

2024 - 2025 ANNUAL REPORT

Association of Professional Geoscientists of Nova Scotia



Joggins, NS (Credit: Canadian Geographic)

GEOSCIENTISTS
NOVA SCOTIA

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ACKNOWLEDGEMENTS

First Nations Acknowledgement

We acknowledge that we work, play, and live in Mi'kma'ki, the unceded territory and ancestral homeland of the Mi'kmaq Nation. In Nova Scotia we recognize that we are all Treaty People.

Equity, Diversity, Inclusion & Accessibility Acknowledgment

We value and extend respect to the diversity in our association, where we are committed to an inclusive environment that combines the perspectives, experiences, and backgrounds each participant brings.

Embracing diversity strengthens our collective intelligence and fosters a more inclusive and innovative community.

Annual General Meeting Event Sponsors



MEETING AGENDA

1. Call to Order (11am)
2. Acknowledgements
3. Welcome and Introductions
4. Approval of the Agenda (*motion to accept the agenda*)
5. Recognition of Past-Presidents and Introduction of Council
6. Minutes of the 2024 Annual General Meeting (*motion to adopt*)
Business arising from the Minutes
7. President's Report
8. Registrar's Report
9. Treasurer's Report
10. Audit Report and Appointment of 2025 Year-End Financial Reviewer (*motion to accept audited financials, financial reviewer appointment*)
11. Committee Reports (*motion to accept the reports*)
12. Nominations Committee Report (*motion to accept the report*)
13. Introduction of 2025-2026 Council, and appointments
14. Incoming President's Remarks
15. New Business
 - a. 2026-2028 Strategic Plan
16. Adjournment

The annual business meeting will be followed by:

- Lunch (Noon - 1pm)
- CPD Sessions (1-3pm)
- Networking Social (3-4pm)

PAST PRESIDENTS

Scott Conrod, P.Geo. FGC	2023-2024
Robert Cuthbert, P.Geo. FGC	2022-2023
Daniel Parker, P.Geo., FGC	2021-2022
Kimberlea Green, MSc., P.Geo., FGC	2020-2021
Gavin Isenor, P.Geo., FGC	2019-2020
Beverley Smith, P.Geo., FGC	2018-2019
Belinda Culgin, P.Geo., FGC	2017-2018
Jennifer McDonald, P.Geo., FGC	2016-2017
Paul Batson, MSc., P.Geo., FGC	2015-2016
Scott McCarthy, P.Geo., FGC	2014-2015
Jeff Parks, P.Geo., FGC	2013-2014
Fred Bonner, MAsC., P.Geo., FGC	2012-2013
Gavin Kennedy, MSc., P.Geo., FGC	2011-2012
Chrystal Kennedy, P.Geo., FGC	2010-2011
Beverley Smith, P.Geo., FGC	2009-2010
Scott Llewellyn, P.Geo., FGC	2008-2009
Gordon Check, MAsC., P.Geo., FGC	2007-2008
Paul LaFleche, Ph.D., P.Geo., FGC	2006-2007
Andrew D. Cameron, P.Geo., FGC	2005-2006
Theresa A. Rushton, P.Geo., FGC	2004-2005
James H. Fraser, MAsC., P.Geo.	2003-2004
David C.Carter, MSc., P.Geo., FGC	2001-2003
Patrick J.C.Ryall, Ph.D., P.Geo., FGC	1999-2001

2024 - 2025 COUNCIL



President
Michael Power, P.Geo.



Past-President
Scott Conrod, P.Geo. FGC



Vice President
Maylia Parker, P.Geo.



Treasurer
Paul Batson MSc. P.Geo., FGC



Councilor
Fiona Gallacher, P.Geo.



Secretary
Belinda Culgin, P.Geo., FGC



Councilor
Mick O'Neill, P.Geo.



Councilor
Nathalie Sahakyan, P.Geo.



Councilor
Scott Benton, P.Geo.



Councilor
Drew Wagner, P.Geo.



Chair, Admissions Board
Brent Cox, P.Geo. FGC



Geoscientists Canada
Director & Treasurer
Beverley Smith, P.Geo., FGC



National Professional
Practice Committee
Robert Stewart, P.Geo.



Canadian Geoscience Standards
Council Representative
Cliff Stanley, P.Geo., FGC



Public Representative
George Goad, P.Eng., FEC



Stephen Olmstead
Registrar

ANNUAL MEETING MINUTES 2024

1. Call to Order
2. Welcome and Introductions. (S. Conrod)
3. Land Acknowledgement. (R. Cuthbert)
4. EDI&A Acknowledgement. (W. Bruce)
5. Motion to approve the Agenda.
(C. Stanley, M. O'Neill). Approved.
6. Recognition of Past-Presidents and Council. Individuals interested in Treasurer role were invited to communicate interest to Council.
7. Minutes of 2023 AGM. Motion to adopt the Minutes. It was observed that the meeting location needed to be added to the minutes. (B. Cox, J. Parks). Approved.
Business arising from the Minutes reviewed by S. Conrod.
8. President's Report. (S. Conrod).
9. Registrar's Report. (S. Olmstead).
10. Treasurer's Report. (P. Batson). Motion to accept the Executive reports and year-end financial reviewer appointment (RGH CPA). (P. Lafleche, M, O'Neill). Approved.
11. Committee Reports. A summary of the committees and their activities was provided. (S. Conrod). Attendees were referred to the Annual Report for the individual committee reports. Questions were invited. Motion to accept committee reports (S. Conrad, J, Parks). Approved.
12. Nominations Committee Report. (S. Conrod). All open positions were filled by acclimation. Motion to accept the Nominations Committee report (M. Power, F. Gallagher). Approved.
13. Introduction of 2024-2025 Council and recognition of departing Council members. (S. Conrad). Departing. Council members: W. Bruce, P. Oram, J. Griffiths. New Council members: S. Benton, N. Sahakyan, D. Wagner. Continuing: M. Power, S. Conrod, C. Stanley, F. Gallacher, M. O'Neill.

Appointments: S. Olmstead (Registrar), P. Batson (Treasurer), B. Culgin (Secretary), B. Smith (GC Representative).
14. Award Presentations. 2024 FGC designation awarded to S. Conrod.
15. New Business. (S. Conrod). An update was provided on completion of the 2022-2025 strategic plan. An update was given on work related to CompetencyBased Assessment, and the online payment system upgrade.
16. In-coming President's Remarks. M. Power was introduced and described areas of focus for the coming term.
17. Motion to adjourn. (M. Power).

PRESIDENT'S MESSAGE



It has been a privilege to serve as President of the Association of Professional Geoscientists of Nova Scotia. This term has been marked by action and progress in governance, outreach, modernization, and strategic planning, while also addressing important legislative and regulatory challenges affecting our profession.

Our Council, committees, volunteers, and staff have worked tirelessly to ensure APGNS continues to fulfill its mandate as Nova Scotia's geoscience regulator - upholding high standards, protecting the public, and supporting the professional success of our members.

Legislative and Advocacy

A major focus this year was APGNS's response to Nova Scotia Bill 36 (*Free Trade and Mobility within Canada Act*). While we strongly support labour mobility across Canada, APGNS raised concerns about the proposed automatic recognition of out-of-province licenses without oversight. We worked with Engineers Nova Scotia, Geoscientists Canada, and government officials to secure changes to protect public safety, maintain regulatory integrity, and preserve professional accountability.

Modernization Initiatives

We made significant progress in updating APGNS's operational systems:

- **Online Payment & Registration:** Transitioned to the Stripe platform, improving user experience, transparency, and reconciliation.
- **Competency-Based Assessment (CBA):** Developed a new APGNS CBA policy, assessor training, and began implementation.
- **CPD Modernization:** Joined Atlantic Regulator Learning Centre (an online CPD platform built by co-regulators) to enable easier tracking, reporting for members.

Member and Public Engagement

- **Member Communication:** Electronic newsletters and email notices were issued regarding industry developments, opportunities, and APGNS activities.
- **Events:** APGNS held two in-person member socials, including the Winter Social with Engineers Nova Scotia, APGNS supported the annual Earth Ring Ceremony, Climate Conversations Series at the Museum of Industry, and the Nova Scotia Mineral Resource Forum.
- **Universities:** APGNS representatives visited universities in Nova Scotia and delivered presentations to support student awareness of the profession and the organization.
- **Strategic Plan:** APGNS completed member consultations that inform the 2026-2028 Strategic Plan. Objectives; 1. Uphold high standards for the geoscience profession, 2. Represent the geoscience profession to the public and the provincial government, 3. Elevate Association communication with the membership.

Organizational Sustainability

APGNS is financially sound. Council this term acted on audit recommendations to improve financial oversight, accounting procedures, and reporting.

Thank you to everyone who volunteered with APGNS. Special thanks to outgoing Treasurer Paul Batson, for his outstanding contributions over many years.

Respectfully Submitted,
Michael Power, P.Geol.
President

REGISTRAR'S REPORT

The 2024-25 term was a busy transitional period for APGNS, with membership inquiries and applications trending positively, and several operational milestones achieved for members.

Although operational matters were a priority, important work was also undertaken this term in several areas including consultation with members to inform a new strategic plan. In reading the plan (see appendices) members will notice that it is truly unique to APGNS, with references to the reinvigoration of some well-known resources as well as the undertaking of meaningful new initiatives.

APGNS is well positioned to begin this new chapter given its excellent working relationships with the other provincial geoscience associations -with whom we share similar principles, goals, aspirations, and expertise-, Geoscientists Canada, and many other stakeholders.

However, APGNS members are at the heart of this new plan and perhaps our greatest resource to help achieve it. Now is a great time to get involved and support the geoscience profession in Nova Scotia.

Membership Update

APGNS Membership	2024	2023	2022	2021
Total	314	305	310	284
Member	225	213	209	192
License to Practice	14	21	25	22
Member in Training	27	22	24	19
Cert. Authorization	48	51	53	51

Activities

- In collaboration with Admissions Board and Council, managed application and renewals processes for new applicants and existing members.
- Online Payments: Assisted introduction of new payment system to improve functionality and record keeping capacity for registrants and APGNS.
- APGNS website: Conducted site review, updated critical registration documents and financial information, and retired older content. Work is underway to modernize priority sections.
- Digitization: Initiated the process to digitize all hard-copy member records. This ensures efficient and responsible storage of records, and will support future digital initiatives.
- Bookkeeping: Assisted onboarding of Bage CPA Firm as bookkeeper of record.
- Managed complaints and enforced the *Geoscience Profession Act*.
- CBA & CPD: Supported Council and Admissions Board in transitioning to Competency Based Assessment (CBA) model and evaluation of digital platforms to support registrants' Continuing Professional Development.
- Geoscientists Canada: Participated in Geoscientists Canada's national Communications Working Group, and Atlantic Regulator CEOs Collaborative.
- FRPA Compliance: Met provincial government review requirements so that APGNS satisfied compliance with the *Fair Registration Practices Act*.
- Together with Council, responded to Nova Scotia government's *Free Trade and Mobility within Canada Act* (Bill 36). APGNS will review and respond to draft regulations once they are available.

Respectfully Submitted,
Stephen Olmstead
Registrar

TREASURER'S REPORT

Under the direction of Council, an independent review was conducted this term by RGH Chartered Professional Accountants.

The review concluded that the APGNS financial statement for the year ending December 31, 2024 met the standards for not-for-profit organizations as set out by the Canadian accounting standards.

The Independent Practitioners Review Engagement Report indicated that at 2024-year end, the total revenue was \$166,365 (\$183,177 in 2023), and total expenses were \$127,748 (\$167,540 in 2023), which resulted in an amortized net income of \$38,617. The bulk of the net income surplus reflects a reduced expenditure on contracted services compared to what was budgeted.

In the 2023 financial review, RGH presented six areas that Council should consider addressing:

1. Council oversight on financial accounting,
2. Use relevant membership listing to monitor unpaid membership fees,
3. Reconcile differences in HST reports,
4. Update accounting records,
5. Monthly bank reconciliation reporting,
6. CRA Tax filing change.

Council successfully addressed all of these recommendations in 2024.

In accordance with the Council approved conservative investment policy, the APGNS investment portfolio continued to grow, taking advantage of higher interest rates. The value of the investments stood at \$125,419 at 2024 year end (\$119,101 in 2023).

These supporting documents can be found in the Financial Statements included in the Appendices section of this report:

- Independent Practitioner's Review Engagement Report
- Statement of Financial Position
- Statement of Operations
- Statement of Changes in Net Assets
- Statement of Cash Flows
- Notes to the Financial Statements

Respectfully submitted,
Paul Batson, P.Geo., FGC
Treasurer

ADMISSIONS BOARD REPORT

The Admissions Board met six times during the 2024-25 term to review the application files noted in the adjacent table. APGNS received no registration appeals this term.

P.Geo. registration requires successful completion of the National Professional Practice Exam (NPPE). MITs are required to acquire the cumulative and progressive geoscience work experience and the NPPE in order to request transfer of registration status.

General Comments

The members of the Admissions Board and the Chair are appointed by the Council. The Board reviews application files using Geoscience Knowledge Experience Requirements for Registration in Canada as the basic academic reference. The Board also evaluates geoscience work experience to determine if it is cumulative and progressive and sufficient to demonstrate that the applicant has the competence expected at entry to professional practice.

Following its review of an application, the Admissions Board makes a registration recommendation to the Council. The Council considers the recommendation and, through a motion and vote conducted among its members, either accepts or declines it. No recommendations were declined this term.

Respectfully Submitted,
Brent Cox, P.Geo.; FGC. (Chair)
Theresa Rushton, P.Geo.; FGC. (Secretary)
Diane Webber, P.Geo.; FGC.
Cliff Stanley, P.Geo.; FGC.
Paul Batson, P.Geo.; FGC.
Mark King, P.Geo.; FGC.

Meetings	Meeting Dates	Files Reviewed
24-01 Meeting #110	Sept. 17, 2024	3
24-02 Meeting #111	Nov. 12, 2024	2
25-01 Meeting #112	Feb. 6, 2025	6
25-02 Meeting #113	March 17, 2025	6
25-03 Meeting #114	May 2, 2025	6
25-04 Meeting #115	July 29, 2025	4

STUDENT COMMITTEE

This term was a positive one for the Student Committee, with a renewed effort to engage students and faculty in earth science programs at Nova Scotia universities.

In the Fall, the Student Committee hosted *Student Awareness Talks* at Dalhousie University, Saint Mary's University, St. FX University, and Cape Breton University. These sessions were facilitated by me, as Chair of the Student Committee, and Michael Power, P.Geo. in his capacity as APGNS President. The sessions include presentations, Q&A sessions, and networking opportunities with students and faculty. Attendance was excellent at all sessions.

I would like to acknowledge Dr. Cliff Stanley for his continued advocacy for professional registration at Acadia University's Department of Earth & Environmental Sciences. His insight and passion are exemplary and have positive impact with both students and faculty.

To support the goal of improving engagement with the student community, we are growing our team by accepting committee volunteers for 2025-26. Volunteers can contact me, Michael Power, or the APGNS Registrar.

We will continue to offer Student Awareness Talks throughout the province, liaise with students who need support navigating professional registration, and offer networking opportunities and conference engagements.

Important upcoming events for students and all APGNS members include:

- Atlantic University Geoscience Conference 2025 hosted by St. FX University - October 30 - November 2.
- Atlantic Geoscience Colloquium 2026 hosted in Truro at Inn on Prince – February 6-7, 2026

We welcome questions or comments from members who would like more information related to the Student Committee and its activities.

Respectfully Submitted,
Maureen Matthew, P.Geo.
Committee Chair



APGNS Student Committee's Maureen Matthew and Michael Power, P.Geo. with students and faculty at Cape Breton University, and at St. Francis Xavier University



ENVIRONMENT COMMITTEE

The Environment Committee was revived this year after a period of inactivity, with its last formal meeting having taken place in December 2022 and work on the Coastal Protection Act Technical Focus Group, which commenced in June 2022, wrapping up in February 2023.

Recognizing the importance of maintaining a focus on environmental matters within the profession, the committee has been re-established to provide a platform for discussion, collaboration, and action on key issues affecting geoscience and the environment in Nova Scotia.

As a first step towards re-forming the committee, a meeting was held in August with the former chair in attendance. This meeting provided an opportunity to reflect on the committee's past work, and set priorities for the year ahead.

Topics discussed included how the committee can best serve APGNS members, contribute to policy conversations, and support professional development opportunities related to environmental stewardship and best practices in geoscience.

Our next meeting is scheduled for November 2025, where the committee will continue building on this momentum and begin shaping its plan for the coming year.

The Environment Committee is composed of APGNS members who are committed to advancing dialogue around environmental issues in our field. Looking forward, the committee is eager to expand its membership and bring in new voices, perspectives, and expertise.

If you are passionate about environmental matters and would like to contribute, we encourage you to get involved. For more information or to express your interest in joining, please contact me (dwagner@strum.com), another member of the committee, or the Registrar.

Respectfully Submitted,
Drew Wagner, P. Geo (Chair)
Committee Chair



Kejimikujik National Park

MINING & ENERGY COMMITTEE

The Mining & Energy Committee was revived this term after a period of inactivity. The committee met twice this term, initially in-person, with updated Terms of Reference being drafted to guide the committee forward.

The updated Terms of Reference have not been finalized or presented to Council for review and consideration. This work continues and a submission will be made to Council later this Fall.

During its meetings the committee discussed the current state of the mining and energy industries in Nova Scotia, and how they are viewed by both residents and people outside the province given the provincial government's updates to the critical minerals strategy and efforts to make our province an energy superpower.



Touquoy Gold Mine, Moose River, NS

Recent Mining & Energy-related Announcements

- Designation of Canada's first offshore wind areas - French Bank, Middle Bank, Sable Island Bank, and Sydney Bight (July 29)
- Calls for bids for offshore natural gas (July 7)
- New approach to industrial approval processes to support mining projects (June 13)
- Quarry expansions in Hants, Annapolis, Digby, and Colchester counties (May 22, July 2)
- Updates to critical minerals strategy (May 14)

Looking ahead, industry best practices and innovations will become a focal point at committee meetings in addition to close monitoring of mining and energy related developments in Nova Scotia.

With so much happening in our province, now is an excellent time to join the committee, be part of the conversation, and identify ways to support the geoscience profession.

Should you wish to become involved or have questions about other things, please contact me or our Registrar.

Respectfully Submitted,
Scott Benton, P.Geo. (Chair)
Committee Chair

AUDIT COMMITTEE

The Audit Committee, which consists of Bridget Adams, P.Geo., FGC, Richard Gagne, P.Geo., FGC and the Treasurer, met on July 9, 2025.

The committee reviewed the APGNS accounting source documents provided by the bookkeeper for the period of January 01, 2024, to December 31, 2024. The discussion focused largely on the current expense form. Recommendations:

1. Add two new columns, one for tip, and the other to include GST/HST/PST rate charged for expenses outside of Nova Scotia, so that the bookkeeper can enter those correctly.
2. Service codes be rethought such that:
 - meals and accommodations are classed as lodging (either on their own, or included with air travel and taxis), all grouped as one under travel, or
 - taxis and air travel are considered separately
 - meals and entertainment (local area, including pizza and donuts) should be kept separate from the above two.

While this may not matter for a non-for-profit organization (as opposed to a for-profit where only 50% of meals and entertainment may be expensed for tax purposes), it may help with financial analysis in defining local from distant travel and food purchases.

3. Service code 3 items (mileage costs reimbursed to members), by law, should include HST. Also, perhaps the rate needs to be reviewed.

The source documents provided by the bookkeeper were satisfactory and the committee did not find any major issues to be addressed.

Respectfully submitted,
Paul Batson, P.Geo., FGC,
Treasurer



NOMINATIONS COMMITTEE

The APGNS Nominating Committee is led by the Past President with a mandate to provide Council with a list of Members willing to have their name stand for election.

Current Council Status (2024-2025)

Councilors completing terms at 2025 AGM

- Scott Conrod, P.Geo, FGC (Past President)
- Fiona Gallacher, P.Geo.
- Mick O'Neill, P.Geo.
- Cliff Stanley, P.Geo, FGC
- Mike Power (President)
- George Goad, P.Eng, FEC completed his term as public representative. The other public representative position is vacant.

One Year Remaining on Term

- Drew Wagner, P.Geo.
- Scott Benton, P.Geo.
- Nathalie Sahakyan, P.Geo

2025 Call for Nominations

Two calls for Council nominations were sent to registrants through email from the Registrar for the positions of:

- President (1-year term)
- Vice President (1-year term)
- Councillor (2-year term, 3 positions open)

Five nominations were received. The APGNS Registrar verified and validated that these registrants are members in good standing.

Nominations for 2025-26

- President - Maylia Parker, P.Geo.
- Vice Pres. - Robert Stewart, P.Geo., FGC
- Council - Kelsey O'Brien, P.Geo.
- Council - Natasha MacAdam, P.Geo.
- Council - Matthew Schumacher, P.Geo

Executive

- For President: Maylia Parker, P.Geo.
- For Vice-President: Robert Stewart, P.Geo., FGC

Council

- Drew Wagner, P.Geo.
- Scott Benton, P.Geo.
- Nathalie Sahakyan, P.Geo.
- Kelsey O'Brien, P.Geo.
- Natasha MacAdam, P.Geo.
- Matthew Schumacher, P.Geo.
- Public Representative: George Goad, P.Eng, FEC (new two-year term)

Council Appointments (2025-2026)

- Registrar - Stephen Olmstead
- Treasurer - Jeff Parks, P.Geo., FGC
- Secretary - Belinda Culgin, P.Geo., FGC
- Geoscientists Canada Director - Bev Smith, P.Geo.FGC
- Geoscientists Canada Standards Council Rep. - Cliff Stanley, P.Geo., FGC
- Professional Practice Exam Committee - John MacNeil, P.Geo.

On behalf of the Executive, Council, and registrants, APGNS thanks the current and outgoing Councillors for their contributions and extends welcome to those incoming.

We also recognize the dedication and contributions of our appointees and representatives. APGNS is a volunteer run organization and we invite members to become involved to learn, grow, and support the advancement of professional geoscience in Nova Scotia.

Respectfully Submitted,
Scott Conrod, P.Geo., FGC
Committee Chair

GEOSCIENTISTS CANADA

Each of the 10 regulatory bodies in Canada (known as the Members) is represented on the Geoscientist's Canada (GC) Board of Directors. GC's mission, in support of its Members, is: *To improve the effectiveness of regulation in Canada to achieve excellence in the geoscience profession.*

Current priorities within GC's Strategic Plan includes work to:

- Enhance public awareness and perception of the importance of geoscience;
- Advocate professional reliance for all geoscience activity in Canada;
- Promote consistency of registration decision-making through facilitating Member alignment of criteria and processes;
- Promote awareness of Geoscientists' ethical and regulatory obligations.

Awareness & Advocacy

GC conducted outreach activities, baseline studies, and strengthening of connections with government departments and Earth Science academic chairs. In support of consistently, GC is also undertaking a review of the Geoscience Knowledge and Experience (GKE) requirements. In relation to ethical and regulatory obligations, the Professional Practice Committee is leading development of an Artificial Intelligence Tools for Professional Geoscientists best practices guidance document.

With the recent political climate and renewed focus on the enhancement of interprovincial trade, GC responded to Bill C-5 (*One Canadian Economy Act*). GC informed the federal government that there is no significant mobility issue in professional geoscience, as mobility is rapid and responsive across jurisdictions. The provincial and territorial regulators administer professional geoscience mobility activity in Canada.

GC's 89th Board of Directors meeting and 28th AGM were held in Toronto in June. New GC President Matthew Alexander, P.Geo., FGC (New Brunswick) - registered as LTP with APGNS - took office.

Meeting Highlights

- Successful transition of Paul Hubley, P.Geo. FGC to CEO role, and relocation of GC national office to Ottawa (same building as Engineers Canada, which provides some logistical benefits).
- The 2025 Canadian Professional Geoscientist Award "in recognition of significant contributions to the profession and substantial efforts towards public engagement with the geosciences", presented to Andrea Waldie, P.Geo., FGC.
- The articles series *Geoscience for the Future* is now available at: <https://pgo.ca/about/25th-anniversary>

Ongoing Initiatives

- Continued support for the Implementation of the Canadian Work-Environment Experience Competencies or Competency Based Assessment (CBA) by Members.
- Engagement with Canadian and international industry groups.
- Engagement with students and early career geoscientists.
- *Practical Geocommunications* course is free to Members until December 31.

It is an honour to continue to serve as Director for Nova Scotia and to facilitate the two-way communication between GC and APGNS. I recently assumed the role of Treasurer, also. Should you have questions please contact me any time.

Respectfully Submitted,
Beverley Smith, P.Geo., FGC
Director – Nova Scotia

The CGSC has been active over the past year in undertaking several initiatives.

The first involves an online meeting held in April where the CGSC received and discussed a report from Craig Nicol entitled *Strategies to Advance the Relationships between Earth Science Departments and the Regulators of Professional Geoscience*.

The report advised that universities should formally dedicate resources and take steps to advise students about professional geoscience licensure. It also suggested that regulators must recognize the need for them to communicate with students and faculty to ensure they have the proper context and information that enables them to proceed with confidence toward professional licensure.

Several initiatives stemming from this report were discussed, and it appears that Nova Scotia is making significant efforts relative to other provinces through the ongoing work of APGNS Members and volunteers to:

1. Advise students and emerging professionals in the earth sciences.
2. Engage academic departments, advisors, and students to make them aware of what professional geoscience is and involves.
3. Help advisors and students understand how to navigate through the university requirements while at the same time acquiring the background necessary for professional registration.

The CGSC continues to discuss this topic with a view to improving the relationship and communication between earth science departments and provincial geoscience regulators.

Every ten years, the CGSC reviews the requirements for registration of geoscientists, commonly known as the General Knowledge and Experience Requirements (GKE).

A committee has been set up to distribute and evaluate the results of several different questionnaires to determine whether the current requirements (EUs) meet the needs of the profession.

Questionnaires are being sent to regulators, geoscientists, geologists in training (GITs), university advisors, and students to obtain feedback about all aspects of the application and registration process. Results will be tabulated and a report issued in 2026, along with recommendations for potential changes should they be identified.

The CGSC will meet on October 25 in Toronto, and both the APGNS Registrar and CGSC representative plan to attend. For updates and inquiries with the ongoing work of the CGSC, feel free to contact me or the APGNS Registrar.

Respectfully Submitted,
Cliff Stanley, P.Geo., FGC
Representative,
Canadian Geoscience Standards Council

PROFESSIONAL PRACTICE EXAM COMMITTEE

APGNS Member John MacNeil, P.Geo. was nominated by APGNS, with the support of APEGNL, APEGNB, Engineers Nova Scotia, and Engineers PEI, to succeed me as the regional representative on the PPEC. This nomination was accepted by the PPEC in June.

As APGNS Members may know, Mr. MacNeil is a highly respected geoscience professional and is an excellent resource and representative to the PPEC from the Atlantic Region.

Around the same time I transitioned to the new PPEC Screening Group as part of a revamp of the exam's overall structure.

APEGA now shares NPPE responsibility with each of the 13 constituent professional associations who nominate volunteers to serve on the Advisory Committee and the Screening Group.

APEGA remains in control of the NPPE website, managing content and vigilance. It also continues to manage the exam itself, which is administered five times annually to meet consistent demand from nearly 10,000 applicants.

Over the past several years there was broad consultation with constituent associations on the revision of the 2017 NPPE Blueprint to ensure it was remaining relevant for entry to practise for engineers or geoscientists in a rapidly changing landscape. A new blueprint is being finalized, should be adopted soon, and will apply in all 2026 examinations.

The NPPE website, www.nppexam.ca, is linked to from each constituent association's website to provide a one-stop comprehensive source for candidates.



Where the exam is concerned, the primary recommendation for candidates is to be prepared to answer multiple-choice questions that will be based on the current blueprint. Whereas professional practice textbooks become outdated rapidly, a comprehensive open-source reference resource will be available soon that will allow practitioners to browse for material that has become “need-to-know”.

As professionals, we are obligated to follow laws, leading practices, and society's ethical expectations. As such, geoscience professionals should be aware that Federal “greenwashing” legislation was introduced in June and is administered in concert with the federal *Competition Act*. For reference, professionals can visit Competition Bureau Canada's website to learn how it manages complaints and prosecutes false or misleading representations and deceptive practices.

Participation on the Advisory Committee or Screening Group requires about 100 hours of volunteer commitment, including preparation for virtual and in-person meetings. I welcome your questions.

Respectfully Submitted,
Robert Stewart P.Geo. FGC
Representative,
NPPE Committee

INCOMING PRESIDENT

It is an honour to begin my term as President of Geoscientists Nova Scotia (GNS). I want to thank you for the trust you have placed in me, and to recognize the professionalism, competency, and integrity that you, our registrants, bring to geoscience in Nova Scotia every day.

Throughout my somewhat varied career path, I've maintained pride in being a professional geoscientist. I'm thankful for the opportunity to give back to the Association and have every confidence in the effectiveness of the incoming Board.

The world is changing faster than ever—new technologies, shifting regulations, economic and political upheaval, climate challenges, and evolving industry demands are redefining what it means to be a professional geoscientist.

To remain strong, relevant, and effective, GNS must adapt and evolve. We are the smallest geoscience association in Canada, and that makes our collective voice and commitment even more important.

Our size gives us agility, but it also means we cannot achieve our goals without the involvement of our registrants. Your expertise, perspectives, and time are critical to ensuring we maintain high standards, strengthen our presence, and support the next generation of geoscientists.

Our 2026–2028 Strategic Plan outlines six key actions that will help us meet this challenge:

- Strengthening communication with registrants and the public through a comprehensive strategy.
- Expanding our reach with a structured annual engagement calendar for key stakeholders.
- Operationalizing Competency-Based Assessment to align with national standards and uphold excellence.
- Enhancing professional development so registrants can grow their skills and careers.
- Addressing barriers to registration in under-represented fields.
- Exploring strategic partnerships to ensure our long-term sustainability.

We can only make this plan a reality if we work together. I invite you to get involved — join a committee, attend events, share your ideas, or contribute your expertise to one of our initiatives.

Every voice matters. Every contribution strengthens our profession. I look very forward to working with you in the year ahead.

Warm Regards,
Maylia K. Parker, P.Geo.



NEW MEMBERS OF COUNCIL



Natasha MacAdam, P.Geo.

Natasha is an enthusiastic geoscientist whose career is deeply rooted in the offshore regions of Nova Scotia, with specialties spanning petroleum systems to seafloor analysis for offshore wind.

As a senior geophysicist with the Energy Resource Development Branch of the Nova Scotia Department of Energy, her work centers on geophysical interpretation and analysis as it relates to resource exploration, development, management, and geohazard assessment in offshore Nova Scotia.

An member of the American Association of Petroleum Geologists (AAPG), Natasha has held various roles within the AAPG Canada Region and currently serves as the Advisory Councillor.

Kelsey O'Brian, P.Geo.



Kelsey is a senior environmental geoscientist with WSP consulting. She has a B.Sc. in Earth Science from St Francis Xavier, M.Sc. in Earth Science from Dalhousie University, and Environmental Engineering Technology Diploma from Nova Scotia Community College.

Kelsey has worked for the federal government (Defence Construction Canada), provincial government (Nova Scotia Environment and Climate Change), and in consulting (Stantec, WSP). Her work focuses on contaminated sites and phased environmental site assessments.

She has a strong PFAS focus and expertise in hazardous material assessments, abatements, and working under (and regulating) the Federal Contaminated Sites Action Plan and the Nova Scotia Environment Act.

NEW MEMBERS OF COUNCIL



Matt Schumacher, P.Geo.

Matt is the newest Regional Hydrogeologist at Nova Scotia Environment and Climate Change, overseeing the eastern region. He previously applied his passion for the geosciences as a post-secondary instructor at St. Francis Xavier University and Nova Scotia Community College, and freelance consultant with governments, NGOs, and firms.

Matt harnesses his education from the University of Waterloo as a Geographer (BES, 2007) and Earth Scientist (M.Sc., 2010) with his work with environmental and geological matters.

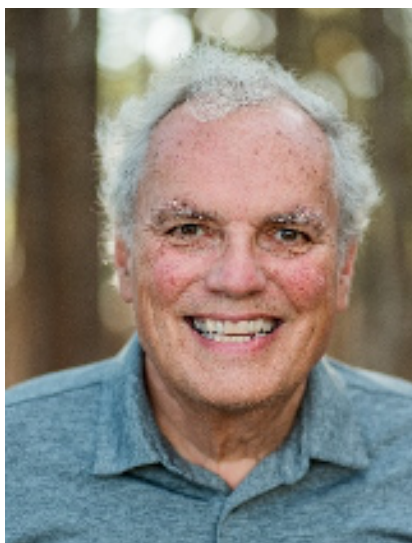
In furthering and enhancing his knowledge and expertise, Matt continues work towards completion of a Ph.D. in Environmental Science through Memorial University. His focus is understanding how climate change will impact the hydrology of the Terra Nova River at the watershed scale along with the associated effects on Atlantic salmon habitat.

Robert (Bob) Stewart, P.Geo. FGC

Bob Stewart's interest in science goes back more than 60 years. He has been inspired and supported along the way by teachers, professors, colleagues, friends and family. Study, research, and teaching assistantships at Mount Allison University and Carleton University provided a solid background for a lifetime in the field.

Bob's mineral exploration practice has spanned over 50 years and taken him around the world. His professionalism and world-view are reflected in his work over the past 10 years with the National Professional Practice Exam and advocacy for mineral opportunity across Canada.

Bob proudly returns to APGNS Council to support future generations and fellow geoscientists who contribute to sustainable growth and environmental protection locally and around the world.



CONTINUING PROFESSIONAL DEVELOPMENT



Heather Pearce, M.A.Sc., P.Geo.
Consultant, Assessment &
Remediation, WSP Canada

Sea Women Expeditions – Breaking Boundaries at the Bottom of the World

Sea Women Expeditions' (SWX) mission is to scout, document and record a warming ocean from the Arctic to the Antarctic, with a vision to foster a circumpolar network of indigenous and non-indigenous female leaders who will shape the future of our planet.

In February 2026, an international team of 25 scientists, artists, writers, policy makers, scuba divers, and explorers from nine countries will assemble to break boundaries in one of the most remote and fragile ecosystems on Earth.

The 24-day, vessel-based, all female expedition to the Falklands Islands, South Georgia, and Antarctica is set to conduct scientific and social research while engaging in storytelling, and cultural exchange.

SWX will mobilize knowledge to share upon return that challenges the status quo of male-dominated science and polar exploration. By inspiring women to break boundaries, amplify underrepresented voices, and foster leadership, SWX will tell new stories about Antarctica, aimed to open a space for inclusive and ethical responses to climate change.



Sean Freborne, M.Sc., P.Geo.
Exploration Geologist
NexGold Mining Corp.

Update on the Goldboro Gold Project

NexGold Mining Corp. is advancing the Goldboro Gold Project in Nova Scotia, one of Atlantic Canada's most significant undeveloped gold deposits. Recent work has focused on step-out and infill drilling to expand resource confidence, supported by updated geological modelling of the deposit. Progress has been made on permitting, highlighted by the recent receipt of the Industrial Approval (IA) for the project. A resource update is being prepared, which will form the basis of a revised Feasibility Study, further de-risking the project and outlining its development pathway.

Goldboro is well positioned for the next stage of development, while ongoing regional exploration continues to highlight potential across the property.

2026-2028 Strategic Plan



**Prepared by
Strategic Planning
Committee**

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Land Acknowledgement

We acknowledge that we work, play, and live in Mi'kma'ki, the unceded territory and ancestral homeland of the Mi'kmaq Nation.

As Geoscientists, we work closely with the land. We must take special care to recognize that in Nova Scotia we are all Treaty People.

Support for Equity, Diversity, Inclusion & Accessibility

We value and extend respect to the diversity in our Association, where we are committed to an inclusive environment that combines the perspectives, experiences, and backgrounds that each participant brings. Embracing diversity strengthens our collective intelligence and fosters a more inclusive and innovative community.

Strategic Planning Committee

Maylia Parker, Scott Conrod, Fiona Gallacher, Natasha MacAdam, Dan Hagan



Introduction from Leadership

Thank you for helping us craft this Strategic Plan - your perspectives, experiences, and ambitions are reflected in every section. Your input made it clear that upholding high standards for the geoscience profession, effectively representing our profession to the public and government, and improving communication with you are top priorities. Your perspectives are reflected in the six key actions in this plan and connected to the day-to-day work of Geoscientists Nova Scotia (GNS).

This plan sets our path towards 2030, laying the groundwork for a dynamic and forward-thinking future for geoscience in Nova Scotia. It ensures that geoscientists continue to serve as trusted stewards of the environment, natural resources, and public welfare. We will play an important role in supporting communities and building a stronger, safer, and more prosperous province.

GNS aims to better connect with its members and stakeholders in person and digitally. Through the development of a Communications Strategy and a robust external communications calendar, we aim to ensure transparency, engagement, and strong stakeholder relationships.

Regulatory harmonization across Canada supports consistency, collaboration, and excellence in the profession. By working in step with our counterparts in Atlantic Canada and across the country, including active participation in Geoscience Canada, GNS strives to ensure that our registrants are prepared to meet the highest standards of practice. This is reflected in actions such as operationalizing Competency-Based Assessment (CBA) for new registrants and improving our Continuing Professional Development (CPD) program.

Equity, diversity, inclusion and accessibility within our Association are foundational to the success of geoscience in Nova Scotia. An inclusive environment that values individuals from diverse backgrounds, cultures, experiences, and perspectives unlocks a wealth of talent and fosters a stronger geoscience community. We have taken steps to improve our inclusivity and accessibility, but there is more work to do. This plan builds on those efforts.

Collaboration and partnerships are vital to advancing geoscience in Nova Scotia. GNS plans to enhance connections with other professional/industry associations, educational institutions, and government bodies. By doing so, we will foster a culture of knowledge sharing, continuous learning, best practices, and strengthen our ability to serve as an effective regulator.

GNS believes in the strength of our professional community, and we encourage all registrants to stay engaged, share your insights, and help us achieve the goals set forth in this plan. By uniting around the shared goals set out in this plan and tapping into your skills and expertise, we will ensure that the geoscience profession continues to make a positive, lasting impact in Nova Scotia and beyond. We hope you are inspired to get involved!

Sincerely, Michael Power, P.Geo.
President

Maylia Parker, P.Geo.
Vice President

Stephen Olmstead
Registrar



About Us

Since 2002, the Association of Professional Geoscientists of Nova Scotia, or Geoscientists NS, has proudly regulated the geoscience profession in Nova Scotia.

We are a small, self-regulating association of approximately 350 registered members. These geoscientists contribute to a variety of projects in Nova Scotia, from responsible mining to developing water supplies, from remediating contaminated sites to helping build large infrastructure projects, to supporting climate adaptation projects. Geoscientists play an important role in protecting the public, protecting the environment, and growing the economy of Nova Scotia.

Our Vision

Nova Scotians are served by competent and ethical professional geoscientists, achieved through accessible, progressive and trusted regulation of the geoscience profession.

Our Mission

Geoscientists NS is mandated to regulate the profession of geoscience in Nova Scotia under the Geoscience Profession Act (2002). As the licensing body, we ensure high standards of geoscience education, admission to the profession, and practice. We achieve this mandate through member registration, compliance promotion, and enforcement.

We protect the public through the regulation of professional practice of geoscience in Nova Scotia.

Our Values

We serve our members and the public with:

- Professionalism
- Competency
- Integrity



Areas of Focus & Main Objectives

Geoscientists NS has been working within four (4) Strategic Priorities during successive Strategic Plans, including:

- **Value for Members**, with a focus on the member experience; **Licensure Awareness**,
- **Compliance and Enforcement**, which reflects our primary activity of regulating the geoscience profession and risk management for our members; **Awareness of the Profession and the Association**, which considers our stakeholder relationships; and,
- **Good Governance**, with a focus on promoting the efficiency, effectiveness, transparency and sustainability of our organization.
-

While we will continue to progress initiatives under each of these four strategic priorities, the Association has evolved such that actions related to Licensure Awareness, Compliance, and Enforcement, as well as Good Governance, while critical to our mandate, have been largely operationalized. Therefore, when seeking input from members in our online Strategic Planning Survey 2025, we reconsidered our strategic priorities as four (4) Areas of Focus, including:

1. **Value for Members**, considering the diversity of our membership.
2. **Engagement**, with members and other key stakeholders.
3. **Modernization**, considered to be essential across our organization to progress our priorities.
4. **Organizational Sustainability**, with consideration that Geoscientists NS is the smallest geoscience association in Canada.

Feedback received from our membership was shared via a What We Heard PowerPoint slide deck. Review of the feedback identified three (3) Main Objectives for our 2026-2028 Strategic Plan:

1. Uphold high standards for the geoscience profession;
2. Represent the geoscience profession to the public and the provincial government; and,
3. Elevate Association communication with the membership.

To achieve these objectives, we have developed six key actions, supported by specific initiatives, to be completed under our 2026-2028 Strategic Plan. These actions and initiatives are described in the following section and summarized with proposed timelines in Appendix A.

Planned Actions

Action 1: Develop and implement a Communications Strategy

(Supports Objective 3 - Elevate Association Communication.) A top priority in our strategic plan is to develop and implement a comprehensive Communications Strategy aimed at enhancing engagement, transparency, and accessibility. The Communications Committee will be re-established to lead this initiative. It is expected that, at a minimum, the Committee will consist of the Registrar, a GeoGazette Editor, Website Coordinator, and the Chair of the Equity, Diversity, Inclusion & Accessibility (EDI&A) Committee. The Communications Strategy, first and foremost, will include a path forward to update, improve, and maintain the Geoscientists NS website. An updated, informative website will become the go-to information source for incoming and existing registrants, and the general public. The Communications Strategy will also consider regular communication from Council to registrants through quarterly newsletters and the Annual General Meeting, as well as reinvigorating the online GeoGazette to foster registrant-to-registrant dialogue. Furthermore, the goal is to introduce clear pathways for registrants to communicate with Council, amplify job opportunities, and promote learning opportunities through webinars and presentations. In tandem, the EDI&A Committee will be re-established to support inclusive practices and ensure that all communication channels are accessible and inclusive. The first step will be to nominate a Chair for this committee. Implementation of the Communications Strategy will be guided by clear timelines, assigned responsibilities, and ongoing feedback from registrants to ensure the strategy remains responsive and effective.



Action 2: Develop and implement an annual external communications calendar

(Supports Objective 2 - Represent the geoscience profession to the public and the provincial government.) The second action will see the development and implementation of an annual external communications calendar to help strengthen relationships and increase visibility across the geoscience community. This calendar will help create consistent engagement with key external stakeholders, as prioritized by registrants, including geoscience departments at Nova Scotian universities, government departments, and professional societies. Our outreach to university departments, led by the Student Committee, will expand to include both licensure and career information, supporting students' transitions into the profession and promoting national geoscience standards (GKE¹). Additionally, regular communication with departments such as Environment and Climate Change, Natural Resources (including the Geoscience & Mines Branch), and Energy will underscore to Government the importance that only licensed geoscientists practice geoscience in Nova Scotia and may also provide the opportunity for input on new policies, regulatory changes, or other initiatives. The calendar will also include annual touchpoints with professional and industry organizations such as the Atlantic Geoscience Society, Mining Society of Nova Scotia, Prospectors Association of Nova Scotia, Canadian Energy Geoscience Society, and Engineers Nova Scotia. These engagements will foster collaboration, promote licensure, and support professional development across the sector. By formalizing these interactions into a structured calendar, Geoscientists NS aims to build stronger partnerships, enhance public and professional awareness, and ensure consistent, proactive communication with the broader geoscience community.

¹ <https://www.geoscientistsns.ca/wp-content/uploads/2023/01/2023-GKE.pdf>



Action 3: Operationalize Competency-Based Assessment


(Supports Objective 1 - Uphold high standards for the geoscience profession.) Geoscientists NS will fully operationalize the Competency-Based Assessment (CBA) model for new applicants to align with Geoscientists Canada, harmonize with other Canadian jurisdictions, and meet the requirements of the Fair Registration Practices Act (FRPA) . A key milestone in this initiative is the recent finalization and publication of a comprehensive CBA Guide, which provides clear instructions and expectations for applicants, as well as validators and assessors. Additionally, the organization has initiated the use of the online Competency Assessment portal to support streamlined submissions and evaluation of competency-based applications². Ongoing work includes recruitment and training of a diverse pool of Assessors with expertise across various geoscience disciplines, extending beyond the current

AdmissionsBoard.

Action 4: Improve the Continuing Professional Development program

(Supports Objective 1 - Uphold high standards for the geoscience profession.) Association registered members requested increased opportunities to attain Continuing Professional Development (CPD) training and voiced strong support for aligning our CPD approach with other geoscience licensing bodies in Atlantic Canada and beyond. To improve our CPD program, we will reinvigorate our Professional Development Committee to take the lead in identifying, communicating, and promoting CPD opportunities. This will include attaining access to an online professional development portal for Atlantic geoscience and engineering licensing bodies. The Committee will also work with Council to explore other ways to improve alignment with Atlantic Canadian jurisdictions and improve efficiencies, such as policy changes and online tracking.

² More information about CBA can be found here: <https://competencyassessment.ca/About>



Action 5: Identify barriers to registration and explore potential mitigations for geoscientists practicing in under-represented fields

(Supports Objective 1 - Uphold high standards for the geoscience profession.) Civil servants and geoscientists practicing in academia (e.g., university professors) are underrepresented in our registered membership. Registrants specifically identified challenges in having their work reviewed by non-licensed geoscientists working within the provincial government. We will engage with geoscientists in the public service and academia to collaboratively identify misconceptions and barriers to licensure, as well as identify potential mitigations. We will pilot approaches to promote licensure and measure our success.

Action 6: Work with Engineers NS and other partners to evaluate a potential merger

(Supports Objective 1 - Uphold high standards for the geoscience profession.) As one potential approach to maintain long-term operational sustainability, efficiency, and rigour, Council will engage with Engineers NS to map out a potential approach to merging the two organizations, including a proposed pathway and timelines. This process will involve legal support and government engagement, as well as ongoing communication with registered members from both associations. This action will also include a thorough evaluation of the benefits and disadvantages of such a merger. It will specifically address registrant concerns that such a merger would result in geoscientists “losing their voice”. Results will be presented to registrants and next steps, if any, will be identified.

Contact Us



902-229-5434



registrar@geoscientistsns.ca



www.geoscientistsns.ca

Appendix A: Tracking Table

2026-2031 Geoscientists Nova Scotia, Strategic Plan Tracking

ACTION 1 - Develop and implement a Communications Strategy.			
Initiatives	Priority/Timeline	Lead	Progress/Comments
A. Establish an active Communications Committee consisting of at minimum Registrar, GeoGazette Editor,	Q1 2026 Q2 2026	Registrar Communications Committee	
B. Develop a Communications Strategy, expected to include:	NOTE: HIGH PRIORITY timelines to be established in Communications Strategy		
- Update website - for members and the public. (Then amplify the website.)			
- Regular communication from Council to members - quarterly email newsletters, annual AGM			
- Annual online GeoGazette for member to member communication, including geoscience project			
- Pathways for members to communicate to Council - socialize generic emails, annual AGM			to be supported by Professional Development Committee
- Learning opportunities via webinars and presentations (geoscience project summaries, professional			
- Amplification of job opportunities			
C. Implement the Communications Strategy	202 6-2 028	Communications Committee	
D. Re-establish an active Equity, Diversity, Inclusion & Accessibility Committee, by first nominating a Chair.	Q1 2026	Registrar/Council	
-EDIA Committee to inform Communications.	202 6-2 028		
ACTION 2 -Develop and implement an annual external communications calendar.			
Initiatives	Priority/Timeline	Lead	Progress/Comments
A. Develop, implement and track annual calendar to include minimum annual engagement with:	2026 onwards	Registrar	
- Each geoscience department at Nova Scotian universities, also NSCC-COGS. Beginning in 2026, expand			
information presented to include both licensure and career information.		Student Liasion and Recruitment Committee	
- Department of Environment and Climate Change staff		Environment Committee	
- Department of Natural Resources (re: Geoscience Profession Act.)		President/VP (re: Act)	
- DNR, Geoscience & Mines Branch staff		Mining & Energy Committee	
- Department of Energy		Mining & Energy Committee	
- Atlantic Geoscience Society		Student Liasion and Recruitment Committee	
- Mining Society of NS		Mining & Energy Committee	
- Prospectors Association of NS		Mining & Energy Committee	
- Canadian Energy Geoscience Society		Mining & Energy Committee	
- Engineers NS		Executive Council, Registrar	
ACTION 3 - Operationalize Competency-Based Assessment (CBA).			
Initiatives	Priority/Timeline	Lead Executive Council Executive Council	Progress/Comment
A. Finalize and post Guide.	2025	Registrar, supported by Admissions Board and	s in progress. In
B. Attain access to online portal.	2025	Council Registrar, supported by Admissions Board	progress.
C. Recruit and train volunteer Assessors of varying geoscience expertise.	202 5-2 026	and Council	
D. CBA system fully operational.	Q4 2026		
ACTION 4 - Improve Continuing Professional Development program.			
Initiatives	Priority/Timeline	Lead	Progress/Comments
A. Reinviograte Professional Development Committee, including identifying lead, to assist in identifying and promoting CPD opportunities.	Q1 2026	Registrar	
B. Attain access for members to online professional development opportunities via the Atlantic portal.	Q1 2026	Executive Council / Registrar	
C. Identify other CPD opportunities (including member webinars) and collaborate with Communications Committee to share with members.	202 6-2 028	Professional Development Committee	
E. Explore opportunities to align CPD with other Atlantic Canadian jurisdictions, including using an online platform for tracking.	Q3 2026	Professional Development Committee, with support from Council	
ACTION 5 - Identify barriers to registration and explore potential mitigations for geoscientists practicing in under-represented fields.			
Initiatives	Priority/Timeline	Lead	Progress/Comments
A. Engage with geoscientists practicing in under-represented fields - public service and universities.	2027	Registrar, support from relevant committees and Council	
- Collaboratively identify misconceptions about and barriers to licensure.	2027		
- Explore together potential mitigations.	2027		
- Pilot mitigations and measure success.	2028		
ACTION 6 - Work with Engineers NS and other partners to evaluate a potential merger.			
Initiatives	Priority/Timeline	Lead	Progress/Comments
A. Establish task group.	Q1 2026	President, Registrar	
B. Work with ENS to map out potential approach, including potential timelines. Engage with government, legal, as warranted.	Q2 2026	Registrar, Task Group	
C. Evaluate pros/cons, costs/benefits, identify mitigations for the concern that geoscientists may "lose their voice".	Q3 2026	Registrar, Task Group	
D. Present results and findings to members at AGM, identify next steps.	Sep-26	President	

