

2025 - 2026
ANNUAL REPORT

Association of Professional Geoscientists of Nova Scotia



GEOSCIENTISTS
NOVA SCOTIA

Table of Contents

3	Acknowledgements
4	In Memorium
5	Past Presidents
6	2025-2026 Council
7	2025 AGM Minutes
8	President's Message
9	Registrar's Report
10	Admissions Board Report
11-17	Committee Reports
18-19	Incoming Council Members
20	Geoscientists Canada Report
21	Canadian Geoscience Standards Council Report
22	Professional Practice Exam Committee Report
Appendices	
23-26	Appendix 1 - Treasurer's Report
27-41	Appendix 2 - Financial Reports
42-43	Appendix 3 - Strategic Plan Tracking

Acknowledgements

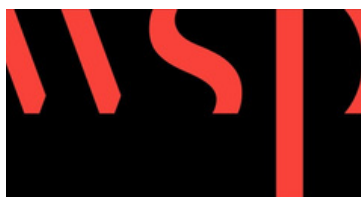
First Nations Acknowledgement

We acknowledge that we work, play, and live in Mi'kma'ki, the unceded territory and ancestral homeland of the Mi'kmaq Nation. As geoscientists, we work closely with the land. We must take special care to recognize that in Nova Scotia 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 Supporters



In Memoriam

George Thomas Goad, P.Eng. FEC

July 14, 1957 - March 13, 2026



APGNS marks with deep respect the passing of George Thomas Goad, P.Eng. FEC, a valued member of the engineering and geoscience communities, and dedicated volunteer who served as Public Representative on our association's Council over 15 years.

Born in Goose Bay, Labrador, George was a beloved husband, brother, uncle, mentor, and friend whose vibrant life leaves an indelible mark on many people.

A proud graduate of Dalhousie University, School of Engineering and TUNS, George dedicated over 35 years to his career as an engineer, during which he not only excelled in his field but also mentored countless young professionals. His commitment to nurturing the next generation of engineers was a testament to his generous spirit and unyielding dedication to his profession. His guidance helped shape the careers of many people and the engineering community.

Known for his strong opinions on life and politics, George's voice was a powerful presence. His intense approach to getting things done was balanced by his patient mentorship, helpful nature and a willingness to offer advice. His insightful nature, knowledge and helpfulness, often referred to affectionately as JAG (Just Ask George), was appreciated by all.

Although George's departure was sudden, the impact of his life resonates deeply in the hearts of those who knew him.

Past Presidents

Michael Power, P.Geo. FGC	2024-2025
Scott Conrod, P.Geo. FGC	2023-2024
Robert Cuthbert, P.Geo. FGC	2022-2023
Daniel Parker, P.Geo. FGC	2021-2022
Kimberlea Green, 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, P.Geo. FGC	2015-2016
Scott McCarthy, P.Geo. FGC	2014-2015
Jeff Parks, P.Geo. FGC	2013-2014
Fred Bonner, P.Geo. FGC	2012-2013
Gavin Kennedy, 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, P.Geo. FGC	2007-2008
Paul LaFleche, P.Geo. FGC	2006-2007
Andrew D. Cameron, P.Geo. FGC	2005-2006
Theresa Rushton, P.Geo. FGC	2004-2005
James H. Fraser, P.Geo. FGC	2003-2004
David Carter, P.Geo., FGC	2002-2003
Patrick J.C. Ryall, P.Geo. FGC	2001-2002

2025-2026 Council



President
Maylia Parker, P.Geo.



Past-President Michael
Power, P.Geo.



Vice President
Robert Stewart, P.Geo.



Treasurer
Jeff Parks, P.Geo., FGC



Secretary
Belinda Culgin, P.Geo., FGC



Councilor
Scott Benton, P.Geo.



Councilor
Nathalie Sahakyan, P.Geo.



Councilor
Kelsie O'Brien, P.Geo.



Councilor
Natasha MacAdam, 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
John McNeil, 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 2025

1. Call to Order.
2. Welcome and Introductions. (M. Power)
3. Land Acknowledgement. (M. Power)
4. EDI&A Acknowledgement. (M. Power)
5. Motion to approve the Agenda. (P. Lafleche, C. Stanley). Approved.
6. Recognition of Past Presidents and Council Members. (M. Power).
7. Minutes of the 2025 AGM. Motion to adopt the Minutes. (P. Lafleche, C. Stanley). Approved.

Business arising from the Minutes.
Reviewed by M. Power
8. President's Report. (M. Power).
9. Registrar's Report (S. Olmstead).
10. Treasurer's Report (Audit Committee Report, Independent Financial Review Engagement Report, and Appointment of 2025 Year-End Financial Reviewer). (P. Batson).

Questions Arising

- Status of Reserve Fund. (H. Donohoe). Reserve and investments healthy and seeing conservative growth. (P. Batson, M. Power).
- Clarification of accounting and legal fee costs. (R. Gagne). Fees related to contract reviews, and management transition. New bookkeeper retained; administration fees in 2025 are half of former provider's. (M. Power).

Motion to accept the Treasurer's Report and report of third-party Financial Reviewer). (R. Gagne, J. Parks). Carried.

Motion to accept the Executive reports and financial review appointment. (H. Donohoe, C. Stanley). Carried.

11. Committee Reports.
A summary of the committees and their activities was provided. (M. Power). Attendees were referred to the Annual Report for full committee reports. Questions were invited.

Motion to accept committee reports (R. Gagne, C. Stanley). Carried.

12. Geoscience Canada Director's Report. Report delivered. (B. Smith)
13. Nominations Committee Report. All positions filled and accepted by acclimation (S. Conrod). Motion to accept the Nominations Committee Report (P. Lafleche, R. Gagne). Carried.
14. Introduction of 2025-26 Council and recognition of outgoing Councillors (M. Power).
15. Incoming President Remarks. (M. Parker).
16. New Business (M. Power). The 2026-2028 Strategic Plan was introduced (M. Parker).

Motion to Adjourn. (P. Lafleche).

President's Report

I am pleased to share the accomplishments of the APGNS Council for this term. It has been an honour and a privilege to lead this team as we worked to implement our strategic plan and take steps towards operational modernization.

Our mandate is a weighty one: APGNS protects the public and the environment through the regulation of professional practice of geoscience in Nova Scotia.

Never has this mandate been more critical than now, during this time of increased government support for resource development and energy transformation in our province.

As we wrap up Year 1 of our three-year strategic plan, I'd like to highlight some of our progress across three key objectives:

Objective 1 – Uphold high standards for the geoscience profession

- Transitioned to Competency-Based Assessment for Member (P.Geo.) applicants (Action 3).
 - Aligns with other Atlantic jurisdictions
 - Modernizes registration process (online portal)
 - Meets Fair Registration Practices Act (FRPA)
 - Supports labour mobility
- Improved Continuing Professional Development program (Action 4).
 - Updated CPD policy and guidelines
 - Aligns with other Atlantic jurisdictions
 - Reduces burden for professionals registered in multiple jurisdictions
 - Builds on the success of gaining access for all registrants to the Atlantic Learning Portal

Objective 2 – Represent the geoscience profession to the public and to the provincial government

- Developed annual external communications calendar (Action 2), supported by a new Communications Strategy (Action 1), to guide our engagement with registrants and stakeholders.
- Attended/sponsored key external events
 - Atlantic Universities Geoscience Conference
 - Atlantic Geoscience Society Colloquium
 - Critical Minerals Forum



- Geoscientists Canada AGM
- Mining Society of NS AGM
- Earth Ring Society Ceremony
- Prospectors Assoc. of NS meetings

- Met with provincial government department representatives to reinforce the importance of professional registration
 - Dept. of Natural Resources
 - Dept. of Energy
 - Dept. of Environment and Climate Change
 - Office of Service Efficiency

Objective 3 – Elevate Communication

- Prioritized communication and transparency with registrants and the public.
 - Website improvements
 - New application forms
 - Electronic newsletters issued
 - GeoGazette published
 - Two-way communication via Council Executive generic email addresses

Operations and Governance

In addition to the Strategic Plan, we strengthened the Association's operations, reporting, financial planning, and governance. APGNS is financially sound, has in place secure investments, and leverages opportunities to collaborate with other regulatory bodies in Atlantic Canada and across Canada.

We initiated a comprehensive review of Association policies, updated several of them, and created a new Enforcement Policy that better serves our members and professionals who come to our province from other jurisdictions.

Thank you to all of our volunteers who stepped up and contributed in so many ways! This momentum is sure to continue under the leadership of Bob Stewart, P.Geo. FGC.

Respectfully submitted,
Maylia Kempt Parker, P.Geo.

Registrar's Report

Registration activities are managed by an experienced and knowledgeable team - the Registrar and the Admissions Board - that works closely with all applicants including existing professional geoscientists (P.Geo.) from Nova Scotia and other jurisdictions, Members in Training, Students, and businesses interested in conducting geoscience activities in our province.

Several initiatives were completed this term to ensure that the registration process is easier for applicants to understand and complete in a timely manner. Adjustments were also made to ensure that businesses, and professionals transferring to the province from another jurisdiction, can become registered with APGNS the same day that they apply.

Make Registration Easier

- Introduced new application forms customized to each registration type.
- Application instructions and forms are now easier to locate on the APGNS website.
- Outreach to companies directly to assist them with their registration and renewals with APGNS.
- Strengthened connections with the other geoscience and engineering regulatory bodies across Canada to address potential risks or impediments to inter-provincial mobility (e.g., false credentials, use of fake professional stamps).

While APGNS registration numbers remain largely consistent year-over-year, it has become common for businesses from other jurisdictions who seek registration with APGNS to consider registering multiple professionals through Member transfer from another regulatory body or via License to Practice.

Geoscience project scale and complexity, the availability of expertise, and the desire to operate transparently and with clear social license in the public eye are factors supporting this trend.

Make Continuing Professional Development (CPD) Reporting Easier

Updates to the CPD Program are in development and should be completed in time for the next reporting period.

In response to feedback from Members, CPD reporting requirements will align more closely with those of the other geoscience and engineering regulators in Atlantic Canada. One advantage of such alignment is that Members will not have to complete the same data entry process in multiple formats. Content entered in one form or format can be pasted in another with similar data entry formatting.

The report form will also be easier to complete, and compatible with mobile devices.

Members brought these ideas forward, and we are happy to implement them. The changes will help ensure qualified professionals are compliant under the *Geoscience Profession Act* and *Fair Registration Practice Act*, which is key to inter-provincial mobility. Together, the changes protect the public interest and support professional geoscience practice in Nova Scotia.

Respectfully submitted,
Stephen Olmstead (Registrar)

	¾ 26*	2025	2024	2023	2022	2021	2020
Total	309	312	314	305	310	284	290
Member (P.Geo.)	199	220	225	213	209	192	193
License to Practice	36	24	14	21	25	22	27
Member in Training	24	29	27	22	24	19	23
Cert. Authorization	50	39	48	51	53	51	47

Admissions Board Report

The Admissions Board met three times during the 2025-26 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 Council. The Board reviews the 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, progressive and sufficiently demonstrates that the applicant has the competence expected at entry to professional practice.

On May 1, APGNS updated this process by requiring applicants for Member to demonstrate their existing level of geoscience-specific competency obtained through work experience. This evaluation is managed using an online CBA platform.

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.

Thank you to our dedicated volunteers: Mark King, P.Geo., Theresa Rushton, P.Geo., FGC, Cliff Stanley, P.Geo. FGC, and Paul Batson, P.Geo. FGC.

Respectfully submitted,
Brent Cox, P. Geo. FGC (Chair)

Meetings	Meeting Dates	Files Reviewed
25-05 Meeting #116	Nov. 6, 2025	7
26-01 Meeting #117	March 18, 2026	4
26-02 Meeting #118	July 22, 2026	7

*Admissions Board members and the Registrar met with individual applicants on several occasions to help them identify paths to achieve registration, including addressing gaps in their academic records, and other GKE requirements.

Communications Committee

The Communications Committee strives to enhance engagement, transparency, and accessibility for members, the Council and the public. This is a busy committee that worked well this term on a “shared leadership” basis in that each member led or co-led specific, functional activities. The committee met five times, and reports on the following key accomplishments:

Communications Terms of Reference and Communications Policy

The committee reviewed and updated the Terms of Reference and Policy for the Communications Committee to support its operations and ensure long-term continuity.

External Communications Calendar

The committee created an external communications calendar to help identify, track, and strengthen APGNS relationships with stakeholders, and increase visibility across the geoscience community.

The calendar is a live document - meaning that it is updated regularly - that includes annual touch-points with professional and industry organizations and events of strategic value to the Association. It is reviewed monthly at Council meetings.

Communications Strategy

A new Communications Strategy was developed this term, and recently adopted as a working document by Council. The strategy guides communications focused on:

- Registration/regulation/enforcement
- Professional development
- Public awareness and Education, and
- “Become a Professional Geoscientist”

Electronic Communications

The committee contributed to the preparation and distribution of electronic notices and newsletters to members, ensuring the timely communication of important announcements, events information, professional development opportunities, regulatory updates and reminders, and other news.

GeoGazette

The GeoGazette newsletter published in June, with content aimed at informing members about Association initiatives, professional practice matters, regulatory updates, and member activities and achievements. This edition marked the return of the newsletter after a couple of years. This publication is popular and may publish more frequently if members submit content, feature ideas, and news. Contributions can be submitted to the Registrar (registrar@geoscientistsns.ca).

Development of Factsheets

To support awareness and understanding of professional geoscience, the role of APGNS, and the value of professional designation within Nova Scotia, two factsheets are in the final stages of development. Once completed the factsheets will serve as “quick reference” sources for members and public audiences, be featured on our website, and be accessible on select social media platforms.

APGNS Website

Website content review, updates, and general maintenance are an ongoing action item for the committee. This work is supported by the employment of an external website developer. Ensuring the list of members in good standing is current and easily accessible to public audiences is a priority.

I thank the committee members for their volunteerism and dedication to our association: Natasha MacAdam, P.Geo., Fiona Gallacher, P.Geo., Julie Ellsworth, P.Geo., and our Registrar.

This is an exciting time to volunteer with our association. I encourage members to get involved, grow their professional skills, experience aspects of association management, and support our wonderful profession.

Respectfully submitted,
Kelsey O’Brien, P.Geo. (Chair)

Professional Development Committee

APGNS experienced a transformative term in 2025-26 through the efforts of its Executive and Council to review and implement refinements, where necessary, with respect to governance matters and professional development.

Atlantic Regulators Learning Platform

APGNS secured access to the Atlantic Regulators Learning Platform to provide members with a profession-led option to earn annual CPD credits.

The platform is an online resource created and hosted by Professional Engineers & Geoscientists of Newfoundland and Labrador (PEGNL) in 2024 following their adoption of a harmonized Continuing Professional Development (CPD) program. APGNS members join those from Engineers Nova Scotia, Professional Engineers & Geoscientists of New Brunswick, and Engineers PEI as platform users and contributors.

APGNS members can now access CPD offerings from the other associations, and work with the Association to develop and contribute new CPD courses, presentations, and other content

“Professional development” is personal, life-long learning that helps us adapt to our rapidly changing world. Meeting its various demands can be stressful - passing the Professional Practice Examination (NPPE), submission of annual CPD reports to regulators, and the application of professional principles to meet professional requirements and public expectations - but are critical, and invaluable.

CPD Program Updates

A review of the APGNS CPD program was undertaken this term - the first in several years. Members’ feedback on the program received over the years, and the opportunity to strengthen alignment with the other professional regulators in Atlantic Canada, helped inform the review.

Updates to the CPD program will be adopted this Fall, and put in place for the upcoming reporting period. The updates will make the tracking and reporting process easier, and help ensure Members (P.Geo.) are *Geoscience Profession Act* compliant.

In order to be compliant and a registered professional “in good standing”, a Member (P.Geo.) is required to pay their annual dues and submit their CPD Report for the past year no later than January 31 of each year. These requirements are similar in every province, demonstrate to the public that you are a registered/qualified professional, and support inter-provincial trade goals established by the provinces.

NPPE Updates

Because professionalism needs to adapt to our ever-changing world, the NPPE Blueprint requires regular updates to the need-to-know topics for entry to practice today.

The current Blueprint was adopted in 2017 by all the constituent engineering and geoscience regulators. The updated version should be in place by April 2027.

Textbooks cannot keep up to date with the pace of change so open-source reference material has been assembled for guidance and critical professional consideration associated with each topic. Links to open-source Blueprint topics will be posted to the APGNS website in the coming months, ensuring they are available to both current and prospective members.

Thank you to our committee members: Cliff Stanley, P.Geo., John MacNeil, P.Geo., and Matthew Schumacher, P.Geo.

Respectfully submitted,

Robert Stewart, P.Geo., FGC (Chair)
Vice President, APGNS

Governance Committee

This term the committee began a review of all policies to ensure they are current and consistent.

Policies reviewed and/or amended, and approved by Council this term:

- Admissions Policies & Procedures
- Appointment of a Financial Reviewer
- Communications Policy and Procedures
- Continuing Professional Development Policy
- Enforcement Policy *new
- Expense Reimbursement Policy

This work continues along with a focused effort to standardize all policies and procedures with consistent branding, and have all the documents published in one volume for easy reference.

Geoscience Profession Act (GPA) Update

As part of this term's work, consideration was given to future changes that may be required in anticipation of a new (draft) GPA and Geoscience Practice Regulations.

Drafts of both were submitted to the Nova Scotia Department of Justice (DOJ) for consideration in March 2015. While not a priority for the DOJ at the time, the Department of Energy and Mines (DEM) agreed in 2020 to assist APGNS in further development of the legislation and its submission to the Legislature.

The DEM's feedback on the draft legislation was shared with APGNS's Executive, Council, legal counsel and other reviewers.

Following the pandemic, discussions restarted and the draft legislation advanced to the point of acceptance by DEM. In 2024, APGNS Council halted the process due to organizational restructuring.

The revised GPA remains relevant and the APGNS Council will consider resumption of conversations with government when appropriate.

Council has approved over the years several administrative policies to manage the operations of the Association, which satisfy requirements of the Canadian Free Trade Agreement, and the *Fair Registration Practices Act*.

These would also be requirements under a new GPA. Policies are posted on the APGNS website.

It is unknown when the revised GPA regulations and By-laws may go forward. For now, APGNS policies are reviewed against current by-laws to determine if amendments are required.

APGNS policies are reviewed as warranted with precedence given to items of urgency or where policy is required for immediate change.

Thank you to committee members for their volunteerism and support of the association: Robert Stewart, P.Geo, Dan Hagan, P.Geo.

Respectfully submitted.
Jeff Parks, P.Geo. FGC (Chair)

Student Committee

The committee's primary goal is to ensure post-secondary undergraduate and graduate students have access to information, resources, and professional connections they need to make decisions that support their development toward meaningful and successful careers in geoscience.

Our committee had a productive term with efforts focused on strengthening engagement with students and faculty members through priority event participation and campus visits.

Through the engagements we gained new insights into how APGNS can support students, and identified ways to build on our efforts in the coming years. These insights will be reflected in a new engagement plan, to be developed in the next term, that will guide the Association's future awareness efforts.

APGNS's participation in several events was noticeable to students and academic audiences alike, and brought ten new student members to our association this term.

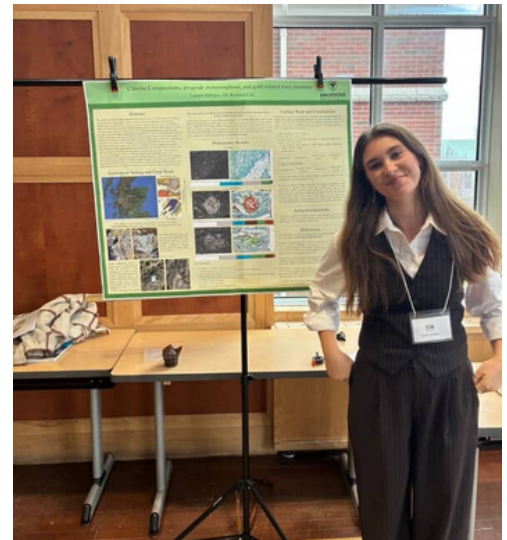
APGNS this term supported several prominent events that focus on, or otherwise include, students and academic audiences:

- 75th Atlantic Universities Geoscience Conference (St.FX, Oct. 30 - Nov. 2, 2025).
- The Atlantic Geoscience Society's 52nd Geoscience Colloquium and AGM (Truro, Feb. 6-7, 2026).
- 26th Gathering of the Ritual of the Calling for Geoscientists in Nova Scotia (Dalhousie University, April 10, 2026).

Looking ahead, the committee is planning engagement activities for the next academic year and welcomes questions, suggestions, and feedback from members, students, and faculty members.

Members are invited to join this committee and have fun "giving back" to students, our beloved academic institutions, and the profession in Nova Scotia.

Respectfully Submitted,
Natasha MacAdam P.Geo. (Chair)



AUGC '25, St.FX (above), 26th Ritual of the Calling for Geoscientists in Nova Scotia (below)



Environment Committee

The committee met several times during the term, and discussed several topics of importance to environmental geoscience practice in Nova Scotia.

The committee also focuses on the planning of future activities and identifying opportunities that enhance member engagement, knowledge sharing, and professional development. In this respect, members discussed the importance of completing a review of the Geoscience Practice Standards and identified potential technical presentations of value to APGNS members.

Several regulatory topics were flagged and discussed, including recent layoffs within the Department of Natural Resources' Wildlife Division and the potential implications for environmental management/monitoring capacity.

We also reviewed recent changes to annual reporting requirements for Industrial Approval holders, and assessed potential impacts on environmental practitioners and industry. Other topics discussed:

- Role and objectives of the NSECC Liaison Committee.
- Emerging contaminants and environmental safeguards associated with uranium exploration.
- Provincial Climate Change Risk Assessment actions.

On that risk assessment topic, the committee received a presentation from Gavin Kennedy, P.Geo. FGC that offered valuable insight into climate risks facing Nova Scotia. This generated significant discussion about the role of geoscience professionals in supporting climate adaptation and resilience initiatives.

In addition to its regular activities, APGNS is pleased to sponsor the Canadian Land Reclamation Atlantic Chapter's Reclamation Conference (ARC2026), which takes place Oct. 7-9 in Quispamsis, NB. The conference theme, "Where Restoration Meets Innovation", highlights the importance of knowledge sharing, innovative approaches, and collaboration in land reclamation and environmental restoration.

The committee provides a forum for discussion of environmental issues relevant to geoscience practice, and to knowledge sharing among members. New members and perspectives are always welcome.



Portion of the Margaree River watershed included in the proposed Masons Mountain Wilderness Area, Inverness County.

I thank our committee members for their volunteerism: Scott Conrod, P.Geo. FGC, Beverly Smith, P.Geo. FGC, Asia Reid, P.Geo., Jonathan Kay, P.Geo., Belinda Culgin, P.Geo. FGC.

Respectfully submitted,
Drew Wagner, P.Geo. (Chair)

MINING & ENERGY COMMITTEE

The committee welcomed several new members this term, met four times, and discussed the evolving state of the mining and energy industries in Nova Scotia.

The committee observes that recent legislative developments are poised to affect both industry and public perceptions that surround resource exploration activities in our province.

Developments that impact professional geoscientists and the profession in general include:

1. *Powering the Economy Act* (Bill 193) positions Nova Scotia as a leader in natural resource and offshore wind development. It is intended to streamline government requirements and processes for businesses – including natural resource permitting – through a “single-window” service model. It also:
 - Repealed the *Petroleum Resources Act*, and replaced it with the Subsurface Energy Resource Extraction Act (SEREA). This is a broader framework that includes geothermal energy, natural hydrogen (white hydrogen), helium, and carbon storage.
 - Vests all subsurface energy resources with the Crown. Activities including drilling, geophysical surveys, carbon sequestration, and subsurface disposal will require provincial authorization.
 - Provide government with broad regulation-making authority over extraction activities, fees, and permitting/licensing of interest to prospective developers.

The Department of Natural Resources encourages exploration license holders to contact the NovaROC Registrar with any questions about tenures and requirements that may impact exploration activity.

2. A “pre-qualified professional” program is anticipated to support the efficient mobility of labour into Nova Scotia. APGNS, together with Engineers Nova Scotia (ENS), recommended to the provincial government that forthcoming regulations articulate that “professional geoscientists” and “professional engineers” – as registered with APGNS and ENS respectively – are recognized as pre-qualified professionals. This reflects the existing regulatory and mobility system.

3. The Nova Scotia government launched the Subsurface Energy Research and Development Investment Program to “advance scientific understanding of subsurface geology, new energy potential in geothermal or carbon capture utilization and storage and modern drilling technologies in Nova Scotia. The purpose of the initiative is to “help shape future energy policy and economic development.”

Hydrogen Exploration

Growing interest in hydrogen exploration activity is one subject area commanding the committee’s ongoing attention and discussion given questions and potential issues identified during our meetings.

Several issues have been tracked and their implications shared with Council, including the introduction of the *Making Business Easier Act* (Bill 36) and activities undertaken by the Subsurface Energy Research & Development Investment Program at Dalhousie University.

Looking ahead, promoting our smooth registration process for up and coming geoscientists and those from other regions coming to Nova Scotia will be critical to ensure the industry presence grows. The incorporation of industry best practices from across Canada and elsewhere will also help geoscience practice grow and improve public perception.

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.

I thank our committee members for their engagement and volunteerism: Edwin Macdonald, P.Geo., Gregory Morris, P.Geo., Sean Freeborn P.Geo., James Reeves, P.Geo., Scott Conrod, P.Geo. FGC, Robert Stewart, P.Geo., Natasha MacAdam, Michael Power, P.Geo., Jeff Parks, P.Geo. FGC.

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

Respectfully submitted,
Scott Benton, P.Geo. (Chair)

Nominating 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.

Council Members Completing Terms

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

One Year Remaining on Term

- Natasha MacAdam, P.Geo.
- Kelsey O'Brien, P.Geo.
- Matthew Schumacher, P.Geo.

2026 Call for Nominations

Calls for Council nominations were sent to all registrants via email from the Registrar, and a post on the APGNS website for the positions of:

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

Six nominations were received, one was later withdrawn. The APGNS Registrar verified and validated that these individuals are Members in good standing.

Nominations for 2026-27

- For President - Robert Stewart, P.Geo. FGC
- For Vice Pres. - Scott Benton, P.Geo.
- Council - John MacNeill, P.Geo.
- Council - Gorman Sears, P.Geo.
- Council - Morgan Verge, P.Geo.
- Public Rep. - Alan Ehrenholz, P.Eng.

APGNS Executive & Council 2026-27

- President - Robert Stewart, P.Geo. FGC
- Vice Pres. - Scott Benton, P.Geo.
- Past Pres. - Maylia Parker, P.Geo.
- Kelsey O'Brien, P.Geo.
- Natasha MacAdam, P.Geo.
- John MacNeil, P.Geo.
- Matthew Schumacher, P.Geo.
- Gorman Sears, P.Geo.
- Morgan Verge, P.Geo.
- Public Rep. - Alan Ehrenholz, P.Eng. (2-year term)

Council Appointments

- 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 - Cliff Stanley, P.Geo., FGC
- Professional Practice Exam Committee - John MacNeil, P.Geo.

On behalf of the Executive, Council, and all Members, I thank the current and outgoing Councillors for their contributions, and welcome those incoming. Thank you also to our appointees for their dedication.

APGNS is a volunteer run organization. We invite Members to become involved in the association and support the advancement of professional geoscience in Nova Scotia.

Respectfully submitted,
Michael Power, P.Geo. (Chair)

New Council Members



John MacNeil, P.Geo.

John's career in geoscience spans over 40 years, working in both private and public sectors. He holds a B.Sc. in Geology (St.FX) and a Remote Sensing and GIS Certificate (COGS).

John worked in Newfoundland and New Brunswick before joining the Nova Scotia Department of Natural Resources's geoscience data group. As Registrar of Mineral and Petroleum Titles, he transformed the provincial registry into an online operation. John serves on the Professional Practice Exam Committee, and enjoys collaborating with fellow professionals.



Gorman Sears, P.Geo.

Gorman is a project geologist with extensive experience in mineral exploration and mine development across Canada, Central America, and Africa. He holds a B.Sc. and M.Sc. in Geology (St.FX).

His expertise includes exploration and mine geology, bedrock mapping, drill-core logging, geological interpretation, mineral sampling, resource and grade-control programs, underground mapping, data management, and environmental site reclamation.



Morgan Verge, P.Geo.

Morgan is an exploration geologist and is passionate about advancing mineral exploration in Canada. She works with clients to transform geological concepts into practical exploration programs and believes that collaboration, curiosity, and good communication are as important as technical expertise.

As President and CEO of Verge Geological Consulting Ltd., Morgan provides exploration management, target generation, GIS and data integration, permitting, and technical communications for junior mining companies. She is also the President of the Nova Scotia Prospectors Association.



Alan Ehrenholz, P. Eng. (Public Representative)

Alan is the Group Lead, Municipal, Linear Infrastructure in CBCL's Halifax office. Alan brings extensive governance and volunteer leadership experience, and is Chair of the Engineers Nova Scotia Sustainability Committee, and Chair of the Association of Consulting Engineering Companies (NS) Education Committee.

Alan works closely with geoscientists and brings an informed yet independent perspective to professional regulation. He values evidence-based decision-making, transparency, inclusivity, confidentiality, and respectful dialogue, and is committed to supporting organizations that protect the public interest and maintain public confidence in self-regulated professions.

Incoming President

I am honoured to serve as President, for an abbreviated term, as APGNS navigates the greatest surge in geoscience investment by governments and industry to create long-term resource prosperity for Nova Scotians.

My goal is to maintain the course set out in the 2026-2028 APGNS Strategic Plan established by our recent Councils, and begin the close-out of my personal professional career.

My global exploration professional interest started with Cub Scouts and the primal Grand Howl chant of “Do Your Best, Do Our Best”. Learning skills at an early age to cope in the natural environment through self-confidence, leadership and team-work has been essential to my career success.

As a Scout at EXPO '67, which had the theme “Man and His World”, my 13 -year-old eyes were opened to our planet, its varied cultures, politics and the application of science to literally achieve out-of-this-world ambitions.

Scouting discipline and skills were foundational to my professional development which spanned the end of unregulated practice in Nova Scotia twenty five years ago, and transition to our current regulated geoscience practice environment.

Trustworthiness needed to be earned wherever I worked, and a steady professional approach and moral courage helped achieve that trust.

Professionalism is more than knowing a lot of geoscience facts and processing them through standard operating procedures to get an end result. While artificial intelligence robots can do much of that work, the public needs trustworthy professionals to stand behind those results.

Professionalism among regulators is also evolving as the world rapidly changes. Compliance, enforcement, and discipline are APGNS's main duties. APGNS has adapted to changing conditions over time through its policies, which are now reviewed biannually.

Fundamentally, individuals and businesses undertaking geoscience are responsible for their professional activity. And it is APGNS's role is to register qualified individuals and businesses.



Our registry of “members in good standing” is available online for anyone doing their due diligence. The Registrar is also available to verify whether a geoscientist or business is currently in good standing with APGNS.

Transparent and timely policies and an up-to-date register builds trust in the Association's relevance to our profession and the public well-being.

Enforcement is currently focussed on ensuring that awareness is high among practitioners and businesses engaged in geoscience of their responsibility to be registered with APGNS. This approach is working, and both individuals and companies are responding positively and seeking registration with the Association.

As we exercise our social licence, the legal and ethical practice by geoscientists and businesses will be enhanced through their “good standing” status being highly visible through our website.

This is a vibrant time for the geoscience profession in our province and across Canada. I encourage members to spread awareness about our profession and ensure their own entries in the online register are accurate.

I also invite members to participate in the timely and important work of our Association - whether contributing to Council, a committee, task force, or by attending an event.

As always, “Do Your Best, Do Our Best.”

Warm Regards,
Robert Stewart, P.Geo., FGC

Geoscientists Canada (GC) supports its Members by helping to improve the effectiveness of regulation in Canada to achieve excellence in the profession.

Public Awareness & Advocacy

GC's priority focus areas this term included public awareness and perception enhancement, and advocating for professional reliance for all geoscience activity in Canada.

The development of an info-graphic (see CGSC Report) is proving a valuable asset in these efforts, and advocacy activities targeting Parliamentarians and federal civil servants have ramped up through GC's new lobbying consultant (CGA Consulting).

GC's advocacy initiatives have been timely with the establishment of the Major Projects Office of Canada and announcement of five major projects including critical minerals and liquefied natural gas. Advocacy meetings will continue this Fall.

GC continues to support its members by promoting consistency of registration decision-making, which has been supported through members' adoption of the Competency Based Assessment (CBA) process. APGNS implemented CBA for new P.Geo. applicants on May 1, 2026.

GC also shares in the ethical considerations of the members, which includes updates by some to their Code of Ethics related to the increasing use of Artificial Intelligence and fraudulent stamps.

Geoscience Knowledge & Experience (GKE) Review

Through the Canadian Geoscientists Standards Council (CGSC), GC continues to review the existing GKE requirements. This work includes the development and circulation of unique surveys to four stakeholder groups:

1. Geoscience Admissions Officers
2. Academic and University Advisors
3. Geoscientists-in-Training, students, and other applicants
4. Industry and government



The surveys will be circulated this Fall, followed by interpretation of the results, draft GKE revisions, and further consultations as required. The GC Board will receive a final report in Fall 2027.

Annual Meeting

The 94th Board of Directors meeting and 29th AGM was held in Saint John, NB in June. Incoming President Darice Greggs, P.Geol., FGC (Alberta) took office. Outgoing Past President, Christine Vaillancourt, P.Geo., FGC (Ontario) was recognized.

The GC CEO received several actions for the months ahead, including:

- Develop a federal engagement plan with defined goals and measurable outcomes, and
- Investigate the feasibility and requirements for creating a national regulatory dashboard.

Mobility Report

The GC 2025 Mobility Survey Report found that of the 913 applications reviewed, 244 were in-province degrees (27.6%), 274 were international (31.0%), and 365 were out-of-province Canadian degrees (41.3%).

The application mix indicates that mobility and external talent pipelines are structurally important to the profession. The United States, Iran, UK, and Australia were the most frequently reported source countries for internationally trained geoscientist applicants.

I continue to serve in the role of Treasurer (2nd term), and participate on the Executive. If you have questions, please reach out any time.

Respectfully submitted,
Beverley Smith, P.Geo., FGC
Director (Nova Scotia) and GC Treasurer

Canadian Geoscience Standards Council

The Canadian Geoscience Standards Council (CGSC) met twice over the last year; in-person on October 25 and on-line on March 13. Several initiatives are underway and will continue in the months ahead:

Geoscience Knowledge & Experience (GKE) Review

A review of the Geoscience Knowledge and Experience Requirements for Professional Registration in Canada is underway - the first review since 2017.

This process began with the development of a detailed and step-wise process for developing, reviewing, and formatting surveys targeting:

- Geoscience admissions officers,
- Geoscience academic advisors
- Students
- Industry representatives, and
- Government representatives,

The surveys will be distributed to the target audiences later this Fall, with the help of the various Constituent Associations (CAs). Once the survey results are compiled, they will be reviewed by an external psychometrician and an analysis report submitted to the CGSC. The report will inform next steps with respect to updates to the GKE.

Competency Based Assessment (CBA)

EGBC and APEGS have initiated a review of the CBA system and profiles (CBA 2.0). The purpose of the review is to identify any issues with this new system's implementation to date. This work will continue through the end of 2026.

Geoscience Infographic & Poster

Copies of an "infographic poster" were distributed to the CAs for distribution at universities in their respective provinces. The purpose of the infographic posted is to help educate students and other public audiences about the three streams of geoscience - geology, geophysics, and environmental geoscience. The posters are being distributed to universities in our province this Fall.



Diversity Table

The CGSC is developing a diversity table to reflect the skills and backgrounds of the members of the Council so that people with additional skills and backgrounds can be recruited in the future.

Good Character Guidelines

A working group was established to report on progress being made on work, undertaken by Engineers Canada, to establish Good Character Guidelines as they apply to registrants. The draft guidelines have been sent to Engineers Canada for review.

Respectfully submitted,
Cliff Stanley, Ph.D., P.Geo. (Member, CGSC)

Professional Practice Exam Committee

The Professional Practice Examination Committee (PPEG) ensures a current, relevant, and meaningful examination of the legal, ethical, and regulatory responsibilities of a practicing geoscientists (and engineers) is available to applicants for professional licensure. I am pleased to represent Nova Scotia and Atlantic Canada on this committee, and contribute to its important work.

The Association of Engineers and Geoscientists of Alberta (APEGA) shares responsibility for the exam (National Professional Practice Exam or “NPPE”) with APGNS and the other 12 constituent regulatory associations who nominate volunteers to serve on the Advisory Committee and the Screening Group.

APEGA manages the NPPE website and the exam, which is administered five times annually to meet consistent demand from nearly 10,000 applicants.

NPPE Blueprint Review and Revisions

Consultation with the constituent associations on revisions to the 2017 NPPE Blueprint have taken place in recent years to keep the exam relevant in a rapidly changing landscape.

A new blueprint document is being finalized and should be adopted soon.

A comprehensive open-source reference resource will be introduced with the new Blueprint, thereby replacing outdated professional practice textbooks. Exam candidates will use this resource to help prepare for the exam.

The Committee meets semi-monthly, to:

- Review exam questions in detail
- Review and propose changes to the current exam Blueprint
- Solicit information on the needs and problems professionals face to inform exam questions
- Review and approve study materials – or removal of existing ones – to ensure consistency with the purpose and content of the Blueprint
- Review the work of the Professional Practice Examination Screening Group (PPESG), and share feedback for continuous improvement
- Review nominations and make appointments to the PPESG.



The NPPE website (nppexam.ca) is an excellent resource for exam preparation, and includes extensive study material downloads, suggested readings, and links to practice tests. The 2027 exam dates and registration deadlines, along with information about remote proctoring, have recently been posted also.

I welcome questions about the committee’s work, and any aspect of the NPPE.

Respectfully submitted,
John MacNeil P.Geo. (Member, PPEC)

Appendix 1

Treasurer's Report

TREASURERS REPORT

Reporting Period: FY Ended December 31, 2025
Presented: September 18, 2026, Annual General Meeting

1. Executive Summary

- **Financial Standing:** Overview of the Association's year-end financial position, net asset balance, and overall operational budget performance for fiscal year 2025.
- **Independent Review Engagement:** RGH Chartered Professional Accountants completed the review engagement for the year ended December 31, 2025. The overall accounting records provide a sound representation of the organization's finances, subject to the procedural enhancements detailed below.
- **Governance & Operations Response:** The Management Letter issued by RGH highlighted 9 administrative and compliance points—including items carried forward from prior periods as well as new recommendations from 2025. Executive Council have reviewed these points and present this formal report detailing agreed-upon actions and operational remedies.

2. Financial Summary (2025 Actual vs. Budget)

Category	2025 Actual	2025 Budget	Variance (\$ / %)
Total Revenue	\$ 183,083	\$173,822	\$9,261 / 5.3%
Operating Expenses	\$ 154,570	\$ 164,602	\$ 10,032 / 6.1%
Net Surplus / (Deficit)	\$ 28,513	\$ 9,220	\$ 19,293 / 209%

Short-term Investments (GICs) total \$ 130,605 as of 31 December 2025.

3. Response to RGH Management Letter Findings

The Executive Council have conducted a thorough review of the 9 specific matters raised by RGH Chartered Professional Accountants in their 2025 Management Letter. Below are the formal responses and concrete action plans established to address each finding:

A. Recurring Matters (Prior Year Items)

1) Segregation of Duties

Reviewer Recommendation (RGH): Maintain active Council oversight over financial transactions and reporting to compensate for limited staff size and inherent lack of full segregation of approval, custody, and reporting duties.

Management & Council Response: Council accepts this recommendation and recognizes its ongoing oversight obligation given the lean administrative staff structure typical of mid-sized professional associations.

Action Plan & Implementation: Council will maintain a monthly or quarterly detailed bank transaction review and enforce dual-authorization protocols for non-standard disbursements and cheque signoffs.

2) Membership Management & Revenue Reconciliation

Reviewer Recommendation (RGH): Maintain a list of active (paid) members, properly adjust for uncollectible prior-year accounts receivable, and perform formal reconciliations between membership database listings and general ledger revenue.

Management & Council Response: Agreed. The practice of carrying uncollected prior-year dues on active rosters will be discontinued, and appropriate write-offs will be processed. Procedures are being developed to ensure that former members do not receive an annual invoice. Paramount to this is the need to conduct a review of the member management system and update accordingly

Action Plan & Implementation: The Registrar and Treasurer will institute a formal year-end reconciliation matching the detailed membership database directly to general ledger revenue accounts prior to annual invoicing and closing the books for review.

3) Harmonized Sales Tax (HST) Remittances

Reviewer Recommendation (RGH): Reconcile discrepancies between accounting records and CRA online reports and remit the outstanding Q3 and Q4 2025 HST balances.

Management & Council Response: Agreed. Delays in quarterly submissions were administrative, and reconciliation with CRA account is current to Q2 2026.

Action Plan & Implementation: Executive Council has engaged RGH to assist in reconciling the HST account balance and submitting the outstanding Q3 and Q4 2025 and Q1 and Q2 2026 returns. Also, the CRA account is presently being updated to gain access by the Treasurer and Bookkeeping team and will be completed in October after updating the NS Registry of Joint Stock Companies listing of current (2026-2027) Directors.

4) CRA Corporate Tax Account Closure (T2 Returns)

Reviewer Recommendation (RGH): Contact CRA to formally close the unnecessary T2 Corporate Income Tax account, as Geoscientists Nova Scotia is an unincorporated association.

Management & Council Response: Agreed. Corporate T2 returns were filed erroneously in past years under the misconception that non-profit society status required corporate filings.

Action Plan & Implementation: Executive Council will submit required organizational documentation to the CRA to formally close the T2 corporate tax account and stop future return requests.

5) Registrar Contract Classification & HST Treatment

Reviewer Recommendation (RGH): Review the Registrar position against CRA worker classification guidelines (Employee vs. Independent Contractor) and correct HST recording to properly claim Input Tax Credits (ITCs).

Management & Council Response: Agreed. Reviewing worker status and accounting entries ensures compliance with CRA rules and maximizes tax efficiency.

Action Plan & Implementation: Council will continue to review the Registrar contract against CRA guidelines. The Registrar's contract will be renewed in 2027, and a legal review was conducted in 2025. Bookkeeping procedures were updated in January 2026 to reflect that HST as a separate line item appears on Registrar invoices so that they can be accounted to proper ITC accounts, maximizing tax recovery.

B. Current-Year Matters (2025)

6) Year-End Payment Processing (Stripe & Deferred Revenue)

Reviewer Recommendation (RGH): Improve year-end cutoff procedures for Stripe transactions near December 31 to ensure advance payments for next year's membership fees are accurately classified as deferred revenue.

Management & Council Response: Agreed. High volumes of online renewals occurring in late December require automated revenue deferral protocols.

Action Plan & Implementation: A strict December 31 accounting cutoff protocol for payment gateways will be implemented, ensuring all fees for subsequent operating years are deferred appropriately. Also Council has agreed to switch from using Stripe as our online receivable payments system in favour of billing directly from QuickBooks to be implemented in Q4 2026 in advance of annual billing.

7) Executive Transition & Governance Registry Updates (CRA & Joint Stocks)

Reviewer Recommendation (RGH): Update officer listings on the CRA My Business Account and Nova Scotia Registry of Joint Stocks promptly, embedding these updates into standard Executive onboarding.

Management & Council Response: Agreed. Administrative gaps during Executive Council rotation created delays in access to government tax portals.

Action Plan & Implementation: Council has updated Director listings to NS Registry of Joint Stock Companies. An administrative handover task will be added to the mandatory post-AGM Executive Council onboarding checklist to update with the 2026-2027 Directors, and CRA will be notified of changes in management and request that previous APGNS contacts for the CRA account be removed.

8) Annual Budget Preparation & Review Controls

Reviewer Recommendation (RGH): Enhance diligence in budget drafting to eliminate formula errors and ensure all fixed operational costs (such as office rent) are explicitly budgeted.

Management & Council Response: Agreed. Budget preparation controls must be rigorous to maintain financial reliance and operational integrity.

Action Plan & Implementation: The Treasurer and Executive Council will implement a dual-check validation process for draft budgets using automated formula verification and a master checklist of baseline operational expenses.

9) Maintaining Distinct Annual Membership Lists

Reviewer Recommendation (RGH): Establish a firm cutoff date for each membership year to generate static annual paid-member rosters, preventing overlap in rights and privileges.

Management & Council Response: Agreed. Membership rights and privileges must align strictly with paid periods.

Action Plan & Implementation: The Association will establish a strict annual membership cutoff date. Fee receipts after cutoff will be coded explicitly to the upcoming operating year, producing a static annual member register. As noted in Point 2) the Executive Council will review the current member management system to ensure controls are captured and implemented.

4. Financial Outlook & Governance Strategy for 2026–2027

- **Internal Controls Implementation:** Priority will be given to completing the CRA account adjustments, HST remittances, and updating governance registries within Q4 2026.
- **Budget Oversight:** The 2026 operational budget has been re-verified to ensure full inclusion of all fixed overhead expenses, including rent and updated IT/software expenses.
- **Member Database & Accounting Integration:** Council is evaluating streamlined database practices to ensure member status, payment tracking, and year-end deferred revenue adjustments align seamlessly between payment gateways and the general ledger.
- **AGM:** The Council has approved a strategy to move the Annual General Meeting to earlier in the calendar year to report the financial year end statements in a timelier manner.

5. Comments from the Internal Financial Review Committee

Rick Gagne, P. Geo., FGC and Jeff Parks, P. Geo., FGC meet in August 2026 to discuss the RGH financial review. Bridget Adams, P. Geo. (Ret), FGC also reviewed the documents independently and provided comments.

“Although due to the changes in Treasurer and bookkeeping companies it was not possible to produce source documents for the Committee to review and assess against RGH financial summary reports, we have reviewed the RGH summary reports, and with:

- the questions arising from those reviews having been adequately answered during our reviews, and
- recommendations for Council to consider responses to issues identified by RGH regarding:
 - o Member list controls and invoicing, and
 - o Balance, Income, Receivables, and Payables Reports being made available for Council meetings to better identify possible inconsistencies,

we have no concerns with the financial reports as they were presented for our review and are to be presented to Members at the AGM.”

6. Motion for the AGM Floor

Proposed AGM Motion:

“To accept the Treasurer’s Report and the Reviewed Financial Statements for Geoscientists Nova Scotia for the fiscal year ended December 31, 2025, as presented.”

Respectfully submitted,

Jeffrey J. Parks, P. Geo., FGC (Treasurer)

Appendix 3

Strategic Plan Tracking

2026-2028 Geoscientists Nova Scotia, Strategic Plan Tracking

ACTION 1 - Develop and implement a Communications Strategy.		
Initiatives	Priority/Timeline	Progress/Comments
Editor, and Website Coordinator, plus EDI&A Committee Chair.	Q1 2026	webmaster, J. Ellsworth website coordinator with webmaster. RS
B. Develop a Communications Strategy, expected to include:	Q2 2026	Complete.
- Update website - for registrants and the public. (Then amplify the website.)	PRIORITY	Ongoing - website updates completed as they arise
- Regular communication from Council to members - quarterly email newsletters, annual AGM	timelines to be established in Communications Strategy	Ongoing - newsletters released
- Annual online GeoGazette for member to member communication		Ongoing - GeoGazette released
- Pathways for registrants to communicate to Council - socialize generic emails, annual AGM		Ongoing - generic emails socialized
- Learning opportunities via webinars and presentations		Ongoing - supported by Professional Development Committee
- Amplification of job opportunities		Pending
C. Implement the Communications Strategy	2026-2028	In progress
D. Re-establish an active Equity, Diversity, Inclusion & Accessibility Committee, start with Chair.	Q1 2026	In progress. Chair - N. MacAdam, recruiting
- EDIA Committee to inform Communications.	2026-2028	Pending
ACTION 2 - Develop and implement an annual external communications calendar.		
Initiatives	Priority/Timeline	Progress/Comments
A. Develop, implement and track annual calendar to include minimum annual engagement with: expand information presented to include both licensure and career information.	2026 onwards	Calendar developed. Implementation is ongoing.
- Department of Environment and Climate Change staff		Presented at AGS, updated slide deck
- Department of Natural Resources (re: Geoscience Profession Act.)		presented to Env Committee
- DNR, Geoscience & Mines Branch staff		On hold
- Department of Energy		Met with Janice Zinck and Tim Bourque in 2026
- Atlantic Geoscience Society		Met with Michael Bird, provided input on draft regulation language.
- Mining Society of NS		Sponsored, attended, and presented at AGS Colloquium
- Prospectors Association of NS		Representatives attended AGM
- Canadian Energy Geoscience Society		VP active
- Engineers NS		Pending
		Regular interaction
ACTION 3 - Operationalize Competency-Based Assessment (CBA).		
Initiatives	Priority/Timeline	Progress/Comments
A. Finalize and post Guide.	Q1 2026*	Complete
B. Attain access to online portal.	Q1 2026*	Complete
C. Recruit and train volunteer Assessors of varying geoscience expertise.	2025-2026	Ongoing
D. CBA system fully operational.	Q4 2026	Complete

ACTION 4 - Improve Continuing Professional Development program.		
Initiatives	Priority/Timeline	Progress/Comments
and promoting CPD opportunities.	Q1 2026	Complete
B. Attain access for members to online professional development opportunities via the Atlantic portal.	2025	Complete
Communications Committee to share with registrants.	2026-2028	Ongoing
online platform for tracking.	Q3 2026	Canadian jurisdictions. Online platform under consideration.
ACTION 5 - Identify barriers to registration and explore potential mitigations for geoscientists practicing in under-represented fields.		
Initiatives	Priority/Timeline	Progress/Comments
A. Engage with geoscientists practicing in under-represented fields - public service and universities.	2027	for 2026-27.
- 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	Progress/Comments
A. Establish task group.	Q3 2026	In Progress. Revised timeline. Initial meeting with ENS - June 22. Next step - present to ENS Council.
legal, as warranted.	2026-2027	
C. Evaluate pros/cons, costs/benefits, identify mitigations for the concern of "losing our voice".	2027	
D. Present results and findings at AGM, identify next steps.	2027	