebook, together with example forms, dated December 15, 2004, have been posted on the APGO website for access by members and the public. The CPD program is also being distributed to all members prior to the Annual General Meeting in June of 2005.

Complaints Committee Report

Arsalan Mohajer, P.Geo. - Chair

The Complaints Committee (CC) held several meetings to develop Guidelines for Practice and Procedures. The CC has maintained contact with its members consisting of two elected Councillors, five APGO members and two public appointees on Council, as per the regulation requirements.

Several documents, which were approved by Council, were distributed to the public, including a Complaints Process Schematic and *A Public Information Guide – Making a Complaint*. Other internal documents referred to the Executive Committee by the Complaints Committee, 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 the APGO to join the Committee to have a larger roster from which to choose appointments of Preliminary Review Panels (PRPs) in case several complaints are referred concurrently.

The transition of the Chair of CC has been discussed among the Committee and a joint Chair of Arsalan Mohajer, P.Geo. and Irmi Pawlowski, P.Geo. was suggested to ensure continuity of the tasks at hand.

One formal complaint was received from a member of the public this year that involved APGO member conduct. This complaint was in the area of environmental investigation. The professional misconduct was referred to a PRP for review. The member has been given notice of the complaint, through the Registrar, as specified in the complaints process.

Discipline Committee Report

Peter B. Duckworth, P.Geo. - Chair

The following is a report on the current activities of the Discipline Committee.

Maureen Jensen, P.Geo. agreed to chair a Subcommittee of the Discipline Committee consisting of Roger Woeller, P.Geo., Gary Williams, P.Geo., Tony Lotimer, P.Geo. and Peter Duckworth, P.Geo., to draft operating procedures for APGO disciplinary panels, including selection of members. Draft procedures, based on the Professional Engineers of Ontario discipline guidelines, were prepared for discussion and are currently being reviewed by members of the Discipline Committee.

The Discipline Committee agreed to defer the selec-

tion of a new Chair until the guidelines for the conduct of disciplinary hearing were completed, likely in May, 2005 following review by legal counsel and submission to the APGO Council.

A second Subcommittee consisting of Wayne Caston, P.Geo. and Deborah McCombe, P.Geo. was formed to develop guidelines for selection of Committee members, term of office and rotation of Committee members, and to review options and make recommendations regarding independent legal counsel for the Committee.

Strategic Planning Committee Report

Scott A. McLean, P.Geo. - Chair

The role of the Strategic Planning Committee is to review, evolve and assess the impact of the strategic planning process within APGO. As reported last year, a planning session took place in the beginning of 2004 that identified six key action areas that included, Membership Services, Enforcement and Compliance: Operations, Communications, Governance and Finance. Work was carried out in each of these areas throughout the year. Notably, a decision was made by Council that the APGO Vice President chair the Strategic Planning Committee each year. This will ensure that the plan evolves to meet the changing needs of the Association and continues to have recharged focus each year.

Through adherence to the plan in 2004, the efficiency of the Association improved and the achievements described in the President's Report attest to a focus on key issues. In 2005 a continued attentiveness to harmonizing the regulations and processes of the various Associations in Canada, will remain an important strategy as our Association grows as a leader of Professional Geoscience in Canada and the world.

As the Committee Chair is handed over to incoming Vice President, Maureen Jensen, P.Geo., I am sure the Committee will continue to refine and implement a Strategic Plan that benefits all Association members and the Ontario public.



Photo Courtesy of Steve Usher, P.Geo., P.Eng.

Communications Subcommittee Report

Wendy D. Diaz, P.Geo. - Chair

The Communications Subcommittee consists of two APGO staff members, one APGO Councillor and three other APGO members. In the summer of 2004, the Communications Subcommittee put together a team to produce a newsletter for the APGO membership, on the Internet. This team consisted of two staff members, Crystal Spekking (the Northern Ontario Communication Officer) who specializes in web-based design and Oliver Bonham, P.Geo., Executive Director/Registrar as well as an editor and an APGO member. The first editor, Fiona Childe, P.Geo., APGO member based in British Columbia, worked hard to get *Field Notes* underway and helped put together the October inaugural issue, including setting the groundwork around editorial policy and creating the first look of *Field Notes*. Since taking over as Committee Chair, Wendy Diaz, P.Geo. has edited four more issues.

Field Notes Numbers 1 through 5, were distributed via electronic mail to APGO members in October, 2004; November, 2004; December, 2004; February, 2005 and March, 2005. The Subcommittee expects to issue the newsletter a total of 10 times per year. Subcommittee members have contacted various sponsors and have secured sponsorship for the newsletter from two companies so far. The newsletter is the voice of the APGO membership which showcases various issues and introduces important information to the members.

Over 20 articles have been written by various APGO members and published in *Field Notes*. Topics vary from: Interprovincial Mobility; Announcing Continuing Professional Development Requirements; Proper Use of the Professional Seal; Professional Discipline cases in Canada and Disaster Management Lessons of the 2004 Tsunami and the fundamental role of geoscientists in all geohazard work related to risk management. Also included in the newsletter are: various electronic links to interesting articles in other professional publications; newly published textbooks; and a job link to the APGO website.



Northern Ontario Communications Officer Crystal Spekking, hard at work on the November issue of *Field Notes*.

Northern Ontario Subcommittee Report

Jack R. Parker, P.Geo. - Chair

The mandate of the Northern Ontario Subcommittee is to foster the presence of the APGO in Northern Ontario and to improve accessibility of the APGO for Northern Ontario members.

In early 2004, the Subcommittee submitted an application to FedNor to fund and support an internship for a new APGO presence in Northern Ontario. As a result, a satellite office was established in Timmins with the support of FedNor, the Timmins Economic Development Corporation, the City of Timmins and NEOnet. Crystal Spekking, Northern Ontario Communications Officer for APGO, presently staffs the office as part of a youth internship program. The office supports the dissemination of APGO information and provides a site where queries and concerns of Northern Ontario members can be addressed.

In October 2004, Jack Parker, P.Geo., Councillor for Northeastern Ontario, assumed the Chair of the Subcommittee, replacing Scott McLean, P.Geo.

Subcommittee plans for 2005 include:

1. Increasing member awareness and enrollment in Northern Ontario through improved communications with APGO members by attending various meetings and making presentations across the North; and
2. Exploring possibilities to renew the APGO satellite office in Northern Ontario after the current program is finished, either in Timmins again or another northern centre.

Association of Professional Geoscientists of Ontario/www.apgo.net



Association of Professional Geoscientists of Ontario Members Newsletter

<p>One of <i>Field Notes</i> Sponsors:</p> <p>Manulife Financial</p> <p>SPECIAL OFFER exclusively for APGO Members.</p>	
<p>In This Issue</p> <p> President's Perspective</p> <p> Meet your Councillors</p>	<p>President's Perspective - John Buckle, P.Geo. - APGO President</p> <p>Season's Greetings to all Ontario Geoscientists and best wishes for a prosperous New Year.</p> <p>It's difficult for me to believe that only a year ago there was significant doubt that the APGO would be able to exist. Yet, one</p>

Mobility Subcommittee Report

George H. Wahl, P.Geo. - Chair

A recent study by the Conference Board of Canada indicates that this country faces a real skills shortage problem. The first reason is demographic, the second is that demand for skilled workers far outstrips supply, and the third is the increasing competition for skilled workers, not just within our borders, but from the United States and globally. These three reasons are the ones usually given for Canada's increasing labour shortage problem; however, there also exists another issue, which has only started to be debated openly — the walls of protectionism that prevent the free movement of trade and services to and within Canada.

Although the Federal and Provincial governments signed an Agreement on Internal Trade (AIT) in 1995, the AIT has failed to bring freer trade within Canada. Robert Knox, author of a recent study on trade agreements and a former Federal negotiator of the AIT, charges that provinces routinely ignore the AIT:

"Since the agreement (AIT) came into force in 1995 it has been invisible. It fails in many respects to accomplish its goals and Canadian governments have not used it to co-ordinate their efforts to make Canada's domestic market work better."

Geoscientists, accountants, lawyers and engineers are but a few professionals who find their mobility hampered by the lack of a national recognition system. To improve the situation, all provinces must co-operate to create a national system for qualification recognition.

With a system of fewer regulations and a common basis for recognition, we suggest that barriers to the mobility of labour among provinces be abolished. With a cohesive system of regulation across Canada labour mobility agreements with foreign jurisdictions can also be more easily negotiated to ensure that Canadian geoscientists can continue working abroad without having to endure protectionist regulations.

The current provincially based regulatory system simply fails to recognize the highly mobile nature of geoscience practice in Canada and around the world.

As a first step, the APGO's Mobility Subcommittee has been actively working at removing barriers to mobility of geoscientists among the provinces.

At the Canadian Council of Professional Geoscientists (CCPG), the APGO failed to convince the Council members of the need to move beyond the inadequate changes resulting from the AIT. As a result, APGO has sought the assistance of the Prospectors and Developers Association of Canada (PDAC) to seek change from the Federal and Provincial governments.

A second strategy of the Subcommittee is to work with members of the CCPG to harmonize existing regulations between provinces. With increased pres-

sure from governments, geoscience practitioners and forward thinking provincial regulatory bodies, real change which will benefit Canadian geoscience practitioners, can be achieved.

Enforcement and Compliance Committee Report

Stephen R. Wilson, P.Geo. - Chair

The Enforcement and Compliance Committee 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 Committee's primary function is to provide guidance to the Registrar, who is an ex-officio member of the Committee. The Committee reports to Council.

The activities and accomplishments of the Enforcement and Compliance Committee for 2004 include:

- The preparation of detailed lists of companies and individuals within the environmental and mining sectors that are offering geoscience services to the public. These lists have been submitted to the Registrar for further review. A policy for contacting those deemed by the Registrar to require a Certificate of Authorization or Certificate of Registration is under formulation;
- Continuation of the program to record reports of non-compliance, received from APGO members and the public, and monitoring of various print and electronic media; and
- The development of a program to advise public organizations, such as Municipalities, of the requirements under the *Act*, of the consultants they may retain.



Photo Courtesy of Brian Atkinson, P.Geo.

APPENDIX 1

The following are the Audited Financial Statements for the past year of operation of the APGO:

**Association of Professional
Geoscientists of Ontario**

Financial Statements
December 31, 2004

Note: The following Financial Statements have been reviewed by the APGO Audit Committee and Executive Committee and were approved by APGO Council for presentation and acceptance by the Members at the Annual General Meeting of the Association to be held in June 2005.

**Association of Professional
Geoscientists of Ontario**

Financial Statements

December 31, 2004

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, 2004** and the statements of operations and cash flows for the year then ended. These financial statements are the responsibility of the Association of Professional Geoscientists of Ontario'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 of Professional Geoscientists of Ontario as at **December 31, 2004** and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Mississauga, Ontario
March 23, 2005



Clarkson Rouble LLP
Chartered Accountants

Association of Professional Geoscientists of Ontario

Statement of Financial Position

As at December 31

	2004	2003
Assets		
Current		
Cash and equivalents	\$ 353,558	\$ 355,664
Membership fees receivable (Note 3)	265,878	246,287
Prepaid expenses	4,909	4,909
Due from related party	-	485
	624,345	607,345
Equipment	3,472	6,262
	\$ 627,817	\$ 613,607

Liabilities

Current

Accounts payable and accrued liabilities	\$ 54,251	\$ 76,229
Accrued and withheld taxes	33,882	33,854
Deferred membership dues and exam fees	477,960	461,165
Dues received before acceptance	16,015	24,555
	582,108	595,803

Net Assets

Net assets	45,709	17,804
	\$ 627,817	\$ 613,607

On behalf of the Board:

Councilor

Councilor

Association of Professional Geoscientists of Ontario**Statement of Changes in Net Assets****Year Ended December 31**

	2004	2003
Net assets (unrestricted deficit), beginning of year	\$ 17,804	\$ (68,979)
Excess of revenue over expenses	27,905	86,783
Net assets, end of year	\$ 45,709	\$ 17,804

Association of Professional Geoscientists of Ontario

Statement of Operations Year Ended December 31

	2004	2003
Revenue		
Membership dues	\$ 466,135	\$ 406,091
Exam fees	72,275	115,765
Registration fees	40,394	102,786
Stamps, seals and miscellaneous	16,885	28,162
Rental income	9,126	11,178
Interest income	1,952	1,479
	606,767	665,461
Expenses		
Administration	285,553	282,334
Council and other committees	7,370	13,292
Office and general	80,794	61,361
Rent	54,976	54,039
Communications	17,612	18,752
Accounting and audit	16,323	17,124
Legal	23,675	17,006
Travel	13,840	10,497
Postage and photocopying	25,173	6,970
Telephone and fax	6,919	5,691
Interest on long term debt	12	5,149
Registration committee and examination	39,395	80,740
Bad debts	121	2,502
Amortization	3,116	2,143
Bank charges and interest	3,983	1,078
	578,862	578,678
Excess of revenue over expenses	\$ 27,905	\$ 86,783

Association of Professional Geoscientists of Ontario

Statement of Cash Flow Year Ended December 31

	2004	2003
Operating activities		
Excess of revenue over expenses	\$ 27,905	\$ 86,783
Amortization	3,116	2,143
	31,021	88,926
Cash generated from (used for)		
Changes in non cash working capital items		
Membership fees receivable	(19,591)	(23,796)
Prepaid expenses	-	50
Accounts payable and accrued liabilities	(21,977)	4,413
Accrued and withheld taxes	28	13,334
Dues received before acceptance	(8,540)	24,555
Notes payable	-	(35,000)
Deferred membership dues and exam fees	16,795	172,259
(Decrease) increase from operating activities	(2,264)	244,741
Financing activity		
Due from related parties	484	(2,965)
Increase (decrease) from financing activity	484	(2,965)
Investing activities		
Disposal of equipment	2,068	-
Purchase of equipment	(2,394)	(3,915)
Decrease from investing activities	(326)	(3,915)
Decrease (increase) in cash	(2,106)	237,861
Cash, beginning of year	355,664	117,803
Cash, end of year	\$ 353,558	\$ 355,664

Association of Professional Geoscientists of Ontario**Notes to Financial Statements****December 31, 2004**

1. Purpose of Association

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

The purpose of the Association of Professional Geoscientists of Ontario "APGO" 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.

2. Significant accounting policies

The accounting policies of the organization are in accordance with Canadian generally accepted accounting principles and their bases of application is consistent with that of the previous year. Outlined below are the policies considered to be particularly significant.

(a) Revenue recognition

The APGO 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, 2004, membership in the APGO stood at 1,159 (2003 - 1,108), and 126 applications for membership were in process for approval. As at March 23, 2005, membership has increased to 1,182, with 115 applications for membership in process.

Association of Professional Geoscientists of Ontario**Notes to Financial Statements****December 31, 2004**

4. Commitments

The APGO is committed to minimum annual lease payments under long-term leases on buildings and equipment as follows:

2005	\$	76,900
2006		73,100
2007		17,050
		<hr/>
		\$ 167,050

Appendix 2

List of Councillors APGO Council (2004-2005)

President 2004-2005

John Buckle, P.Geo.
Geological Solutions

Past President 2004-2005

William Stiebel, P.Geo.
Jacques Whitford Limited

Vice President 2004-2005

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

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.
Ministry of the Environment

Lieutenant Governor in Council Non Mem- ber Appointee 2003-2006

June Hannah
Self-Employed

Elected Regional Councillor Northeastern Ontario 2004-2007

Jack Parker, P.Geo.
Ontario Geological Survey

Elected Regional Councillor Northwestern Ontario 2003-2005

Kevin Kivi, P.Geo.
Kivi Geoscience

Elected Regional Councillor Southwestern Ontario 2003-2006

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

Elected Regional Councillor Central Ontario 2003-2007

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

Elected Regional Councillor Southeastern Ontario 2003-2005

Stephen Wilson, P.Geo.
Golder Associates

Elected Councillor at Large 2004-2007

George Wahl, P.Geo.
G.H. Wahl Geological Consulting

Elected Councillor at Large 2003-2005

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

Elected Councillor at Large 2003-2006

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

Elected Councillor at Large 2003-2006

Steve Usher, P.Geo., P.Eng.
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

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

Appendix 3

List of Committees of APGO (2004-2005)

Statutory Committees

Registration Committee

Chair - **Steve Usher, P.Geo., P.Eng.** (Elected Councillor), Gartner Lee Limited
A. Wayne Caston, P.Geo. (Elected Councillor), A. Caston Consulting Services Ltd.
Vice Chair - **James Steel III, P.Geo.** (Member), Mining Insights Inc.
Irmi Pawlowski, P.Geo. (Member), Ministry of the Environment, Ontario
Greg Zwiers, P.Geo. (Member), Earth Tech (Canada) Inc.
David Charlesworth, P.Geo. (Member) David L. Charlesworth & Associates Inc.
Wayne Caston, P.Geo. (Elected Councillor), A. Wayne Caston Consulting Services Ltd.
Douglas Cater, P.Geo. (Member), Self Employed
David Legault, P.Geo. (Member), URS Canada Inc.
Ian MacDonald, P.Geo. (Member), Water & Earth Science Associates Ltd.
Martin Taylor, P.Geo. (Member), Self Employed
Tony Szeto, P.Geo. (Member), York University
Oliver Bonham, P.Geo. (Executive Director/Registrar) (ex-officio), APGO
Plus CUDGO Rep, one additional councillor and other practising members as appointed to serve on the Registration Committee to sit on application review panels

Complaints Committee

Chair - **Arsalan Mohajer, P.Geo.** (Member), Seismic 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 Councillor), 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, Ontario
Plus 1 Elected Councillor and 1 Non-Member Appointed Councillor

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Secretary - **Deborah McCombe, P.Geo.** (Member), Ontario Securities Commission
Gary Williams, P.Geo. (Member), R.J. Burnside & Associates Limited
Vice Chair - **Tony Lotimer, P.Geo.** (Member), Lotowater Geoscience Consultants Ltd.
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Roger Woeller, P.Geo. (Member), Water and Earth Science Associates Ltd.
Lisa Holzman, P.Geo. (LGA Member Appointed Councillor), Ministry of the Environment
Plus 1 Elected Councillor and 1 Non-Member Appointed Councillor

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Lisa Holzman, P.Geo. (LGA Member Appointed Councillor), Ministry of the Environment

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Brian Thompson, P.Geo. (Member), Geosolutions
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Jack Parker, P.Geo. (Elected Councillor), Ontario Geological Survey

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Ken Petersen, C.M.C. (Non-Member Appointed Councillor), Petersen Consulting
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Crystal Spekking (Communications Officer - Northern Ontario) (ex-officio), APGO

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Chris Davis, P.Geo. (LGA Member Appointed Councillor), INCO Technical Services Limited
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