



PROFESSIONAL GEOSCIENTISTS ONTARIO

ANNUAL REPORT

2024-2025

Detailed insights into our
financials, operational
highlights, and plans for the
year ahead



Photo By: Sarah Reese, GIT



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Mission

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

Vision

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

PGO Council 2024-2025

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

President Robert Hearst, PGeo.
Vice President Alicia Kimberley, PGeo.
Past President Mary-Anne Hildebrandt, PGeo., FGC
Central Ontario Councillor Nataliya Tkach, PGeo., PEng., FGC
North Western Ontario Councillor Ryan Weston, PGeo.
North Eastern Ontario Councillor Laura Katz, Ph.D., PGeo.
South Western Ontario Councillor Clayton Sereres, PGeo.
South Eastern Ontario Councillor Michel Kearney, PGeo.

Councillors-at-Large:
Michaela Kuuskman, PGeo.
Sheila Daniel, PGeo.
Joanna Hodge, PGeo.

Lieutenant Governor-in-Council Registrant Appointees:
Kristina Small, PGeo.
Roger Woeller, PGeo., FGC

Lieutenant Governor-in-Council (Non-Registrant) Appointee:
Paul Connor, MBA, FGC (Hon.) Public
Trina Maher

(Non-Registrant) Appointees:
Cerise M. Latibeaudiere, LLB
Michael Bunn, FCPA
Kelly Bolduc O'Hare

Letter to the Ministry of Energy and Mines

The Honourable Stephen Lecce, MPP
Minister of Energy and Mines
Whitney Block, 5th Floor
99 Wellesley Street West
Toronto, ON M7A 1W3

Dear Minister Lecce,

On behalf of the Council of Professional Geoscientists Ontario (PGO), its staff, and dedicated volunteers, I am pleased to present the 2024–2025 Annual Report. This report encompasses our audited financial statements for the fiscal year ending December 31, 2024, along with comprehensive updates on our regulatory activities, strategic initiatives, and collaborative efforts undertaken since our last Annual General Meeting in June 2024.

As the regulatory authority established under the Professional Geoscientists Act, 2000, PGO remains steadfast in its mandate to protect the public interest by ensuring the competence and ethical conduct of professional geoscientists in Ontario. Our commitment to transparency, accountability, and continuous improvement underpins all our endeavors.

Regulatory Excellence and Growth

The profession continues to experience a return to steady growth. As of December 31, 2024, PGO regulates 3,648 registrants, including full and limited practicing geoscientists. As well, PGO's membership includes 717 Geoscientists-in-Training (GITs). This upward trend in registrants and GITs reflects the increasing recognition of geoscience's vital role in addressing contemporary challenges such as the search for critical minerals, effects of climate change, resource management, and environmental protection. The increasing trend in GIT registrants is encouraging in that it is an indicator that geoscience and the PGO will continue to grow in Ontario.

Addressing Unauthorized Practice

We remain vigilant against unauthorized practice, recognizing its potential risks to public safety and environmental integrity. PGO employs a balanced approach of outreach, education, and enforcement to mitigate this issue. We appreciate the Ministry's ongoing support and collaboration in exploring legislative amendments to the Professional Geoscientists Act, 2000 (PGA) that would enhance our capacity to address unauthorized practice more effectively.

As part of addressing unauthorized practice, and in support of labour mobility, it is worth mentioning that PGO is leading the way on incidental geoscience practice with a temporary permit policy allowing registered geoscientists from other Canadian jurisdictions to practice in Ontario upon registration for up to 36 months over a 48-month period.

Collaborative Engagement and Policy Input

PGO values its collaborative relationships with various provincial ministries. Over the past year, we have provided expert input on several initiatives, including:

- Advising the Ministry of Energy and Mines on proposed amendments to mining regulations.
- Collaborating with the Ministry of the Environment, Conservation and Parks on groundwater protection strategies.
- Participating in consultations with the Ministry of Natural Resources and Forestry regarding erosion hazard technical guidelines.

These engagements underscore the importance of geoscientific expertise in informing sound public policy and regulatory framework.

Advancing Diversity, Equity, and Inclusion

In alignment with our strategic priorities, PGO has continued efforts to promote diversity, equity, and inclusion within the geoscience profession. Initiatives undertaken include:

- Revision of early career mentorship and university outreach programs targeting the many facets of geoscience through inclusion of volunteer presenters of diverse backgrounds to reach both mainstream and underrepresented groups.
- including as part of the annual virtual PGO symposium sessions focused on inclusive practices.
- Reviewing and updating internal policies to foster an equitable organizational culture.

We believe that a diverse and inclusive geoscience community enhances innovation and better serves the public interest.

Climate Change and Sustainability Initiatives

Recognizing the critical role of geoscientists in addressing the effects of an ever-changing climate, PGO has an established and dedicated Climate Change and Sustainability Subcommittee. This body is tasked with:

- Developing guidelines for climate-resilient geoscientific practices in conjunction with the PGO Professional Practice Committee.
- Facilitating knowledge exchange on sustainable resource exploration and management.
- Supporting registrants in integrating climate considerations into their work.
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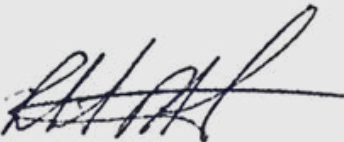
Our commitment to sustainability is integral to our regulatory responsibilities and reflects our dedication to safeguarding Ontario's environmental future.

Conclusion

PGO remains committed to upholding the highest standards of professional practice in geoscience. We are grateful for the Ministry's continued support and collaboration, which are essential to our shared goal of protecting the public and the environment.

Should you have any questions or require further information, please do not hesitate to contact us.

Respectfully submitted,



Robert Hearst, P.Geo.
President
Professional Geoscientists Ontario

Message from the President

This year is a very special year for PGO. Not only is 2025 the 25th Anniversary of the passing of Professional Geoscientists Ontario's (PGO) Professional Geoscientists Act, 2000, but we are also honoured to host Geoscientists Canada's Board and Annual General Meetings. The PGO June 6th Annual General Meeting also marks the end of my term as President of PGO. The period of June 2024 to June 2025 has been a challenging one for many in the geosciences. For PGO it has been a period of rapid change brought about by many external factors including elections provincially, federally, and internationally, all of which have had some influence on the geoscience community here in Ontario. From a regulatory perspective we have seen changes and introspective reviews happening with many of our sister organizations (EGBC, APEGA, and APEGS to mention a few) and a shift in regulations pertinent to the practice of geoscience in many provinces, including Ontario.

For PGO, many of these changes in provincial and federal governance will have minimal effect on the organisation as PGO has been actively reviewing and updating our governance, policies, regulatory practices, and activities to ensure that the organisation is meeting the requirements of our enabling Act (PGA, 2000) for protection of the public and the environment. A key component of this mandate is following through on the Strategic Plan for 2024-26 as outlined on the PGO website. All the components of the Strategic Plan have a requirement for more effective communication with our registrants and the public with respect to implementing leading practices and right-touch regulation.

Over the past year, PGO has been called upon by the Provincial Government to review and provide guidance on the regulatory aspects of:

- Proposed amendments to mining regulations (Ministry of Energy and Mines)
- Groundwater protection strategies (Ministry of the Environment, Conservation and Parks), and
- Erosion hazard technical guidelines (Ministry of Natural Resources and Forestry)

These activities could not be undertaken without the support of the numerous volunteers that are involved with the various committees and sub-committees of the PGO. The strength of PGO comes from the experience, knowledge, skills, and dedication of the many volunteers that lend their time to the organisation. This includes not only your Council members but also many registrants and GITs from all aspects of geoscience, public representatives, and a very dedicated office staff to support these initiatives.

As we approach the 25th Anniversary celebration of PGO, it is not only a celebration of PGO, but of all past and present councilors, volunteers, registrants, and staff that have and are making the PGO a going concern and a leader in geoscience regulation.

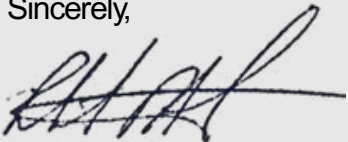
As PGO moves forward into its 26th year, the focus has been on improving:

- Governance, internal policies, and regulatory practices. This includes a review of the Continuing Professional Development (CDP) program and reporting procedures; a review and updating of standards of professional practice; examining diversity, inclusion, and accessibility within the profession; and, examining sustainability and changing climate through the lens of professional geoscience practice.
- increased communication with registrants and geoscience students through student outreach at conventions, on-campus presentations, mentoring opportunities and networking events. A goal has been to inform geoscience students of the benefits of becoming a PGO student member, encouraging them to become GITs upon graduation and, and making clear the path to becoming full practicing professional registrants.
- Updating and improving upon existing mentoring for students and early career geoscientists.
- Continuation of the successful April PGO Symposium.
- Development of a risk management framework focused on regulation of registrants with the express purpose of protecting the public.
- Collaborating with the Ministry of Energy and Mines in the review and potential updating of the Professional Geoscientists Act, 2000.

As PGO grows larger and the public becomes more aware of the regulatory body, PGO is experiencing more enquiries with respect to professional practice. Enquiries received cover the broad range of topics relating to professional geoscience, and have generated various results including updating of professional practice guidelines, the filing of formal complaints, and discipline processes when appropriate. There is also an increasing number of applications for registration with PGO. To facilitate the increase, PGO has added to its staff and is utilising the online Competency Based Assessment (CBA) for applicants. This online system is used by most professional geoscience regulators in Canada. These are positive signs that PGO has matured into a respected and trusted regulator.

In conclusion, I strongly encourage any and all registrants to become involved as a volunteer with PGO. Opportunities exist to join Council, committees, sub-committees, student outreach, networking and mentoring initiatives. Your involvement will support professional geoscience practice and the protection of the public and the environment.

Sincerely,

A handwritten signature in black ink, appearing to read 'R. Hearst', with a stylized, flowing script.

Robert Hearst, PGeo.
PGO Council Chair and President (2024-2025)

Message from the Interim CEO – Embracing Change in Service of Public Protection

Change is a constant—inevitable and ever-present. Whether driven by shifts in societal expectations, technological advancements, legislative developments, or broader global trends, change is not inherently negative. In fact, it can be a catalyst for clarity, innovation, and renewal.

At Professional Geoscientists Ontario (PGO), change is embraced as a means to improve, evolve, and remain relevant in a dynamic regulatory environment. Throughout 2024 and into early 2025, PGO has actively undertaken a number of strategic initiatives to strengthen its role as a professional regulator committed to public protection.

Our staff, alongside numerous committees and dedicated volunteers, have worked diligently to ensure that PGO operates with fairness, transparency, and robustness in all aspects of regulatory governance. These collective efforts reinforce PGO's commitment to excellence and public accountability.

As part of these changes, I am honoured to serve as Interim CEO while a search is undertaken for PGO's next visionary leader. Previously, I served as Executive Director and Registrar of APGO from 2007 to 2012, and I am proud to support PGO during this transitional period. While the search for the next CEO occurs, the organization continues to fulfill its statutory mandate without interruption.

I am also pleased to welcome PGO's newest staff member Kristina Hanson, Registration Administration Assistant, who will support the ongoing efficiency and responsiveness of PGO's registration processes. Significant legislative changes are occurring nationally, particularly concerning labour mobility and the movement of goods and services. In response, PGO is committed to working collaboratively with the Ministry of Energy and Mines to ensure continued regulatory integrity while facilitating professional mobility across Canada. Our proactive stance was demonstrated in 2022, when PGO introduced incidental practice provisions to support professionals temporarily working in Ontario.

PGO's Registration Committee and staff remain firmly committed to fair, transparent, and timely administration of registration applications. This is carried out with a focus on maintaining the rigorous standards required to protect the public. Notably, over the past 18 months, PGO has successfully implemented an online, competency-based assessment system for evaluating professional experience—enhancing accessibility, transparency, and equity.

In addition, the Governance Committee has reviewed, renewed, and developed new policies and processes to guide PGO's future. You can view the latest governance documentation here: [PGO Governance Manual](#).

The Complaints and Discipline Committees, in keeping with updated legislation external to PGO, have updated guiding rules and processes in alignment with external legislative requirements. As expected of a mature and reputable regulator, these committees are also managing an increasing number of complaints with professionalism and diligence.

I encourage you to read the Committee reports included in this Annual Report to better understand the essential work undertaken by volunteer professional registrants, lay volunteers, and PGO staff throughout the past year.

In closing, I would like to note a significant milestone. PGO marks its 25th anniversary in 2025, with a day of celebration planned for Friday, June 6th. There has been much positive change in 25 years: the number of registrants; the number of staff and volunteers; the numerous projects and undertakings to enhance public protection through professional practice; improved and expanded guidance and governance; and, so much more. I congratulate the Council, Committees, innumerable dedicated volunteers, staff, supportive stakeholders, and the professional geoscientist registrants on the immense strides made in professional geoscience regulation in Ontario and protection of the public. I invite you to join PGO on June 6th to celebrate 25 years of continuous improvement in transparency, fairness, accountability, and ethical public protection. Please visit <https://www.pgo.ca/about/25th-anniversary> for more information. We look forward to welcoming you.

Warm regards,

Andrea Waldie, P.Geo., FGC
Interim CEO
Professional Geoscientists Ontario





COMMITTEE REPORTS

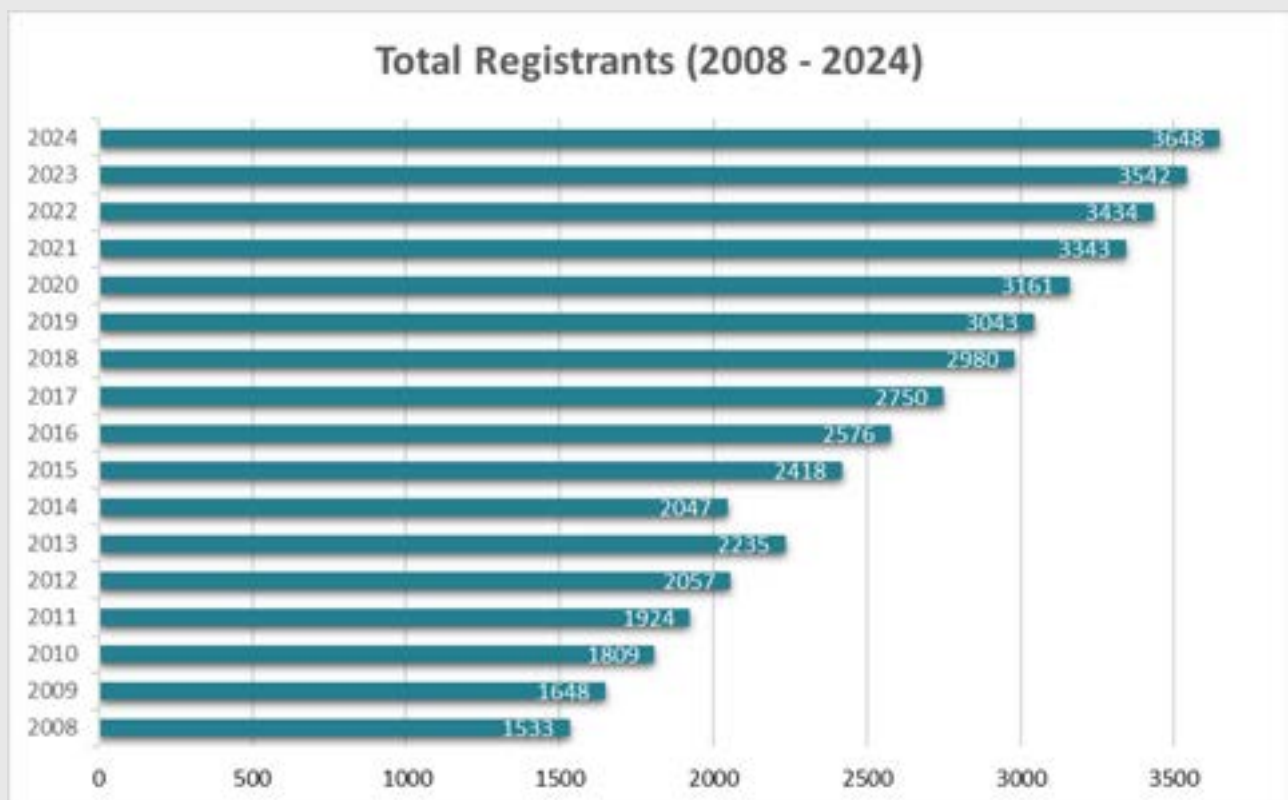
Registration Committee

Eilidh Lewis, M.SC., P. Geo. - Registrar
Roger Philips, PH.D., P. Geo., FGC - Committee Chair

The Registration Committee continued with virtual meetings in 2024, allowing for easier participation of volunteers across Ontario. Eight meetings were held during 2024, where 407 applications were reviewed by the Registrar and Registration Committee. The Registrar and staff would not be able to function without the group of dedicated committee members who have been willing to donate their time and expertise to registering numerous professional geoscientists, limited professional geoscientists, and geoscientists-in-training, and we greatly appreciate the work that they do.

The Competency-Based Assessment (CBA) system for evaluating the work experience of applicants saw its first full year of use in 2024. The system allows for the standards of entry to practice to be upheld and that registration decisions are kept consistent and fair for all applicants, regardless of where they trained. The Registrar would like to acknowledge the hard work of the Registration Committee in adopting the system, and for the time that they put in to reviewing the assessments ahead of the committee meetings. The CBA system allows the registration team to streamline the application process, and allows for faster decisions, once all documentation has been received.

At the end of 2024 the total registrants (including full practising, limited practising, geoscientists-in-training) of the PGO stood at 3648, an increase consistent with the rate of growth recorded over recent years. The increase seen in full practising registrants in 2024 to 2488 represents an overall growth in the number registrants, while also offsetting the retirements and resignations in 2024. As of the end of 2024, PGO had 89 limited professional geoscientists (P.Geo.(Limited)).





Student numbers increased to 422 in 2024, a promising sign after the decreasing trend seen from the high of 533 in 2020 to low of 393 in 2023. While the previously decreasing numbers from 2020 to 2023 are considered reflective of the decrease in enrollment in geoscience programs, the increase in opportunities for students within PGO as volunteers and to attend events, has motivated more students to sign up. It is encouraging to see that the GIT numbers are continuing to rise, up to 717 in 2024, so those students that do graduate with a geoscience degree are continuing to register with PGO. This increase will help to offset retirements in the coming years, and allow PGO registrant numbers to grow and support the overall health of the organization.



The gender makeup of all registrants has remained steady in the two main categories tracked, with a slight increase in female GITs over the 2023 data. Full practising and GIT registrants were identified as 74% and 60% for males, while female registrants remained at 26% and 40%, respectively. The trend towards parity based on the GIT and student data is encouraging for the future of geoscience in Ontario.

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

Complaints Committee

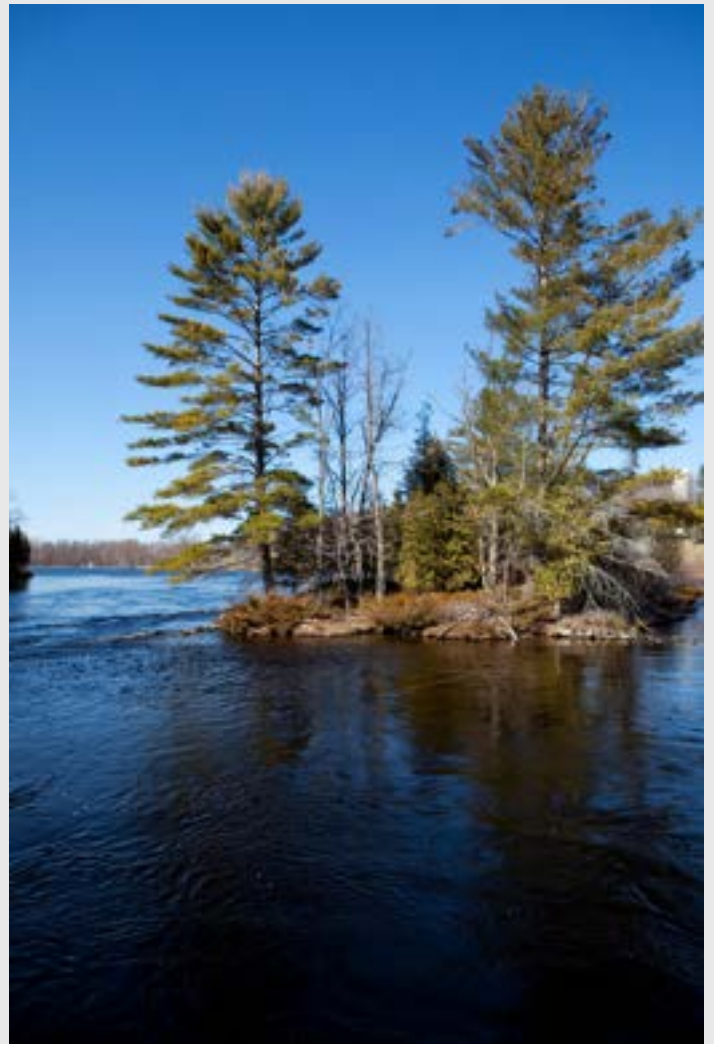
Douglas Cater, P. Geo., FGC - Committee Chair
Michaela Kuuskman, P.Geo - Committee Chair

The Complaints Committee remained very active during the year. A decision was reached on C-142 where an agreement was reached between the complaints panel and the registrant.

Other complaints heard throughout 2024, include C-143, C-144 and C-145 which are all still under review by preliminary review panels.

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

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



Discipline Committee

T.A. Tammy Middleton, P. Geo., FGC - Committee Chair



The Discipline Committee is responsible for hearing and determining cases of professional misconduct, negligence, or incompetence brought against a PGO member or certificate holder. Our 19 members include elected Councillors, non-registrant appointees, and geoscientist registrants at large. The Discipline Committee meets quarterly using video calls. Discipline Hearings are scheduled as needed.

There were no Discipline Hearings in the past year. Our committee has four cases in progress and Hearings are likely to be scheduled within the next six months. The PGO website contains current Notices of Hearing, previous Discipline panel decisions and order documents, and the schedule of upcoming hearings.

Through the past year, Discipline Committee members worked together with independent legal council to prepare an updated Rules of Procedure document for the committee. This document can be found on the PGO website under "Act, Regulations, and Governance".

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

As my term as Chair of the committee ends this June, I want to thank all the committee members for their considerable support, professionalism, and hard work over the past year.

Enforcement and Compliance Committee

Roger Woeller, P. Geo., FGC - Committee Chair

The Enforcement & Compliance (E&C) Committee is a Standing Committee of Council. The Committee mandate is to protect the public by optimizing the approach, practices and tools available to PGO for reducing the illegal practice of geoscience in Ontario (geoscientists practicing without a license or firms engaged in practice without a current Certificate of Authorisation (CofA)). The operational term of the Committee is open-ended.

The current seven members encompass both Practicing Geoscientists and other non-Registrant professionals. Their backgrounds and expertise are diverse and continue to represent the sub-specialties of the practice of geoscience, places of employment and fields of endeavor supportive of the practice of geoscience. We also have extensive participation of ex officio membership including the CEO, the Registrar/staff and members of the PGO Executive Committee. Currently our group is constituted with elected councilors, appointed registrant members of council, non- registrant members of the public with special expertise and geoscientists from the PGO registration at large.

Committee executive positions are for a minimum two-year term and include a Chair (appointed by Council), Vice Chair and Secretary (elected by the Committee). We have added one new member this year and are currently soliciting for an additional member to offer both a succession of ideas and thought but also to replace recently announced retirements. Our discipline subbase is well distributed as they now stand and new appointees from any subdiscipline of Geoscience or from the public at large will be welcomed.

The mandate of the Enforcement and Compliance Committee is primarily focused outside of our body of Registrants. The E&C committee also continues to participate with the PGO Professional Geoscientists Act Amendment Ad Hoc Committee. Legislation, Regulation, and Bylaw play an important role in the fulfillment of the E&C mandate.

Activities Undertaken by the E&C 2024.

The Enforcement and Compliance Committee met six times over the course of the past year and at a minimum, quarterly. Our meetings were conducted virtually using primarily web conferencing and phone-in tools.

Our support to the PGO and staff included this year:

- Advancement of modernized tools for the detection of illegal practice (individual or corporate) (ongoing)
- To assist the Registrar in the prioritizing of incidents of illegal practice through a risk assessment and risk management lens to guide enforcement actions.
- Examine and address as able and as appropriate any marketing of the practice of geophysics by non-registrants in a manner inconsistent with the protection of the public.
- Response to communications submitted by Registrants and agencies of government regarding specifically two circumstances that potentially involved illegal practice related to employment solicitation and the definition of job responsibility (ongoing).
- Participation on the Ad Hoc committee charged with driving an updating of the Professional Geosciences Act. (2000) (ongoing)
- Examination of the topic of non-registered federal, provincial, and other government employees engaged in geoscience practice in the Province of Ontario.

The continued development of communication methods and tools as well as participation in PGO events to promote the education and awareness of the public regarding the role of geoscience. An intended effect is to ultimately enhance protection of the public by the reduction of illegal practice at an entry level to the profession but also a better understanding of the prerequisites of registration as a P.Geo. in the province.

Status of the E&C Action plan

The action plan for Enforcement and Compliance cited for the strategic planning cycle of 2019 to 2023 was for the most part completed last year. Activity this calendar year focused on participation in activity related to the continued advancement of the organization toward an Independent Third-Party Review (ITPR).

Key Initiatives for 2024-2025

- Continued development of the PGO communications profile including the value proposition to the public (and potential registrants) of professional registration with PGO, educational requirements, responsibilities of Registrants and the penalties for non-compliance.
- Revisit and review the PGO position on the following:
 - The necessity of professional registration for government employees employed at a variety of levels, engaged in Geoscience and Geoscience related activities.
- The development of better tools to identify illegal practice using:
 - New screening techniques.
 - Cross-referencing to other sources and reporting mechanisms to detect noncompliance.
- In conjunction with the function of the Registrar, streamline investigative tools and the form of documentation of complaints of illegal practice of non-registrants.

Audit Committee

Shelly Cuddy, P. Geo. - Committee Chair

The Audit Committee is a standing committee of PGO that reports to Council. Its mandate is to assist Council in fulfilling its financial oversight and risk management responsibilities. The Committee supports this role by overseeing the independent audit process, recommending the annual financial statements for Council approval, and managing the relationship with the external auditors.

At the end of the 2023 financial year, the Committee comprised five members—a mix of financially literate non-registrant councillors, PGO registrant councillors, and PGO registrants—each independent from PGO's day-to-day accounting functions. In 2024, the Committee experienced the departure of its long-serving Chair, Dennis Waddington, who played a key role in strengthening the Committee's processes and stability. Following the completion of the 2023 audit, the Committee continued its work with four remaining members and successfully carried out the 2024 audit oversight.

The Audit Committee meets as needed throughout the year, primarily in the first quarter, to plan the audit, review the draft audited financial statements, and recommend them to Council. In 2024, the Committee met virtually on several occasions—both with and without the auditors and/or management—to oversee the audit of the 2024 financial statements.

Bateman MacKay LLP, headquartered in Burlington with an office in Mississauga, serves as PGO's external auditor. At the time of writing, the audit of the 2024 financial statements is essentially complete, and the draft audited financial statements are ready for presentation to Council at its May meeting.



Governance Committee

Kelly Bolduc O'Hare - Committee Chair

It has been a busy and productive year for the Governance Committee. We continue to conduct regular virtual meetings to uphold our mandate of public protection by ensuring that the PGO organization operates effectively and complies with the Professional Geoscientists Act and its regulations.

Governance Committee worked on many projects in 2024-2025. The Communication Plan which has been in the works for years was finalized and is being implemented by Staff with monthly reporting to the Committee. A Competency and Skills Matrix for Council members was officially introduced to identify Councillor competencies and areas where further expertise would contribute to a balanced Council. A Self-Assessment survey was developed to assess the orientation and on boarding processes and to generally assess Council processes from a Councillor's perspective. The survey results were used to identify areas that could be improved and to fulfill the expectations of new and existing Councillors.

However, the largest project undertaken by the Governance Committee this year was the initiation of the search for candidates to conduct the Independent Third Party Review (ITPR.) Many meetings were held to develop the Request for Proposal for proponents, establish a procurement timeline, evaluate proposals, establish a short list, confirm references and finally select a successful candidate. PGO has been preparing for years for the ITPR and we look forward to beginning this important review.

Many thanks to the dedicated Governance Committee members who have willingly dedicated their time, expertise and knowledge to make this year a productive and exciting one. It would be remiss not to mention the hard work of the previous Committee and Chair who initiated many of the projects that were brought to Council this year.



Professional Practice Committee

Alicia Kimberly, P. Geo. - Committee Chair

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

The PPC has reviewed and updated PGO's Continuing Professional Development (CPD) Program Requirements document and PGO's Guidance on Document Authentication document both of which were approved by council and added to PGO's website. The documents can be found here:

[CPD Program Requirements Document](#)

[Guidance on Document Authentication Document](#)

The PPC has also created a peer mentorship subcommittee which has been focusing on rolling out a formal peer mentorship virtual platform to increase mentorship opportunities to support all PGO registrants at all stages of their career.

Environmental Geoscience Subcommittee

Simon Gautrey, P. Geo., FGC - Subcommittee Chair

The Environmental Geoscience Subcommittee was relatively quiet in the 2024 to 2025 year, meeting only twice over the period. The subcommittee did submit comments on one EOR posting concerning Amendments to Reduce Records of Site Condition that are not supporting Brownfield redevelopment in late 2024, supporting the amendments put forward by the provincial government.

There were some small changes to the subcommittee membership in 2024; Kieren Maddock joined as a new member, and we said thank you and farewell to long standing committee member and former committee chair Ron Ormson.

The subcommittee would also like to recognize long standing member Ian MacDonald on receiving the PGO Award of Merit, and Hannah Chessell who received of the HUB Canadian Brownfield award in 2024.



Geology Subcommittee

Bill McGuinty, P. Geo., FGC - Subcommittee Chair

The subcommittee was inactive during the 2024-2025 period.

New co-chairs, E. Colaiacovo and T. Maunula, volunteered at the March 6, 2025 Geology Subcommittee meeting. New volunteers have also been recruited for the subcommittee and were welcomed at the meeting.

Our proposed work options for the upcoming year falls into two broad categories:

- Long term development of guidance in geology for registrants (and available to the public)
- Short term responses to matters that impact protection of the public or may challenge professional geoscience.



Geophysics Subcommittee

Jean Legalt, P. Geo. - Subcommittee Chair

The Geophysics Subcommittee is a subcommittee of the Professional Practice Committee, a standing committee of Council. The mandate of the Geophysics Subcommittee is to support the Professional Practice Committee in fulfilling its mandate, with respect to the practice of geophysics, including developing standards and guidelines for the practice of professional geophysics and undertaking other professional practice matters as may arise from time to time. The Subcommittee communicates via electronic mail and online meetings.

April 27, 2025

From May to June 2024, our Subcommittee met four (4) times online to review our 2025 update to Professional Practice Guidelines for Geophysicists that was last updated in 2019. Our final update was sent to Alicia Kimberley, PPC chair, cc Marilen Miguel. It was later presented to council and accepted on 21-Nov-2024.

In August, 2024, our subcommittee reviewed the updated 2024 Geophysics Terms of Reference (TOR), which was accepted unanimously.

Fall, 2024, Geophysics subcommittee did not meet or discuss any matters of interest, but were notified by PPC chair that our Professional Practice Guidelines were accepted by PGO Council.

In March, 2025, I announced that I would be stepping down as chair, after the end of my two year term, effective approx. mid-April, 2025. And I nominated Evelio Martinez, our vice chair, as the incoming chair of Geophysics Subcommittee, who accepted and was voted in unanimously by our members. We forwarded Evelio's nomination/selection to PPC chair for approval. The subcommittee also accepted and unanimously supported the nomination/election of Kanita Khaled, as vice chair.

In late March, we received the resignation of Jenna McKenzie, from Geophysics Subcommittee. At the same time, Jenna recommended one of her staff/associates as a replacement, who both myself and the vice-chair recognized as an excellent candidate. As chair, I encouraged him to apply directly to PGO as a volunteer. April 4, we notified, Alicia Kimberley, PPC chair, of need for replacement volunteers in our subcommittee.

On 25 April, at the PPC April meeting, Evelio Martinez was introduced and accepted by PPC Committee as chair of Geophysics Subcommittee. We are awaiting notification of replacement volunteer subcommittee member by PGO.

Geomorphology Subcommittee

Imran Khan, P. Geo. - Subcommittee Chair

The Geomorphology Subcommittee supports the work of the Professional Practice Committee, including the development of standards and guidelines for professional practice in geoscience, and for applied geomorphology specifically. The Subcommittee is made up of 9 members from a mixture of private companies and post-secondary institutions.

In 2024, Subcommittee activities were focused on the implementation of a 3-year Strategic Plan which includes the advancement of standards and guidelines, and education and outreach. The advancement of standards and guidelines included a working group to update the PGO's Professional Practice Guidelines for Geomorphologists. Subcommittee members have also continued to engage with the Ministry of Natural Resources (MNR) on updates to provincial hazard guidelines to support PGO mandate in safeguarding public interest and the integrity of the geoscience profession. The Subcommittee members continued activities in 2024 to support PGO education and outreach at post-secondary institutions, and actively contributed to other committees across PGO, including the Registration Committee, the Sustainability & Climate Change Committee and other standing and ad hoc committees.

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



Sustainability and Climate Change Committee

Joanna Eyquem, P. Geo., ENV EP. CWEM. CENV. - Committee Chair

Natural catastrophes and severe weather events resulted in a record \$8.6 billion in insured losses in Canada in 2024, including over a billion dollars in losses associated with flooding in the Greater Toronto Area (GTA) and southern Ontario over the summer. The Sustainability and Climate Change Committee aims to support PGO in its mandate to protect the public and advance professional practice, in the context of evolving climate risks, nature loss, and other sustainability challenges, and the political, regulatory and economic responses to these challenges in Canada and Ontario.

The Sustainability and Climate Change Committee met regularly in the 2024-2025 reporting period. Members have worked hard to review and refine the Position Statement "Climate Change and Geoscience: Considerations for Professional Practice," in consideration of comments received from a select number of registrants, and Council members.

In 2025-2026, Committee members will contribute to PGO's Strategic Plan, which includes the goal that "Registrants have the knowledge and information they need to integrate sustainability considerations, including risks from a changing climate, into their professional practice with regards protection of the public and the environment". An action plan to achieve this goal has been developed, with several defined activities to engage with, and support, registrants.

Work to deliver our action plan will be led by new chair, Clayton Sereres, as I step down from the position after over 4 years. I want to thank all those who have contributed to the committee during this time and look forward to continuing to support our work going forward under Clayton's leadership.

Diversity and Inclusion Committee

Neera Sundaralingam, GIT. - Committee Chair

The D&I Committee, through its involvement in the Readiness Assessment work in 2023, has identified one of the key priorities to undertake is a new PGO Demographics, Diversity and Inclusion Survey to all registrants, including geoscience students, and certificate holders. This is to serve as a follow-up to the 2021 survey and to gather new and more detailed information about how PGO has been progressing its policies, procedures and activities with respect to providing an equitable, diverse and inclusive environment for registrants and the public. Additionally, as the D&I Professional Practice Guideline document is expected to reflect the D&I needs of its members, staff and relevant industries of the time, results from an updated survey can aid in any potential updates to the D&I PPG. The D&I Committee is progressing on the implementation of this survey to better understand the needs of the PGO registrants.



2024 Symposium Planning Committee

Sheila Ballantyne, P. Geo. - Committee Chair

On behalf of the Symposium Planning Committee, I would like to thank everyone who participated in the 2024 Virtual Symposium! We had four well attended sessions with informative speakers and engaging discussions. I would like to acknowledge the outstanding work of the Symposium Planning Committee in putting together this virtual learning event. Special thanks to Marilen Miguel, Samantha Chater and all the PGO staff, to the co-chairs for each of our sessions (Kristina Anderson, Hannah Chessell, Kristin Hanson, Robert Hearst, Andrea Waldie, Craig Waldie, & Jim White) and to all our excellent speakers.

Thank you to our partner sponsor - TD Insurance Meloche Monnex, our associate sponsors - Manulife and Hub International and contributor sponsors- World Education Services (WES) and Associated Environmental Site Assessors of Canada (AESAC)

It's been a pleasure to chair and work with this committee. Hannah Chessell will take on the role of chair for 2025.

Symposium Session Chairs and Speakers

Panel Session A: Equity, Diversity and Inclusion: Demystifying Registration Practices

Session Chairs: Kristina Anderson, PGeo. and Hannah Chessell, PGeo.

Speakers: Irwin Glasberg, Ontario Fairness Commissioner; Eilidh Lewis, M.Sc., PGeo., Professional Geoscientists Ontario; Michelle Benford, Supervisor, Professional Access into Employment (PAIE) Program; Antonina D'Urzo, Coordinator, PAIE

Panel Session B: Engaging, Developing, and Retaining Multigenerational Geoscientists

Session Chairs: Kristin Hanson, PGeo. (Non-pactising), FGC and Sheila Ballantyne, PGeo.

Speakers: Mary Louise Hill, Professor Emerita of Geology, Lakehead University; Jacqueline Aldred, Organizational Development and Human Resources Leader; Maureen Jensen, Former Chair and Chief Executive Officer, Ontario Securities Commission

Panel Session C: Bridging Realms: Artificial Intelligence in Professional Geoscience

Session Chairs: Andrea Waldie, PGeo., FGC and Robert Hearst, PGeo.

Speakers: Bethany Edmunds, PhD, Assistant Dean of Computing Programs in Vancouver & Seattle, Northeastern University; Yuri Kinakin, PGeo., Rio Tinto Exploration Canada Inc; Shawn Hood Ph.D. M.Sc. PGeo. General Manager, ALS Consulting and Data Analytics

Panel Session D: Practice, Pitfalls, and Protections - Some Social and Legal Aspects of Geoscience Practice

Session Chairs: Craig Waldie, PGeo., FGC and James Whyte, PGeo.

Speakers: Jenifer Hill, Principal of JLH Environmental; Scott Belton, Vice President, Professional Liability, Hub International; James Whyte, PGeo.

25th Anniversary Planning Committee

Clayton Sereres, PGeo. - Committee Chair

The 25th Anniversary Planning Committee is composed of nine (9) members who met nine (9) times over the past year. The committee has been planning celebratory activities, including an in-person dinner event with a keynote speaker on June 6, 2025, in Toronto. This celebration will coincide with the PGO AGM, creating maximum value for all PGO registrants and stakeholders.

The committee also established a dedicated three (3)-person sub-committee that led the development of six (6) educational articles. These articles were released monthly starting in January, building excitement leading up to the June event. Each article was authored by different groups, offering diverse perspectives. These articles will serve as timeless resources, referenced on the PGO website (<https://www.pgo.ca/about/other-publications>) for years to come:

- Professional Geoscientists – Their Importance in Public Protection & the Future of Geoscience
- Geoscience Regulation: Why the Public Should Care – A Non-Registrant Perspective
- Canada's Reputation on the World Stage in Mining: Drawing the Best and Brightest from Around the World
- The Future of Professional Geoscience: Perspectives from Students, GITs, and Early Career Professionals
- Volunteers – The Lifeblood of Our Organizations
- The Widening Path to Licensure of Geoscientists in Ontario – A Look Back 25 Years Later

The committee is excited to share everything they have been planning. Happy Silver Anniversary, PGO!



Recognition of 2024 Continuing Professional Development Speakers, Volunteers of PGO Outreach and Mentors

Marilen Miguel, CAE - Director, Internal and External Affairs

Professional Geoscientists Ontario (PGO) extends its deepest gratitude to the exceptional individuals and organizations whose contributions, spanning the period ending March 31, 2025, have been instrumental in strengthening our regulatory work, enriching professional practice, and fostering connections across the geoscience community.

Celebrating Our 2024 Symposium Success

A special thank you goes out to the 2024 Symposium Planning Committee. Their vision and unwavering dedication brought to life a highly successful virtual Symposium this past reporting period. Their thoughtful planning curated a program that brought together diverse voices and timely topics, ranging from regulatory reform and climate adaptation to professional ethics and public trust.

The Impact of Our CPD Programming

We're proud to report that PGO recorded over 900 total registrations across our Continuing Professional Development (CPD) programming during this period. This impressive figure reflects the strong, consistent engagement of our professional geoscience community and their clear commitment to continuous improvement and public accountability.

Volunteer Speakers: The Heart of Our Free Webinars

A significant portion of this success, especially within our free webinar series, is directly attributable to our dedicated volunteer speakers and facilitators. They are truly the driving force behind our CPD programming. Their generous contribution of time and specialized expertise ensures that our registrants have access to cutting-edge information and best practices.

Whether it's the academic and industry insights shared in "Fireside Chat: Charting Your Career in Geoscience," the legal acumen presented in "Secondary Market Liability," the technological foresight discussed in "Predicting the Next Giant," or the practical guidance offered in sessions on digital signatures and regulatory compliance, each speaker plays a critical role. Their efforts go beyond simply sharing knowledge; they cultivate a culture of continuous learning, empowering our registrants to adapt to new challenges, uphold ethical standards, and enhance public trust in the geoscience community. These webinars are more than just presentations; they are direct investments in the ongoing competence and professional excellence of every PGO registrant.

Here's the list of the impactful and free webinars made possible by our volunteers:

- **Fireside Chat: Charting Your Career in Geoscience**
 - Speakers: Dr. Carolyn H. Eyles, P.Geo., Emeritus Professor, McMaster University; Kristin Hanson, M.Sc., P.Geo. (Non-practising), FGC; Shastri Ramnath, M.Sc., MBA, P.Geo. ICD.D, President and CEO, Exiro Mineral Corp.
- **Secondary Market Liability: Lessons and Strategies for Professional Geoscientists**
 - Speakers: Kimberly Burns and Samantha Chang, Dentons LLP
- **Predicting the Next Giant: The Essential Role of Geoscientists and Mineral Systems in a World of Rapidly Emerging AI Technology**
 - Speaker: Nicole Januszczak, Ph.D., P.Geo., Practice Lead Predictive Capability, BHP Exploration
- **Exploring Professional Digital Signatures and Document Reliability**
 - Speaker: Charles Tremblay, Notarius
- **National Secondary Professional Liability Insurance Program - An Overview**
 - Speaker: Scott Belton
- **September 30th - National Day of Truth and Reconciliation**
 - Speaker: Trina Maher, President, Bridging Concepts (53 attendees)
- **CIM Environmental, Social, and Governance (ESG) Guidelines for Mineral Resource and Mineral Reserve Estimation**
 - Speaker: Doina Priscu, P.Eng., Co-founder and Principal Engineer, Priscu and Associates Consulting Engineers Inc.
- **Notarius - From Paper to Power: Master Your Digital Signature**
 - Speaker: Mélanie Carrière, Director, Partnership, PORTAGE CyberTech
- **Notarius - Professional Digital Signatures: From Basics to Best Practices**
 - Speaker: Mélanie Carrière, Director, Partnership, PORTAGE CyberTech
- **National Instrument 43-101: Approach to Multiple Economic Scenarios in One Technical Report**
 - Speakers: Alexander Pizale, Partner, Cassels; Maria Tapia, Associate, Cassels

Inspiring the Next Generation: Our Outreach and Mentoring Success

We want to acknowledge the vital work of our Registration Team, led by Eilidh Lewis, M.Sc., P.Geo., Registrar, and Gabrielle Hosein, M.Sc., P.Geo., Assistant Registrar. They've been instrumental in spearheading PGO's outreach initiatives at universities across Ontario, working closely with our PGO Councillors and other dedicated volunteers.

Our sincere thanks go to the faculties of universities across Ontario for their collaboration in making this outreach a success. We are especially grateful to all the professional geoscientists who generously volunteered their time at these events to mentor students. Their dedication to guiding students along their professional journey is invaluable. This generosity and leadership continue to inspire and shape the next generation of geoscience professionals.

Our outreach volunteers:

Kelly Bolduc-O'Hare
Rob Hearst
Joanna Hodge
Michel Kearney

Zen Keizars
Michaela Kuuskman
David Leng
Daniela Marcoux

Clayton Sereres
Nataliya Tkach
Ryan Weston
Roger Woeller

To all who contributed to our learning and outreach events this year—thank you. Your collective efforts reinforce the strength, credibility, and professionalism of the geoscience community in Ontario.

PGO Representation on National Committees, Geoscientists Canada

Christine Vaillancourt, P.Geo., FGC - Committee Chair

Mission and frameworks

Geoscientists Canada is the national organization of the provincial and territorial regulatory bodies that govern Canada's professional geoscientists. Geoscientists Canada's primary purpose is to facilitate and coordinate the development of high national standards of admissions, competency, practice, and mobility to ensure that Canada is served by a skilled, versatile, reputable, and accountable geoscience profession. While each regulator performs its legal and regulatory functions independently, they all have a legal mandate to protect the public through complaints, discipline and enforcement responsibilities. Each jurisdiction has their own specificity, but they also strive to improve alignment with evolving best practices for operations, governance and regulatory procedures of self-regulatory organizations. Geoscientists Canada provides a platform for sharing publications and resources, and for regular dialogue through Board, Committee and CEO meetings.

Shaping the Future of Geoscience Together

Geoscience enrollments are experiencing a worldwide downturn, which puts pressure on the "pipeline" of new geoscientists entering the workforce. There is considerable work to do, to connect geoscience to sustainable development in meaningful ways. Geoscientists Canada recognizes that this connection is critical to put geoscience in its proper context for humanity.

As events south of our border have reminded us, no jurisdictions operate in isolation, we are all connected in myriad ways. Geoscientists Canada provides a forum for discussion of these shared concerns and an opportunity for each organization to contribute to shaping a common message that fits its own organization and benefits from the strength of a larger group. Within these challenges we will find opportunity.

I'm pleased to see Professional Geoscientists Ontario and Geoscientists Canada work closely together on key initiatives such as the Short Course for Students, Short Course for Practicing Professionals, Geologize training, risk management and student outreach initiatives in Toronto and Ottawa.

Thank you for your kind support and hard work, PGO. Happy Anniversary!



Our Volunteers

Malcolm Argyle, PGeo.
Bronwyn Azar, PGeo.
Sheila Ballantyne, PGeo.
Mark Bednarz, PGeo.
Rick Breger, PGeo.
Kelly Bolduc O'Hare
Ian Borg, PGeo
Michael Bunn, FCPA, FCA
Leon Burger, PGeo.
Mary-Louise Byrne, PGeo.
Francoise Campbell, PGeo.
Terry Carter, PGeo.
Doug Cater, PGeo.
Jolette Chantal, PGeo
Andrew Cheatle, FGC (Hon.)
Hannah Chessell, PGeo.
Ettore Colaiacovo, GIT
Rochelle Collins, PGeo.
Paul Connor, MBA, FGC (Hon.)
Scott Cowan, PGeo.
Elise Croll, PGeo.
Shelly Cuddy, PGeo.
Fraser Cummings, PGeo.
Sheila Daniel, PGeo.
Lindsay Debono, PGeo.
Ian Dasti, PGeo
Shawna Davy, PGeo
Evelio Martinez del Pino, PGeo.
Joe Desloges, PGeo.

Joanne Di Caro
Peter Diorio, PGeo., FGC
Lisa Douglas, PGeo.
Albanie Douglas, PGeo.
James R. Evans, PGeo., FGC
Joanna Eyquem, PGeo.
Babatunde Famodile
Greg Finn PhD, PGeo., FGC
David Garcia, GIT
Simon Gautrey, PGeo.
Robert Glover, PGeo
Shelley Gorenc, PGeo.
Karen Greer, PGeo.
Matthew Halliday, PGeo.
Patrick Hamer-Meunier, CPA, CA
Kristin E. Hanson, PGeo. (Non-practising), FGC
Abigail Harrichand, GIT
Robert Hearst, PGeo.
Mary-Anne Hildebrandt, PGeo., FGC
Joanna Hodge, PhD, PGeo.
John Hogg, PGeo.
Paul Hubley, PGeo., FGC
Dave Hunt, FGC
Abdi Hussein, PGeo.
Slobodan Jankovic, PGeo
Imshun Je, PGeo.
Maureen Jensen, PGeo., FGC
Donald B. Johnston, FGC (Hon.)
Alan Jones, PGeo

Mike Jones, PGeo.
Kanita Kled, PGeo.
Krista Kaski, PGeo
Laura Katz, PGeo.
Michel Kearney, PGeo.
Zen Keizars, PGeo., FGC
Dave Kerr, PGeo.
Imran Khan, PGeo.
Alicia Kimberley, PGeo.
Julia King, PGeo
Jason Krompart, PGeo.
Michaela Kuuskman, PGeo.
Luc Lafrenière, PGeo.
Malose Langa, GIT
Brian Langlois, PGeo.
Cerise M. Latibeaudiere, B.A. (Hons.), LL.B.
Victoria Lynne Lee, PGeo.
Jean Legault, PGeo.
David Leng, PGeo.
Brad Leonard, PGeo.
Zexia Li, GIT
Scott Lister, PGeo
Tony Lotimer, PGeo., FGC
Ian Macdonald, PGeo., FGC
Christopher MacInnis, PGeo., FGC
Kieran Maddock, PGeo.
Trina, Maher
Amanda Malatesta, PGeo.

Skyler Mallozzi, PGeo.
 Angela Mason, PGeo.
 Tim Maunula, PGeo.
 Margaret McBride, PGeo. (Limited)
 Deborah McCombe, PGeo., FGC
 Todd McCracken, PGeo.
 Bill McGuinty, PGeo., FGC
 Jenna McKenzie, PGeo.
 Robin McKillop, PGeo.
 Scott McLean, PGeo., FGC
 Dan McParland, PGeo.
 Tammy Middleton, PGeo. FGC
 Aleksandar Mihailovic, PGeo. (Limited)
 Claire Milloy, PGeo.
 Ana Misra
 Pizye Nankamba, PGeo.
 Rita Nzeribe, PGeo.
 Spencer Oklobdzija, PGeo.
 Ron Ormson, PGeo., FGC
 Paloma Reinhold, PGeo.
 Andrew Peach, PGeo.
 Alex Peace, PGeo.
 Bill Pearson, PhD, PGeo., FGC
 Roger Phillips, PGeo., FGC
 Mark Priddle, PGeo., FGC
 Mariëtte Pushkar, PGeo.
 Ali Rasoul, PGeo.
 John Reddick, PGeo.
 Harrison Reid, PGeo.

Rafael Rachid, PGeo.
 Doug Ritcey, PGeo.
 Mary Salib, FGC
 John Kenneth Santos, PGeo.
 Rich Schmidt, PGeo.
 Clayton Sereres, PGeo.
 Udit Sharma
 Noelle Shriver PGeo.
 Ahmed Siddiqui
 Melanie Siewert, PGeo. (Limited), FGC
 Kristen Simpson, PGeo.
 Milan Situm, PGeo., FGC
 Kristina Small, PGeo.
 Alexandra Smofsky, PGeo.
 Jim Steel, PGeo., MBA
 Bill Stiebel, PGeo., FGC
 Sonja Strynataka, PGeo.
 Neera Sundaralingam, G.I.T.
 Brian Theimer, PGeo.
 Nataliya Tkach, PGeo., PEng., FGC
 Andrew Topp, PGeo.
 Heather Turnbull, PGeo.
 Victoria Tweedie, PGeo.
 Steve Usher, PGeo., FGC
 Christine Vaillancourt, PGeo., FGC
 Rhonneke Van Riezen, PGeo.
 Paul Villard, PGeo.
 Dennis Waddington, PGeo.
 Andrea Waldie, PGeo., FGC

Craig Waldie, PGeo., FGC
 Bailey Walters, PGeo.
 Joanna West, PGeo.
 Ryan Weston, PGeo.
 James Whyte, PGeo., FGC
 Stephen Wilson, PGeo., FGC
 Roger Woeller, PGeo., FGC
 William Gregg Zwiers, PGeo.

Past Presidents

Bill Pearson, P.Geo., FGC
Bill Stiebel, P.Geo., FGC
John Buckle, P.Geo.
Scott McLean, P.Geo., FGC
Maureen Jensen, P.Geo., FGC
Steve Usher, P. Geo, FGC
Greg Finn, PhD, P.Geo., FGC
Stephen Wilson, P.Geo., FGC
Deborah McCombe, P.Geo., FGC
Kristin E. Hanson, P.Geo., FGC
Ian Macdonald, P.Geo., FGC
Andrew Cheattle, P.Geo., FGC
Dave Hunt, P.Geo., FGC
Mark Priddle, P.Geo., FGC
Tony Lotimer, P.Geo., FGC
Christine Vaillancourt, P.Geo., FGC
Zen Keizars P.Geo., FGC
Milan Situm, P.Geo., FGC
Scott McLean, P.Geo., FGC
Paul Hubley, P.Geo., FGC
Melanie Siewert, P.Geo. (Limited), FGC
Mary-Anne Hildebrandt, P.Geo., FGC
Robert Hearst, P.Geo.



PGO Staff

Andrea Waldie, PGeo., FGC
Interim CEO

Florentina Groza
Bookkeeper

Marilen Miguel, CAE
Director, Internal and External Affairs

Carmen Li-Tsang, MBA
Operations & Administration Coordinator

Eilidh Lewis, M.Sc., PGeo.
Registrar

Gabrielle Hosein, M.Sc., PGeo.
Assistant Registrar

Kristina Hanson
Registration Administrative Assistant



2024 Audited Year-End Financial Statements



ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO
(Operating as Professional Geoscientists Ontario)
Audited Financial Statements
Year Ended December 31, 2024

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO
(Operating as Professional Geoscientists Ontario)
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Year Ended December 31, 2024

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INDEPENDENT AUDITOR'S REPORT

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

Opinion

We have audited the audited financial statements of Association of Professional Geoscientists of Ontario, operating as Professional Geoscientists Ontario, (the Regulator), which comprise the audited statement of financial position as at December 31, 2024, and the audited statements of unrestricted revenues and expenditures: operating fund, internally restricted revenues and expenditures: strategic initiative fund, changes in net assets and cash flows for the year then ended, and notes to the audited financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying audited financial statements present fairly, in all material respects, the audited financial position of the Regulator as at December 31, 2024, and the audited results of its operations and audited cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO)

Basis for Opinion

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

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

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

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

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

(continues)

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

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

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

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

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



Mississauga, Ontario
May 23, 2025

CHARTERED PROFESSIONAL ACCOUNTANTS
Licensed Public Accountants

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

(Operating as Professional Geoscientists Ontario)

Audited Statement of Financial Position

December 31, 2024

	2024	2023
ASSETS		
CURRENT		
Cash	\$ 1,713,062	\$ 1,529,554
Short term investments <i>(Note 2)</i>	167,425	111,903
Registrant fees receivable <i>(Note 3)</i>	198,737	201,026
Prepaid expenses	29,893	21,857
	2,109,117	1,864,340
PROPERTY AND EQUIPMENT <i>(Note 4)</i>	31,868	47,024
RESTRICTED RESERVE FUND INVESTMENTS <i>(Note 2)</i>	1,168,371	1,168,371
	\$ 3,309,356	\$ 3,079,735
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable and accrued liabilities	\$ 51,278	\$ 61,085
HST and payroll taxes payable	174,531	175,574
Deferred registrant dues revenue <i>(Note 5)</i>	1,435,061	1,402,615
	1,660,870	1,639,274
DEFERRED LEASE INDUCEMENT <i>(Note 6)</i>	47,384	55,291
	1,708,254	1,694,565
NET ASSETS		
Operating fund (unrestricted) <i>(Note 7)</i>	232,731	216,799
Contingency reserve fund (internally restricted) <i>(Note 7)</i>	1,078,940	978,940
Strategic initiatives fund (internally restricted) <i>(Note 7)</i>	289,431	189,431
	1,601,102	1,385,170
	\$ 3,309,356	\$ 3,079,735

LEASE COMMITMENTS *(Note 8)*

APPROVED BY THE DIRECTORS

→  Councilor

→ Robert Hearst Councilor

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

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO
(Operating as Professional Geoscientists Ontario)
Audited Statement of Unrestricted Revenues and Expenditures: Operating Fund
Year Ended December 31, 2024

	2024	2023
REVENUE		
Registrant dues	\$ 1,464,705	\$ 1,367,930
Registration fees	88,900	74,361
Interest earned	55,523	52,537
Advertising and sponsorship	42,882	42,382
Continuing professional development event fees	17,742	17,775
Stamps and seals	530	800
	<u>1,670,282</u>	<u>1,555,785</u>
EXPENSES		
Administrative wages and benefits	694,795	655,972
Legal, professional and government relations	199,757	179,082
CCPG (Geoscientists Canada) membership	129,354	125,350
Occupancy costs	98,994	117,099
Office and general	64,453	80,013
Interest, credit card and bank charges	54,618	54,049
Travel and accommodation	52,710	38,717
Accounting and audit	44,550	43,250
Website	43,178	45,302
Liability insurance	22,944	20,947
Communication	19,626	20,803
Amortization	15,156	11,900
Professional development	5,700	5,981
Donations	5,075	5,075
Stamps, seals, cards and certificates	2,109	2,507
Advertising and promotion	815	1,270
Member meetings	516	550
Examination services	-	500
	<u>1,454,350</u>	<u>1,408,367</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ 215,932</u>	<u>\$ 147,418</u>

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

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

(Operating as Professional Geoscientists Ontario)

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

Year Ended December 31, 2024

	2024	2023
EXPENSES (STRATEGIC PLANNING RETREAT)		
Meals	\$ -	\$ 14,071
Accommodation	-	10,353
Travel	-	4,408
Social events	-	3,828
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	\$ -	\$ (32,660)

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

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

(Operating as Professional Geoscientists Ontario)

Audited Statement of Changes in Net Assets

Year Ended December 31, 2024

	Operating Fund (unrestricted)	Contingency Reserve Fund (Internally Restricted)	Strategic Initiatives Fund (Internally Restricted)	2024	2023
NET ASSETS -					
BEGINNING OF					
YEAR	\$ 216,799	\$ 978,940	\$ 189,431	\$ 1,385,170	\$ 1,270,412
EXCESS (DEFICIENCY)					
OF REVENUE OVER					
EXPENSES	215,932	-	-	215,932	114,758
INTERFUND TRANSFERS	(200,000)	100,000	100,000	-	-
NET ASSETS - END OF					
YEAR	\$ 232,731	\$ 1,078,940	\$ 289,431	\$ 1,601,102	\$ 1,385,170

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

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

(Operating as Professional Geoscientists Ontario)

Audited Statement of Cash Flows

Year Ended December 31, 2024

	2024	2023
OPERATING ACTIVITIES		
Excess of revenue over expenses	\$ 215,932	\$ 114,758
Item not affecting cash:		
Amortization of property and equipment	<u>15,156</u>	11,900
	<u>231,088</u>	126,658
Changes in non-cash working capital:		
Registrant fees receivable	2,289	(27,048)
Prepaid expenses	(8,036)	3,024
Accounts payable and accrued liabilities	(9,806)	(18,580)
HST and payroll taxes payable	(1,043)	15,053
Deferred registrant dues revenue	32,446	134,406
Deferred Lease Inducement	<u>(7,907)</u>	55,291
	<u>7,943</u>	162,146
Cash flow from operating activities	<u>239,031</u>	288,804
INVESTING ACTIVITIES		
Purchase of property and equipment	-	(45,938)
Sale (purchase) of short term investments - net	<u>(55,523)</u>	(52,537)
Cash flow used by investing activities	<u>(55,523)</u>	(98,475)
INCREASE IN CASH FLOW	183,508	190,329
Cash - beginning of year	<u>1,529,554</u>	1,339,225
CASH - END OF YEAR	<u>\$ 1,713,062</u>	<u>\$ 1,529,554</u>

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

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

(Operating as Professional Geoscientists Ontario)

Notes to Audited Financial Statements

Year Ended December 31, 2024

STATUS AND PURPOSE OF THE ORGANIZATION

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

The purpose of Professional Geoscientists Ontario is:

- to protect the public interest through the regulation of the practice of professional geoscience;
- to develop, establish and maintain standards of knowledge and skill, professional qualification, practice and ethics among registrants of the profession; and
- to share information, promote public awareness of the role of geoscientists and interact on matters relating to professional practice of the geoscientists with registration, licensing or regulatory bodies.

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

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

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

Revenue recognition

The Regulator follows the deferral method of accounting for revenues. Registrant and registration fees are recognized as revenue in the year to which they relate. Payments received during the fiscal year relevant to the following membership year are set up as deferred revenue, before being recognized as revenue in the following year. Exam fees are recognized when the respective exams are written. Interest revenue is recognized when earned based on the terms of the investment agreement.

Financial instruments policy

Measurement of financial instruments

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

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

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

(continues)

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

(Operating as Professional Geoscientists Ontario)

Notes to Audited Financial Statements

Year Ended December 31, 2024

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

Impairment

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

Property and equipment

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

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

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

Property and equipment acquired during the year but not placed into use are not amortized until they are placed into use.

Leases

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

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

Use of estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make certain estimates and assumptions. These estimates and assumptions affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reported periods.

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

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

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Notes to Audited Financial Statements

Year Ended December 31, 2024

2. INVESTMENTS

	2024	2023
Short term investments		
Money market mutual funds	\$ 167,425	\$ 111,903
Restricted reserve fund investments		
Money market mutual funds	1,168,371	1,168,371
	\$ 1,335,796	\$ 1,280,274

3. REGISTRANT FEES RECEIVABLE

Both newly accepted registrants and continuing registrants are expected to pay annual fees by January 1, 2025 for the upcoming fiscal 2025 year. As the Regulator accepts registrants prior to the upcoming year, unpaid fees are recorded as registrant fee receivable as at December 31, 2024 until payment is received in fiscal 2025. On December 31, 2024, the number of fee paying registrants was 3,679 (2023 - 3,556), and the number of applications that were in process of approval was 434 (2023 - 349). Out of the \$198,737 total membership fees receivable at the end of the year, \$75,838 reflect registrants that have not paid the 2025 fees as at December 31st, 2024.

4. PROPERTY, PLANT AND EQUIPMENT

	Cost	Accumulated amortization	2024 Net book value
Furniture and fixtures	\$ 77,067	\$ 51,664	\$ 25,403
Computer equipment	99,160	93,143	6,017
Telephone system	7,833	7,385	448
Computer software	15,750	15,750	-
	\$ 199,810	\$ 167,942	\$ 31,868

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

5. DEFERRED MEMBERSHIP DUES REVENUES

The balances in the deferred revenue account is comprised of registrant fees billed in October 2024 for calendar 2025 registrant dues. The full amount of registrants billed at the end of the year is deferred and will be included as revenue in the following year.

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

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Notes to Audited Financial Statements

Year Ended December 31, 2024

6. DEFERRED LEASE INDUCEMENTS

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

The lease inducement will be recognized as a reduction of rent expense over the term of the lease. The deferred lease inducement was \$47,384 as of December 31, 2024, summarized as follows:

	Cost	Amortization	2024	2023
Deferred lease inducement	\$ 57,684	\$ (10,300)	\$ 47,384	\$ 55,291

7. NET ASSETS

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

Operating fund (unrestricted)

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

Contingency reserve fund (internally restricted)

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

Strategic initiatives fund (internally restricted)

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

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

8. LEASE COMMITMENTS

The Regulator's entered into a new long term lease that began February 1, 2023 and expires on August 31, 2028. Under the lease, the Regulator is required to pay a base annual rent, with the first seven months at no charge, as described in Note 6. In addition to the base rent, the Regulator must pay for its proportionate share of utilities, property taxes, maintenance and other related costs for the leased premises. Combined base and additional rent for 2025 is \$108,973 for the year.

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

2025	\$ 56,265
2026	58,443
2027	60,621
2028	41,382
	<u>\$ 216,711</u>

ASSOCIATION OF PROFESSIONAL GEOSCIENTISTS OF ONTARIO

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Notes to Audited Financial Statements

Year Ended December 31, 2024

9. FINANCIAL INSTRUMENTS

The Regulator is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the Regulator's risk exposure and concentration as of December 31, 2024.

Credit risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The Regulator is exposed to credit risk from members. Collection is reasonably assured since registrants need the license to practice, and there is no history of default. The Regulator has a significant number of registrants which minimizes concentration of credit risk. There has been no change to the risk exposures from 2023.

The allowance for doubtful accounts at December 31, 2024 is \$nil (2023 - \$nil).

Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The Regulator is exposed to this risk mainly in respect of its receipt of its accounts payable and accrued liabilities. There has been no change to the risk exposures from 2023.

Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency rate risk, interest rate risk and other price risk. The Regulator is not exposed to any of these risks. There has been no change to the risk exposures from 2023.