AGM
Conference Handbook
Honors & Awards Banquet

RESOURCES AND PEOPLE

13th Annual AIA Conference on Agriculture, Food and the Environment
Presented by the Alberta Institute of Agrologists
Banff Conference Centre, March 15—17, 2017
## Agenda

**Wednesday, March 15, 2017**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>7:00-9:30 AM</td>
<td>Breakfast (For participants who have selected the breakfast option) Vistas Dining Room (see map page 4)</td>
</tr>
<tr>
<td>7:45 AM-2:30 PM</td>
<td>Registration Desk Open—KC 100 Galleria</td>
</tr>
<tr>
<td>7:45 AM-10:00 PM</td>
<td>Trade Show—KC Husky Great Hall</td>
</tr>
<tr>
<td>9:00 AM-12:00 PM</td>
<td>AIA Annual General Meeting—KC Husky Great Hall</td>
</tr>
<tr>
<td></td>
<td>Morning Break (time will be announced during the AGM)—KC 100 Galleria</td>
</tr>
<tr>
<td>12:00-1:15 PM</td>
<td>Lunch - Vistas Dining Room (see map page 4)</td>
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<tr>
<td>2:30-4:30 PM</td>
<td>Continuous Coffee, Tea, Water with Trade Show—KC Husky Great Hall</td>
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### Concurrent Continuing Competence Program (CCP) Workshops—KC 2nd Floor

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>1:30-4:30 PM</td>
<td><strong>Effective Writing</strong>—Stephen Kuntz, Associate Director, Writing Resources at the Student Success Centre, University of Alberta—KC 201</td>
</tr>
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<td></td>
<td><strong>Professional Practice and Risks</strong>—Richard Dixon, Regulatory and Strategic Affairs Centre, University of Alberta—KC 203</td>
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<tr>
<td></td>
<td><strong>Receiving Feedback: How to Hear it, Receive It and Use It</strong>—Carol Gabanna, Carol Gabanna, CEC, ACC, BBA, HR Atlantic—KC 205</td>
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</tbody>
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<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>7:30-10:00 PM</td>
<td>Wine and Cheese Reception with Trade Show—KC Husky Great Hall</td>
</tr>
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</table>

### Council Linkage Questions for AGM

1. How should professionals distinguish themselves from those who are not professionals yet work in the same area?
2. How does having professional standards of practice protect the public interest? How do we as a profession ensure professionals practice according to the standards?
3. Who in the public cares or should care about the ethical, competent practice of agrology? How does AIA best reach out to them to hear their concerns and wishes in this regard?
4. To which legislative, regulatory or policy issues should AIA be responding?

Front cover photo: Wind Farms and Farming, Dr. Ross McKenzie, PAg, First Place
## Agenda

**Thursday, March 16, 2017**

<table>
<thead>
<tr>
<th>Time</th>
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<tbody>
<tr>
<td>7:00-9:30 AM</td>
<td>Breakfast (For participants who have selected the breakfast option)</td>
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<td>Vistas Dining Room (see map page 4)</td>
</tr>
<tr>
<td>7:00-10:00 AM</td>
<td>Registration Desk Open—KC 100 Galleria</td>
</tr>
<tr>
<td>7:00 AM-12:00 PM</td>
<td>Trade Show—KC Husky Great Hall</td>
</tr>
<tr>
<td>7:55-12:00 PM</td>
<td>Morning Plenary Session—KC Husky Great Hall</td>
</tr>
<tr>
<td>7:55-8:00 AM</td>
<td>Opening Remarks and Introductions, Stan Blade, PhD, PAg, Dean, Faculty of Agriculture, Life and Environmental Sciences, University of Alberta</td>
</tr>
<tr>
<td>8:00-8:45 AM</td>
<td>Dr. Gordon Laxer: Green Paper – Phasing Out Alberta Sands - Act or be Acted Upon, Political Economist and Professor Emeritus, University of Alberta</td>
</tr>
<tr>
<td>8:45-9:15 AM</td>
<td>David Hughes, Earth Scientist: Canada’s Climate Dilemma in the Face of Business-as-Usual Political Aspirations</td>
</tr>
<tr>
<td>9:15-9:45 AM</td>
<td>Andrew Nikiforuk, Journalist, Author: The Politics of Energy</td>
</tr>
<tr>
<td>9:45-10:00 AM</td>
<td>Morning Break with Trade Show—KC Husky Great Hall</td>
</tr>
<tr>
<td>10:00-10:30 AM</td>
<td>Peter Watson, PEng, Chair, CEO, National Energy Board: The National Energy Board; Pipeline Safety, Transparency, and Engagement</td>
</tr>
<tr>
<td>10:30-11:00 AM</td>
<td>David Layzell, PhD, FRSC Professor and Director of the Canadian Energy Systems Analysis Research (CESAR) Initiative, University of Calgary: Integrating Agriculture &amp; Forestry into Alberta’s Energy Systems</td>
</tr>
<tr>
<td>11:00-11:30 AM</td>
<td>Jonathan Matthews, PEng, Director of the GHG Environmental Priority Area at Canada’s Oil Sands Innovation Alliance: Canada’s Oil Sands Innovation Alliance</td>
</tr>
<tr>
<td>11:30 AM-12:00 PM</td>
<td>Plenary Panel Discussion</td>
</tr>
<tr>
<td>12:00-1:15 PM</td>
<td>Lunch - Vistas Dining Room (see map page 4)</td>
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</tbody>
</table>

In your Name Badge you will find:
- Two lunch tickets (these are for the Vistas Dining Room only)
- If attending the banquet, there will be an entrance ticket (white) and one drink ticket (blue)

Other things to note:
- Wine and cheese is a cash bar
- There are three coupons in your portfolio: Mark’s, Banff Second Cup, Wild Bill’s
## Agenda

**Thursday PM, March 16, 2017**

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<thead>
<tr>
<th>Time</th>
<th>Themes and Room Location</th>
<th>Breakout Sessions</th>
</tr>
</thead>
<tbody>
<tr>
<td>1:30-4:40 PM</td>
<td>Agriculture KC 201 Chair: Twyla Jones, PAg</td>
<td>Energy KC 203 Chair: Alan Kennedy, PhD, PAg</td>
</tr>
<tr>
<td>1:30-2:00 PM</td>
<td>Service and Trust in Changing Times—Darcy Fitzgerald, Alberta Pork</td>
<td>Energy Futures - Energy Efficiency Comes Home—David Dodge, Green Energy Futures</td>
</tr>
<tr>
<td>2:05-2:35 PM</td>
<td>Alberta Beef: A Story of People and Resources—Rich Smith, Alberta Beef Producers</td>
<td>Medical Challenges with Coal—Dr. Joe Vipond, Emergency Physician, Foothills Medical Centre and the Peter Lougheed Hospital</td>
</tr>
<tr>
<td>2:35-3:00 PM</td>
<td>Networking Break—KC Level 2</td>
<td></td>
</tr>
<tr>
<td>3:00-3:30 PM</td>
<td>WGRF in Transition—Garth Patterson, PAg, Western Grains Research Foundation</td>
<td>Organic Waste to Watts: The Lethbridge Biogas Story—Stefan Michalski, ECB Enviro North America Inc.</td>
</tr>
<tr>
<td>3:35-4:05 PM</td>
<td>Alberta Canola Producers Commission—Ward Toma, PAg, Alberta Canola Producers Commission</td>
<td>Biofuels and Carbon—Don O’Connor, (S&amp;T)² Consultants Inc.</td>
</tr>
<tr>
<td>4:10-4:40 PM</td>
<td>Craig Shaw, Lacombe Producer, 2016 FarmTech Award Recipient</td>
<td>Fusion - the Ultimate Clean Energy Source—Allan Offenberger, PhD, Department of Electrical and Computer Engineering, University of Alberta</td>
</tr>
<tr>
<td>5:30-6:00 PM</td>
<td>Cash Bar—KC Husky Great Hall</td>
<td></td>
</tr>
<tr>
<td>5:45-5:55 PM</td>
<td>Please find you seats—KC Husky Great Hall</td>
<td></td>
</tr>
<tr>
<td>6:00-9:00 PM</td>
<td>Honors and Awards Banquet and Entertainment - KC Husky Great Hall</td>
<td>Entertainment by Wayne Lee—“Set Your GPS for Success”</td>
</tr>
</tbody>
</table>
## Agenda

**Friday, March 17, 2017**

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
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<tbody>
<tr>
<td>7:30-9:30 AM</td>
<td>Breakfast (For participants who have selected the breakfast option) Vistas Dining Room (see map page 4)</td>
</tr>
<tr>
<td>8:00-10:00 AM</td>
<td>Continuous Coffee, Tea, Water— KC Level 3</td>
</tr>
<tr>
<td>8:45 AM-12:00 PM</td>
<td><strong>Concurrent Continuing Competence Program Workshops—KC Level 3</strong></td>
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<tr>
<td></td>
<td><strong>Range and Cumulative Effects</strong>— Barry Adams, PAg, Rangeland Consulting Agrologist &amp; Mike Alexander, PAg, Director, Rangeland Resource Stewardship Section, Alberta Environment and Parks —KC 301</td>
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<td></td>
<td><strong>Contaminants and Water</strong>— Bill Shotyk, PhD, PAg, Professor and Bocock Chair for Agriculture and the Environment, University of Alberta —KC 303</td>
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<td></td>
<td><strong>Practice Standard Update &amp; Council Bear Pit Session</strong>— Les Fuller, PhD, PAg, Detailed Practice Standards Coordinator; David Lloyd, PAg, AIA CEO/Registrar, Alberta Institute of Agrologists &amp; Council — KC 305</td>
</tr>
<tr>
<td>1:30-3:30 PM</td>
<td>Council Training - KC 210</td>
</tr>
</tbody>
</table>

Visit each trade show booth to receive a stamp. Come to the AIA booth last to enter to win a valued gift card! Draw will be made at the Plenary Session before lunch, Thursday, March 16. You must be present to win.
Alberta Institute of Agrologists
71st Annual General Meeting Report
For the complete report, visit: www.albertaagrologists.ca after April 13, 2017.

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CALL TO ORDER: COUNCIL CHAIR PRESIDING

1. Welcome – AGM Order of Proceedings
2. Introduction of Visitors, Guests and 2016/2017 Council Members
3. Greeting from other provinces
4. Commemorations
5. Approval of Agenda: Motion and Decision
6. Approval 70th AGM minutes: Motion and Decision

REPORTS 1

7. Chair’s Report: Michelle Heffernan, PAg
8. CEO Report: David Lloyd, PAg
9. Registrar Report, David Lloyd, PAg
10. Council Nomination Committee Report, Don Watson, PAg
11. Public Member Report, Rick MacDonald, CMC
12. Council Committee Reports
   a. Audit Report – Denis Halyk, CHRP
   b. Linkage Report – Michelle Heffernan, PAg
   c. Governance Report – Michelle Heffernan, PAg
14. Networks and Branches – Oral summary of 2016 year and highlight for upcoming year
15. Council Dialogue with Members: Four Questions – Michelle Heffernan, PAg
16. Q&A Period

NEW BUSINESS

Election of Council Nomination Committee members: Section 2.01 Bylaws
Call for nominees – Motion and Decision

NEXT AGM and CONFERENCE: April 3-5, 2018 – Banff Centre

*Reports will not be read in full
Annual General Meeting

Council Chair Report

AIA Council members met in person in 2016 during the conference in Banff in April, and at the AIA offices in Edmonton in June, October, and December. A conference call meeting was held in February. Quorum was achieved at each meeting. Following the 2016 AGM, Council met to elect a Council Chair. I, Michelle Heffernan, was elected and accepted Chair duties from the outgoing Council Chair Don Watson. Upon accepting a position with the AIA the Council member holding the PAg at Large Position resigned his Council seat. As per Governance policy, a replacement will be appointed by Council before the 2017 AGM to fill the year remaining on the three-year position term.

Council members were active in 2016 on a number of fronts with traction coming primarily from the Council Committees (Governance, Linkage, and Audit). Reports from each Council Committee are provided on the following pages.

At each of three in person meetings in 2016 Council members participated in Governance Training and Council Education activities to ensure that we are equipped with the right information and skills to appropriately undertake the responsibilities of sitting on Council. As an example of Council Education, a third party was contracted to conduct a STEEPLE (Social, Technological, Economic, Environmental, Political, Legal and Ethical) analysis for the AIA and it was presented to Council during the December meeting. The analysis was a powerful assessment tool that led Council discussion for future-based outcome planning and ENDS policy review.

One of the important roles of Council is to monitor the CEO’s compliance with policy. This is done during quarterly Council meetings. David Lloyd submits monitoring reports to Council on each of the Executive Limitation policies (scheduled according to an annual plan), identifying his interpretation of the policy and a description of how that policy has been met based on the interpretation. Often the monitoring reports have attachments with evidence to support policy compliance. Council reviews the monitoring reports submitted before each meeting and engages in discussion during the meeting to evaluate the reports. Upon evaluation a motion is passed to accept the reports or not. I am pleased to share that CEO monitoring reports in 2016 were considered satisfactory and were accepted by Council. Council monitoring efforts also included a direct inspect of financial information which was conducted in late 2016 by the Audit Committee. The direct inspect concluded that the financial state of AIA was in compliance with applicable policy.

The coming 2017 year is sure to be
Annual General Meeting

exciting for AIA, with practice standard development underway and practice reviews on the horizon. As expected during times of change there will be uncertainty; therefore, as Council Chair, I encourage you to interact with the AIA staff, dialogue with Council, and seize opportunities to participate and provide feedback. It has been an honour to act as the Chair for Council in 2016 and I sincerely hope you enjoy the 2017 AIA AGM and conference.

CEO/Registrar Report

The Alberta Institute of Agrologists has completed another very successful year in 2016. A small surplus was achieved this past calendar year sufficient to cover the deficit for 2015 and also gain a small operating surplus for 2016. Registration continues to grow in the Institute. The bylaws were amended to include supportive, proactive practice reviews for all members. The AIA website was updated to enable the registration committee complete online review of new applicants to the profession.

AIA was a key participant in the development of the wetlands detailed practice standards overseen by Alberta Environment and Parks. Along with the Greenhouse Gas Assessment & Management practice area developed by AIA for Alberta Agriculture and Forestry, the wetlands standard helped guide the Institute in commencing development of detailed practice standards for four practice areas: Assessment, Remediation & Management of Contaminated Land, Crop Development, Land Reclamation and Rangeland & Pasture Management.

The CEO has taken on the responsibility of chairing the national body, Agrologists/Agronomes Canada for the terms 2017 – 2019. This national body has two key roles of facilitating labour mobility by assisting the provinces with developing and implementing a national entrance standard into the profession and by better branding the profession of agrology across Canada. AIA continues to play a leadership role with this national body.

The 2016 AIA Banff conference addressing “Land and People” was a success in the topics presented, the continuing competence training sessions and the interaction of AIA members at the AGM. The green papers by Dr. Anne Naeth and colleagues laid the foundation for debate about key issues on the land in Alberta.

The AIA office visited students at Lakeland College, Olds College, the University of Lethbridge and Lethbridge College and the University of Alberta to share the future of agrology in Alberta. The five-day agrology courses endorsed by AIA Council and delivered
Annual General Meeting

by the Faculty of Extension at the University of Alberta provided ongoing education opportunities for AIA members. New courses are being planned for 2017 and 2018.

To quote an individual from Alberta Environment and Parks, AIA members are responsible for a majority of the reclamation and remediation work done in Alberta. AIA members are active in several of the major agriculture companies in Canada. With over 10,000 agrologists in Canada and growing each year, agrology practitioners will continue to have a growing influence in the agriculture and environment resource sectors in the years to come.

What Directs the AIA Office in Their Work?

The AIA Council is responsible to ensure that the appropriate work is done by the AIA office on behalf of Albertans and the AIA members. The CEO is hired by the AIA Council and is the sole individual responsible to Council for all the Institute work. The CEO hires appropriate staff and ensures that sufficient resources are available to fulfill all responsibilities assigned by the AIA Council. All AIA work is directed by four sets of policies. These policies are very specific in their wording and direction. They are:

ENDS: These are “action” policies that specifically direct the CEO in all work done for the profession. The CEO MUST report annually, in detail, on the actions and outcomes achieved for these policies.

POLICY GOVERNANCE: These are the specific policies that guide your AIA Council in their management of the profession.

EXECUTIVE LIMITATIONS: These policies direct the CEO in the administrative operations of the profession, including budgets, expenditures, long range planning, asset protection and awards.

CEO-COUNCIL: These policies clarify the contractual relationship of the CEO with Council in the conduct of all work to be done by the CEO for the profession.

Below are listed the key ENDS that Council established for the CEO to address in 2016. These were reported on at the December, 2016 Council meeting. A more complete statement of the ENDS outcome will be available on the AIA website April 13th, 2017.

1. ENDS
   1.1 Professional Practice of Agrology
      1.1.1 Registration
      1.1.1.1 Education Institutions and Educational Awareness
      1.1.1.2 Interprovincial Awareness
      1.1.2 Practice Standards
      1.1.2.1 Knowledge Requirements
      1.1.3 Continuing Competence
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1.1.4 Ethics
1.2 Public Confidence
1.2.1 Value of the Profession
1.2.1.1 Signing Authority
1.2.1.2 Resource for Government
1.2.2 Access to Member Registry
1.2.3 Complaints and Discipline
1.2.4 Non-Member False Affiliation
1.2.5 Insurance – Errors and Omissions
1.2.6 Public Informed About Public Member Appointments

You may access the AIA website to see the full description of each of these policies at: http://www.aia.ab.ca/site/council-documents

Council Audit Report—2016
Direct Inspection

Council uses the Carver Policy Governance model as a means to guide us in our relationship with our owners, Council as a whole, and our Chief Executive Officer (CEO). The Audit/Direct Inspection assists Council with assessing compliance of our CEO relative to the Executive Limitations which Council has developed and which the CEO must comply with. These Executive Limitations direct the CEO in the areas of Financial Planning, Financial Condition, and Asset Protection and he regularly reports his compliance to these limitations to Council. The Audit is a means of ensuring that his regular reports are as reported.

The Audit Committee completed a direct inspection of a sampling of financial records at the Institute offices on November 29, 2016. Our review included:

- all bank balances online which we found to be as reported by the Chief Executive Officer
- randomly selected bank deposits, transfers (from savings to chequing and from chequing to savings), invoice payments, staff and Council Members’ travel expense claims, payroll and source deductions which corresponded exactly to the accounting records
- the 2016 Budget Summary which we found very good correlation between the projected Actual Revenues and Expenses vs. Planned Revenues and Expenses
- contracts for services and goods which were all found to be in compliance with the required procedures.

The Audit Committee reviewed all insurance contracts and found these to be current and sufficient to protect the Institute, its employees and volunteers, and its assets. We also reviewed back-up procedures and practices for critical employee functions and computer back-up protocols and are satisfied that these are sufficient.
Annual General Meeting

In summary, based upon our direct inspection, we are satisfied that the Chief Executive Officer is in compliance with the Financial Executive Limitations. A complete financial audit had been completed in 2015; therefore, a financial review will be completed for 2016 fiscal year by an accounting firm with the results available for the Annual General Meeting.

Denis Halyk, CHRP, Public Member
Kristina Polziehn, PAg
Don Watson, PAg

Linkage Committee Report
In 2016 the linkage committee focused on how to develop a positive and sustainable communication link with Stakeholders, including the Alberta public and AIA members. With such a diverse AIA membership interacting with Albertan’s from different industries, different regions of the province, and different interest groups, the challenge is to understand these variances and create a process that is inclusive and communicative. The linkage committee has been working on the following initiatives: to have accessible information related to past and current linkage activities, improve linkage communication and attendance at conferences and trade shows, identify opportunities to link with and learn from similar organizations, and facilitate group discussion at future AIA AGMs.

Terry Waddell, PAg
Todd Shreenan, RTAg
Monica Klaas, RTAg
Rick McDonald, CMC, Public Member

Governance Committee Report
The Governance Committee was active in 2016 working on policy revision. During CEO monitoring, Council identified Executive Limitation policies that required revision. The Governance Committee reviewed the policies in question and drafted revised policy for Council deliberation and acceptance. The Governance Committee was also involved in Bylaw amendment with revisions to include Practice Reviews. The Governance Committee is committed to developing policy that encourages ethical and competent Agrology practice in Alberta. The Council members who participated in the Governance Committee in 2016 include Michelle Heffernan (Chair of Council and the Committee), Jenny Rae Seward (Vice Chair of Council), and Fred Otto (Public Member).

Public Member Report
The AIA has three public members appointed by the Province serving on
Annual General Meeting

Council; we are pleased to provide the following comments:

The AIA Council is a regulatory body providing oversight of the profession of Agrology in Alberta. Public members participate fully in Council and Council Committee deliberations. Council is focused on ensuring the highest level of professional competence in Agrology while being fully committed to serving the public interest. This is reflected in both regulatory work as well as the leadership and guidance that staff and volunteers receive through Council policies, annual goals and objectives, advice and guidance provided through committee work. Annually, Council reviews and monitors AIA performance.

As public members, we appreciate the opportunity to participate as welcomed and active members of the Council. Council gives considerable acknowledgement and weighting to the input and role of public members. In addition to acting as the eyes and ears of the public, we provide input from the perspective of our own professions and experiences.

Among the three public members, we participate on three regular committees – audit, governance and the ownership linkage committee. Through the audit committee we are well acquainted with AIA’s financial situation and processes. The governance committee examines the fine details of how Council operates and makes recommendations to improve Council’s processes, and the Linkage Committee collects information from various groups throughout the province that assists Council with the preparation and review of ends policies.

Annually, the Council reviews the role and performance of the Chief Executive Officer. We can acknowledge again that over the past year the CEO and his staff are professionally and competently implementing the requirements of the Alberta Agrology Profession Act and Regulation.

We also acknowledge the work of the CEO in communicating with the government of Alberta and in representing the AIA across Canada.

Through initiatives such as the annual conferences, preparation of practice standards and fostering sound procedures and practices, the Institute office is providing essential and visionary contributions to the advancement of the agrology profession in Alberta and nationally.

It is a pleasure and privilege to be an integral part of this important work.

Dennis Halyk CHRP, Public Member;
Rick McDonald CMC, Public Member;
Fred Otto P. Eng. Public Member
Annual General Meeting

Registration Committee Report

The Registration Committee is established by AIA Council in accordance with Section 9 of the Agrology Profession Act. The role of the committee is to review new applications, designation changes, and other matters related to registration. In 2016 there were 26 members of the Registration Committee, practicing in agriculture and environmental areas of agrology. Members of the committee work in areas of academia, government, and consulting. Each committee member attended a variable number of online “meetings” throughout the year. Two full-day face-to-face meetings were held to discuss issues and policies.

The meeting process evolved throughout 2016 as we became more aware of the capabilities of our new website. Initially, online meetings were held frequently. These online meetings were similar to forums to which committee members could provide comments for the submitted files; web conference meetings were also held each month to review more challenging files. A combination of thirty-three meetings were held from January 1 to December 31, 2016. Straightforward files were reviewed internally.

Applicants or members who do not agree with the decision received from the Registration Committee may request a Reconsideration Review meeting to present their concerns. This meeting is held in person at the AIA Office. Three Reconsideration Reviews were held in 2016.

The following tables show results for the number of new applications, dual, transfer and reinstatement applications, and newly approved PAgS and RT(AgS) for 2016.

In-Training Report

As part of their in-training program, all new members are required to complete the four AIA in-training courses: (101) Regulatory, (102) Continuing Competence Program and Practice Areas, (103) Managing Due Diligence and (104) Professional Ethics. Each course is a half day in length and they are offered over two consecutive days. Each course involves workshop style presentation and an examination with a required pass mark of 70%. The two-day format has proven to be very effective in savings of time and in travel costs.

For the calendar year 2016, 17 training sessions were conducted; 6 from March to May and 11 from September to December. Seven sessions were conducted in Edmonton, 5 in Calgary and one each in Lethbridge, Grande Prairie, Vermilion and Red Deer. Having sessions outside of Edmonton and Calgary demonstrate AIA’s commitment to serve its members on a Province-wide basis.
A total of 183 members attended the training sessions: 91 were AITs, 77 ATTs and 15 PAgS. Training session numbers ranged from 5 to 36.

Table 1. New Applications for January 1 to December 31, 2016

<table>
<thead>
<tr>
<th>Type of Applicant</th>
<th>Applied in 2016</th>
<th>Total New Applications Reviewed</th>
<th>Approved</th>
<th>Not Approved</th>
<th>Accepted</th>
</tr>
</thead>
<tbody>
<tr>
<td>AIT</td>
<td>128</td>
<td>112</td>
<td>71</td>
<td></td>
<td>67</td>
</tr>
<tr>
<td>ATT</td>
<td>31</td>
<td>29</td>
<td>57</td>
<td></td>
<td>50</td>
</tr>
<tr>
<td>Total</td>
<td>159</td>
<td>141</td>
<td>128</td>
<td>13</td>
<td>117</td>
</tr>
</tbody>
</table>

Note: Applied and reviewed numbers and reviewed and accepted numbers will differ as a result of applications received in 2015, but reviewed in 2016 and those applications approved in 2015, but paid in 2016. As well, some applications reviewed and approved in 2016 may have paid in 2017 and so are not captured in this table.

Table 2. Dual and Transfer Applications for January 1 to December 31, 2016

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<thead>
<tr>
<th>Desig.</th>
<th>Duals</th>
<th>Transfers</th>
</tr>
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<tr>
<td></td>
<td>Applied</td>
<td>Approved</td>
</tr>
<tr>
<td>AIT</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>ATT</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>PAg</td>
<td>12</td>
<td>9</td>
</tr>
<tr>
<td>RT(Ag)</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>13</td>
<td>9</td>
</tr>
</tbody>
</table>

Note: Applied and reviewed numbers and reviewed and accepted numbers will differ as a result of applications received in 2015, but reviewed in 2016 and those applications approved in 2015, but paid in 2016. As well, some applications reviewed and approved in 2016 may have paid in 2017 and so are not captured in this table.
Table 3. Reinstatement Applications for January 1 to December 31, 2016

<table>
<thead>
<tr>
<th>Designation</th>
<th>Reinstatements</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Applied</td>
<td>Approved</td>
</tr>
<tr>
<td>AIT</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>ATT</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>PAg</td>
<td>8</td>
<td>6</td>
</tr>
<tr>
<td>RT(Ag)</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>14</td>
<td>11</td>
</tr>
</tbody>
</table>

Note: Applied and reviewed numbers and reviewed and accepted numbers will differ as a result of applications received in 2015, but reviewed in 2016 and those applications approved in 2015, but paid in 2016. As well, some applications reviewed and approved in 2016 may have paid in 2017 and so are not captured in this table.

Table 4. Professional Agrologists and Registered Technologists in Agrology Accepted for January 1 to December 31, 2016

<table>
<thead>
<tr>
<th>Type of Applicant</th>
<th>Approved</th>
<th>Accepted</th>
</tr>
</thead>
<tbody>
<tr>
<td>PAg</td>
<td>113</td>
<td>91</td>
</tr>
<tr>
<td>RT(Ag)</td>
<td>53</td>
<td>50</td>
</tr>
<tr>
<td>Total</td>
<td>166</td>
<td>141</td>
</tr>
</tbody>
</table>

Twenty-three members applied to have their registration transferred to another provincial agrology institute in 2016. Of these 23 members, 13 were PAg, 3 were RT(Ag), 4 were AIT, and 3 were ATT.
COMPLIANCE

The Institute communicates with regulated members who are in contravention of Section 36 of the Agrology Profession Act (APA). This communication is related to non-payment for registration, Continuing Competence Program (CCP) requirements or completion of the Ethics Declaration. There were eight emails to members prior to December 31, 2016 and eight emails prior to February 16, 2017. The figure below summarizes compliance for the 2016 membership year.

The reason for late fee of $1,500 is described in Table 5 on the following page.
Annual General Meeting

Table 5. Late fee reasons for 2016

<table>
<thead>
<tr>
<th>Reason</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>No Ethics, CCP</td>
<td>2</td>
</tr>
<tr>
<td>No CPP</td>
<td>8</td>
</tr>
<tr>
<td>No Fees, CCP</td>
<td>37</td>
</tr>
<tr>
<td>No Fees, Ethics</td>
<td>70</td>
</tr>
<tr>
<td>No Fees</td>
<td>172</td>
</tr>
<tr>
<td>No Fees, Ethics, CCP</td>
<td>183</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>472</strong></td>
</tr>
</tbody>
</table>

Members were assessed a suspension fee of $100 on January 16, 2017. Reasons for the suspension fee include:

Table 6. Suspension fee reasons for 2016

<table>
<thead>
<tr>
<th>Reason</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>No CCP</td>
<td>13</td>
</tr>
<tr>
<td>No Fees</td>
<td>13</td>
</tr>
<tr>
<td>No Fees, Ethics</td>
<td>24</td>
</tr>
<tr>
<td>No Fees, Ethics, CCP</td>
<td>84</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>134</strong></td>
</tr>
</tbody>
</table>

The number of late members was reduced by 72% in approximately two weeks (January 2 to 16) from 472 to 134 members.
The reason for members who were cancelled on February 15 include:

Table 7. Cancelled reasons for 2016

<table>
<thead>
<tr>
<th>Reason</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>No CCP</td>
<td>2</td>
</tr>
<tr>
<td>No Fees</td>
<td>2</td>
</tr>
<tr>
<td>No Fees, Ethics</td>
<td>12</td>
</tr>
<tr>
<td>No Fees, Ethics, CCP</td>
<td>41</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>57</strong></td>
</tr>
</tbody>
</table>

**CCP**

The Continuing Competence Program (CCP) credits that must be maintained in a membership year is 35 hours for most members. As of December 31st, 2379 of the 2609 AIA members had completed their 35 hours of required CCP, which is an 91% compliance rate. By the time of cancellation on February 15, there were 43 members who had not completed their CCP.

The AIA office provided over 156 CCP opportunities to AIA members through the AIA calendar of events from January to December, 2016. As well, the AIA Conference provided 20 CCP hours for 2016.

**DEMOGRAPHICS**

On the following page, is a breakdown of the AIA designations (less lifetime, retired and student members) and their respective sub-categories for the past three years. Regulated member includes members with a designation of AIT, ATT, RT(Ag) and PAg who are not on deferred status. Deferred refers to members whose status is for maternity leave, parental leave, medical leave, or out-of-country travel/work beyond six months.
### Annual General Meeting


<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regulated Member</td>
<td>297</td>
<td>337</td>
<td>447</td>
</tr>
<tr>
<td>Deferred</td>
<td>12</td>
<td>14</td>
<td>18</td>
</tr>
<tr>
<td>AIT</td>
<td>309</td>
<td>351</td>
<td>465</td>
</tr>
<tr>
<td>Regulated Member</td>
<td>321</td>
<td>379</td>
<td>404</td>
</tr>
<tr>
<td>Deferred</td>
<td>17</td>
<td>18</td>
<td>17</td>
</tr>
<tr>
<td>ATT</td>
<td>338</td>
<td>397</td>
<td>421</td>
</tr>
<tr>
<td>Regulated Member</td>
<td>261</td>
<td>226</td>
<td>181</td>
</tr>
<tr>
<td>Deferred</td>
<td>7</td>
<td>9</td>
<td>2</td>
</tr>
<tr>
<td>RT(Ag)</td>
<td>269</td>
<td>235</td>
<td>183</td>
</tr>
<tr>
<td>Regulated Member</td>
<td>1637</td>
<td>1610</td>
<td>1530</td>
</tr>
<tr>
<td>Deferred</td>
<td>56</td>
<td>67</td>
<td>42</td>
</tr>
<tr>
<td>PAg</td>
<td>1693</td>
<td>1677</td>
<td>1572</td>
</tr>
<tr>
<td>Total</td>
<td>2609</td>
<td>2660</td>
<td>2641</td>
</tr>
</tbody>
</table>

There were 196 members that cancelled their membership for 2016 including 57 that did not meet requirements by February 15, 2017. The number of retired members increased by 7 while the number of students decreased by 31 from 2015 to 2016 (Table 9). Non-regulated members include those whose status is retired, student or lifetime.
Annual General Meeting

Table 9. Retired and Student Membership as of 2014, 2015 and 2016

<table>
<thead>
<tr>
<th>Designation</th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retired*</td>
<td>148</td>
<td>141</td>
<td>122</td>
</tr>
<tr>
<td>Student*</td>
<td>291</td>
<td>322</td>
<td>214</td>
</tr>
<tr>
<td>Lifetime</td>
<td>2</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>441</strong></td>
<td><strong>465</strong></td>
<td><strong>338</strong></td>
</tr>
</tbody>
</table>

*Retired and Student members are not regulated.

Table 10. Total AIA membership as of 2014, 2015 and 2016

<table>
<thead>
<tr>
<th>Membership</th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regulated</td>
<td>2609</td>
<td>2660</td>
<td>2641</td>
</tr>
<tr>
<td>Non-Regulated</td>
<td>441</td>
<td>465</td>
<td>338</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>3050</strong></td>
<td><strong>3125</strong></td>
<td><strong>2979</strong></td>
</tr>
</tbody>
</table>

AIA consists of 1042 females and 1567 males. Below are graphics highlighting the number of members in each designation (Figures 1 to 4).
Annual General Meeting

Figure 1 Designation of AIA member profession 2016.

Figure 2 Designation by gender of AIA member profession 2016.
Annual General Meeting

There are 385 members within various sub-categories such as three years, deferred, non-practicing, etc. (see Figure 3).

Figure 3 Members within various sub-categories 2016.

Figure 4 Age of members 2016.
Annual General Meeting

Most of our members are 32 to 41 years of age (38%) (Figure 4).

A practice area is defined as an area of expertise that requires specialized knowledge, skills and experience. The majority of members have one or two practice areas (49%) (Figure 5). There are about 4% of members that have not indicated a practice area.

![Figure 5 Practice Areas – how many do regulated members declare?](image)

Complaints

The Alberta Institute of Agrologists received no complaints in 2016 about professional members regarding practice or ethics.

Commemorations

This Institute shares in the passing and loss of an AIA member in 2016. Mr. Keith Lyon, PAg passed away in July 2016. A moment of silence is offered as remembrance of deceased professional members.
Annual General Meeting

Awards Committee Report
The AIA Awards committee for the 2017 awards was made up of award winners from 2016. The Committee members were:
• Kathryn Bessie, PAg – Chair
• Todd Martin, RT(Ag)
• Kim McConnell, PAg
• Gordon Dinwoodie, PAg
• David Lloyd, PAg – AIA support
The committee commenced their search for the 2017 AIA award candidates in October, 2016. AIA members were advised of the awards committee work through the weekly newsletters to AIA members in the fall of 2016. Candidate suggestions were requested of AIA members in these newsletters. A short list of possible candidates was created and finalized by the awards committee in November, 2016. Candidates were checked for eligibility based on the award criteria established by AIA Council. Reference checks were completed by the committee and a final candidate list was presented to AIA Council at the December council meeting where the Council approved the committee recommendations. Aside from the AIA awards for professional and technical recognition, the awards included honorary and lifetime member candidates for 2017.

Nominations Chair Report
The nominations Committee for the 2017 Council elections were elected at the 2016 AGM. The Committee membership consisted of:
• Don Watson, PAg, Past Council Chair and Nominations Committee Chair;
• Danielle Siemens, RT(Ag);
• Ryan Puhlmann, PAg;
• Aimee Gabriel, PAg;
• David Lloyd, PAg (AIA support)
Nominations were solicited from the members at large via the AIA web, newsletters and the nomination committee members. A list of potential candidates was provided to the nomination committee from those AIA members who had indicated an interest to run for Council. The committee made use of this list as well as responses from the newsletters and website to finalize an election candidate list.
Nominations closed on Nov 15, 2016 and the following candidates were declared for nomination:
**PAg Central:** Devin Mielke, PAg; Duane Briand, PAg
**PAg Calgary:** Michelle Heffernan, PAg; Cohl Roberson, PAg; Nathan Fraser, PAg
**PAg Edmonton:** Sanjay Gupta, PAg;
Annual General Meeting

Scott Boorman, PAg; Dennis O’Leary, PAg; Jay Woosaree, PAg; Candace Vanin, PAg.

Electronic voting commenced on January 10, 2017 and closed on February 10, 2017 at noon. A total of 546 votes were cast for all positions.

The AIA scrutineers as guided by section 2.07 of the bylaws were: Bruce Simpson, PAg and Doug Keyes, PAg. As neither the Council chair (Michelle Heffernan, PAg who was running for the Calgary position) or Jenny Rae Seward, PAg (Vice Chair) could chair the Council vote count, Michelle Heffernan, PAg appointed Doug Keyes, PAg to chair the election count.

From the ballots cast by the close of February 23, 2016, the new Council members elected are:

**Calgary:** Michelle Heffernan, PAg

**Edmonton:** Candace Vanin, PAg

**Central Region:** Duane Briand, PAg

The committee thanks all who took the time to run for these important positions. The committee wishes the new Council success in the months ahead.

2016 70th Annual General Meeting Minutes

April 19, 2016
Husky Great Hall, Banff Centre
Banff, AB

1. Call to Order and Welcome
Don Watson, council chair, calls meeting to order at 9:00 am.

2. Introduction of Council Members
Don Watson, PAg, introduces 2015 Council:
- Michelle Heffernan, PAg
- Jenny Ellert, PAg
- Les Fuller, PAg
- Terry Waddell, PAg
- Ed Osborne, PAg
- Monica Klaas, RTAg
- Denis Halyk, CHRP
- Rick McDonald, CMC
- Fred Otto, PEng was absent
- Todd Shreenan, RTAg was absent

3. Greetings from Other Professional Organizations
No guests from other Institutes.

4. Commercials
No commemorations from members.

5. Agenda approval for 70th AGM
Motion to approve change of agenda
Annual General Meeting

with agenda item 17 deleted. No other amendments.
Moved: Gordon Hill
All approved, carried.

6. 69th AGM Minutes Approval
Motion to approve 69th AGM Minutes
Moved by Ken Bax
All approved. Carried

7. Report from Chair Don Watson, PAg

- Thanks to Council members for their work and extend sincere appreciation to Ed Osborne, PAg as he leaves council.
- The AIA Council held four face to face meetings in 2015 in February, June, October and December. Council also met at the Annual General Meeting. Two of the four council meetings focussed on assessing the work of the institute completed over the course of business year. Based on these reviews, I am pleased to report that AIA CEO David Lloyd, PAg and his staff have once again established a standard against which other similar organizations would be proud to compare.
- AIA council is working to guide the institute to be the best science profession in Alberta. As competent and ethical practice are key to public confidence, Council has provided direction to the CEO to ensure the development of detailed practice standards, and to work towards member devised practice reviews. These areas will receive concerted efforts during the 2016-17 business year.

8. Report from CEO David Lloyd PAg

- Despite the economic downturn in Alberta, membership registration remained strong. Membership renewal going into 2016 was the highest percent return of existing members ever recorded. The Institute office brought on a new web content management program that is able to handle all member file data and related activities (registration reviews and In-Training program), institute finances and event planning activities.
- The Institute changed the registration application process for new applicants effective July 1st, 2015. Members applying after this date were assessed on two key criteria for registration; completing the
Annual General Meeting

formal diploma or degree AND the courses required by AIA Council. Members applying after this date are advised that they may be subject to practice review.

- The institute is working with seven pillars of professional management oversight as guided by the Agrology Profession Act and they include:
  I. Regulatory Entrance Standards
  II. Practice Standards
  III. Continuing Competence Program
  IV. Ethics and Code of Practice
  V. Practice reviews of members
  VI. Errors and Omissions Insurance
  VII. Complaints Handling Protocol

- The institute ENDS are established by the AIA Council. These ENDS direct the work that the CEO must address throughout the calendar year. Council formulates these ENDS at the December council meeting prior to the new calendar year and they are Professional Practice of Agrology, Public Confidence, Advancement of the Agrology Profession

- An electronic letter and brochure were sent to all 10 post-secondary education institutions that feed students into AIA advising them of the entrance requirements for registration. At the end of December, 2015 a total of 172 new member applications had been received and a total of 218 applications had been reviewed (including carry overs from 2014). Of the 218 members reviewed 196 new members were approved.

- Detailed practice standards are being developed by AIA for the 18 practice areas over the next four years. Two detailed practice standards are complete and they are Greenhouse Gas and Assessment and Management and Land Classification and Evaluation.

- At the end of December 2015, 2034 members had completed their Continuing Competence (CCP) activities in full. Three hundred and nineteen AIA members had zero hours entered by December 31st, 2015. By the end of February, 2016, this number was reduced to less than 60.

- An initial draft bylaw addressing practice reviews has been created by Field Law, the law firm who guides AIA in legal matters relating to the practice of agrology. Practice review protocols will be developed during 2016 with AIA member input and review.

- The website advises what information is available to the public. This information is found on our website http://www.albertaagrologists.ca/
The AIA website has a description of the complaints process through the home page titled “Complaints and Discipline”. A complaint was lodged against an AIA member in 2015. The investigation by the Complaints Director found no issues and the investigation was closed.

The entrance requirements to the profession are clearly stated on the AIA website. The four universities that feed students into AIA have had their programs and courses reviewed and the results of this review are noted on the AIA Website. All the key post-secondary education institutions that feed students into AIA are visited by AIA staff annually. All post-secondary education institutions were sent letters and brochures in November, 2015 about AIA to be provided to all students. Lakeland College, Olds College, Medicine Hat College, NAIT, Mount Royal University, University of Alberta Faculty of ALES, Lethbridge College and Lethbridge University were visited in 2015 by AIA staff. Student brochures were made available to all post-secondary education institutions in Alberta advising of career opportunities. The Classroom in Agriculture program for grade 4 students is supported by AIA. AIA has two videos on the AIA website to advise about career opportunities.

Alberta currently accepts all transfers into the province into AIA if these individuals are registered in another province and are in good standing as a professional. Nine individuals were transferred into AIA from other provinces in 2015. The national agrology body Agrologists/Agronomes Canada (AAC) is working to ensure common entrance standards to the profession across Canada. AIA leads in discussions for this activity.

Alberta Agriculture requested that AIA develop a practice standard for Greenhouse Gas Assessment and Management practice area. AIA and senior members in the profession are providing assistance to Alberta Environment and Parks to develop a practice standard for Wetlands assessment in Alberta.

AIA members have key benefits as advised on the AIA website found here: http://www.albertaagrologists.ca/site/about-aia-members. Weekly newsletters are sent to all AIA members advising technical updates related to their practice, job opportunities, profession development opportunities, and agrology approved courses to enhance member practice. The AIA annual Conference offers networking benefits and current trends in agrology.
Five branches and two networks throughout Alberta offer AIA members an opportunity to network with colleagues at their place of work. The AGM/Conference offers a chance away from the office to network with over 400 conference attendees each year. Over 100 professional development opportunities are posted each year on the AIA Website and offer AIA members a further chance to network with key industries and government bodies.

Two E&O insurance providers are available for all AIA members through Western Financial Group and Hub International. Information is available on the AIA website.

From January until the end of December, 2015, AIA members had access to 114 different events that were listed on the AIA website. Seven new council approved full agrology courses were offered in 2015.

AIA professional members are able to sign off any work a member completes. ALA members are one of seven professional bodies approved by the Alberta government for sign off on reclamation and remediation work in Alberta. AIA members will soon be able to sign off on wetlands work/assessments in Alberta. AIA members are the only professionals who can sign off on Greenhouse Gas Assessment and Management work (verifying farming practices) related to the farming community seeking carbon credit on agricultural land.

9. Council Nomination Report: Twyla Jones, PAg
   - Thanked those that joined her: Elise Neumann PAg, Dan Kearney PAg, Steve Hoge RTAg and David Lloyd PAg
   - The Nomination Committee contacts members who note whether they like to be on council and asks them if they want to participate. The election in February 2016 had a 20% voter turnout. Voting went from January 11 to February 12, 2016. Monica Klaas was re-elected as the RTAg member while Kristina Polziehn was elected for Alberta North.

10. Public Member Report: Rick McDonald, CMC
    - Members include Rick McDonald, CMC, Fred Otto, PE and Denis Halyn, CHRP
    - The Council has three public members appointed by the Government of Alberta and we appreciate being able to participate as welcomed and active members of the Council. Our role is to serve as a public
Annual General Meeting

oversight on Council and on committees to which we are appointed.

- In addition to acting as the eyes and ears of the public we provide input from the perspective of our own professions and experiences. Among the three of us we participate on three regular committees – audit, governance and the ownership linkage committee. Through the audit committee we are well acquainted with AIA’s financial situation and processes. The governance committee examines the fine details of how Council operates and makes recommendations to improve council’s processes and the Linkage Committee collects information from various groups throughout the province that assists council with the preparation and review of ends policies.

- We are pleased to report that the CEO and his staff have, and are doing, exemplary work in implementing the requirements of the Alberta Agrology Profession Act and Regulations and in managing the implementation of the Ends approved by Council. In addition, through initiatives such as impressive and relevant annual conferences, preparation of practice standards and fostering a national organization the Institute office is providing essential and visionary contributions to the advancement of the agrology profession in Alberta and nationally.

11. Council Committee Reports

- Audit Committee (Dennis Halyk)
  - Consists of Monica Klaas, Jenny Ellert, Denis Halyk and Don Watson.
  - Based upon our direct inspection, the Audit Committee is satisfied that the Chief Executive Officer is in compliance with the Financial Executive Limitations.

- Governance Committee (Don Watson)
  - Les Fuller, Ed Osborne, Don Watson, Rick McDonald are members.
  - Focussed efforts on three major areas, namely the policies governing AIA Council; the Council Agenda Planning Cycle; and Policy Ends.

- Linkage Committee (Michelle Heffernan)
  - Todd Shreenan, Michelle Heffernan, Terry Waddell and Fred Otto are members.
  - Linkage committee staged a round table discussion with the membership at last year’s AGM, initiated an online portal for AIA
members to communicate with council, and is attending technical sessions and industry events, to encourage familiarity and open dialogue with Council members.

Carol Gabanna is governance coach and consultant for AIA.

12. Financial Audit Report: David Lloyd, PAg, CEO

- A full institute audit was conducted for the 2015 calendar year.
- In the opinion of Bryan Mason and Company (auditor), the financial statements present fairly, in all material respects, the financial position of Alberta Institute of Agrologists as at December 31, 2015 and the results of its operations and its cash flow for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

13. AIA Awards

Videos of the award winners were played at the AIA Banquet:

- Distinguished Agrologist: Gordon Dinwoodie, PAg
- Distinguished Agrologist: Al Fedkenheuer, PAg
- Professional Agrologist: Lee Arthur, PAg
- Professional Agrologist: Robert Corbet, PAg
- Professional Agrologist: Todd Martin, RTAg

14. Staff for 2016/2017

- Denise Erickson-Harmon: Registration Director
- Shaffeek Ali: In-training Instructor, Complaints Director
- Jennifer Wrusch: Finance and HR Manager
- Darcy Sorenson: Membership Coordinator
- Neil MacAlpine: Professional and Web Support
- Ty Faechner: Member Practice
REVIE W ENGAGEMENT REPORT

To the Members of Alberta Institute of Appraisers,

We have reviewed the statement of financial position of Alberta Institute of Appraisers as at December 31, 2016 and the statements of revenues and expenditures, changes in net assets and cash flows for the year then ended. Our review was made in accordance with Canadian generally accepted standards for review engagements and, accordingly, consisted primarily of inquiry, analytical procedures and discussion related to information supplied to us by the Institute.

A review does not constitute an audit and, consequently, we do not express an audit opinion on these financial statements.

Based on our review, nothing has come to our attention that causes us to believe that these financial statements are not, in all material respects, in accordance with Canadian accounting standards for not-for-profit organizations.

The financial statements for the year ended December 31, 2016 were audited by another accounting firm and are presented for competitive purposes only.

Saskatoon, Alberta
February 8, 2017
Chartered Professional Accountants
ALBERTA INSTITUTE OF AGROLOGISTS
Statement of Revenues and Expenditures
Year Ended December 31, 2016
(Unaudited)

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Application fees</td>
<td>$42,460</td>
<td>$37,490</td>
</tr>
<tr>
<td>Conference sponsorship income</td>
<td>19,050</td>
<td>40,080</td>
</tr>
<tr>
<td>Miscellaneous income</td>
<td>14,367</td>
<td>10,885</td>
</tr>
<tr>
<td>Merchandise sales</td>
<td>1,617</td>
<td>1,070</td>
</tr>
<tr>
<td>Network and branch reserves</td>
<td>48,726</td>
<td>47,019</td>
</tr>
<tr>
<td>Registration fees</td>
<td>1,348,499</td>
<td>1,262,019</td>
</tr>
<tr>
<td>Total source revenue</td>
<td>1,384,069</td>
<td>1,312,971</td>
</tr>
</tbody>
</table>

1,322,719                      | 1,277,675  |

**EXPENSES**                   |            |            |
| Personnel and legal          | 22,450     | 22,333     |
| Advertising and promotion    | 8,225      | 15,577     |
| Amortization                 | 26,379     | 23,224     |
| Computer maintenance and leasing | 9,065      | 10,041     |
| Employment issues            | 5,956      | 7,703      |
| Facility rentals and speakers| 16,183     | 16,029     |
| GST expense                  | 23,051     | 20,036     |
| Travel                       | 7,185      | 5,683      |
| Interest and bank charges   | 43,369     | 47,795     |
| Meals and entertainment      | 41,313     | 50,693     |
| Memberships                  | 25,530     | 23,934     |
| Office rent (pre)            | 11,999     | 11,999     |
| Office supplies              | 42,021     | 52,235     |
| Postage and delivery         | 10,098     | 9,272      |
| Supplies                     | 10,575     | 13,572     |
| Salaries and wages           | 66,068     | 60,181     |
| Training expenses            | 5,681      | 5,532      |
| Travel                       | 5,074      | 6,193      |
| Utilities                    | 18,346     | 8,527      |
| Website maintenance          | 16,386     | 16,677     |

1,868,261                      | 1,811,990  |

**EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES**
FROM OPERATIONS                | 116,178    | (271,717)  |

|                               |            |            |
| Office rent (post)            | (3,393)    | (7,775)    |
| Refund of capital assets      | (4,110)    | (2,110)    |
|                                | 1,026      | (4,492)    |

**EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES**
3                                | (17,385)   | (20,214)   |
Annual General Meeting

Alberta Institute of Agrologists
Statement of Financial Position
December 31, 2016
(Unaudited)

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>CURRENT</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash</td>
<td>$1,554,000</td>
<td>$1,102,384</td>
</tr>
<tr>
<td>Accounts receivable</td>
<td>76,807</td>
<td>162,307</td>
</tr>
<tr>
<td>Goods and services tax receivable</td>
<td>4,160</td>
<td>11,014</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>71,463</td>
<td>75,295</td>
</tr>
<tr>
<td><strong>TOTAL CURRENT ASSETS</strong></td>
<td>$1,329,162</td>
<td>$1,345,409</td>
</tr>
<tr>
<td><strong>CAPITAL ASSETS</strong> (Note 4)</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>$1,329,162</td>
<td>$1,345,409</td>
</tr>
<tr>
<td><strong>TOTAL CURRENT LIABILITIES</strong> (Note 3)</td>
<td>$378,080</td>
<td>$310,391</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES</strong> (Note 3)</td>
<td>$1,815,247</td>
<td>$1,796,434</td>
</tr>
<tr>
<td><strong>NET ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unrestricted</td>
<td>$888,000</td>
<td>$(174,206)</td>
</tr>
<tr>
<td>Internally restricted (Note 5)</td>
<td>370,000</td>
<td>310,300</td>
</tr>
<tr>
<td>Unrestricted in capital reserve</td>
<td>410,615</td>
<td>410,615</td>
</tr>
<tr>
<td><strong>TOTAL NET ASSETS</strong></td>
<td>$1,815,247</td>
<td>$1,796,434</td>
</tr>
</tbody>
</table>

On behalf of the Board

[Signature]

Director
## Statement of Changes in Net Assets

**Year Ended December 31, 2016**

### (Unaudited)

<table>
<thead>
<tr>
<th>2016</th>
<th>Balance</th>
<th>Excess of revenues over expenses</th>
<th>Contributions</th>
<th>Withdrawals</th>
<th>Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unrestricted and restricted assets</td>
<td>(171,705)</td>
<td>117,706</td>
<td>95,415</td>
<td>(81,967)</td>
<td>(89,158)</td>
</tr>
<tr>
<td>Internally restricted other assets</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Invested in capital assets</td>
<td>141,414</td>
<td>-</td>
<td>1,590</td>
<td>(28,380)</td>
<td>114,646</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>292,119</td>
<td>117,706</td>
<td>95,415</td>
<td>(81,967)</td>
<td><strong>372,325</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>2017</th>
<th>Balance</th>
<th>Excess of revenues over expenses</th>
<th>Contributions</th>
<th>Withdrawals</th>
<th>Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unrestricted and restricted assets</td>
<td>(127,754)</td>
<td>95,415</td>
<td>95,415</td>
<td>(106,637)</td>
<td>(171,705)</td>
</tr>
<tr>
<td>Internally restricted other assets</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Invested in capital assets</td>
<td>141,414</td>
<td>-</td>
<td>100,417</td>
<td>(28,610)</td>
<td>141,414</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>313,543</td>
<td>95,415</td>
<td>100,417</td>
<td>(106,637)</td>
<td><strong>313,543</strong></td>
</tr>
</tbody>
</table>
Annual General Meeting

ALBERTA INSTITUTE OF AGROLOGISTS
Statement of Cash Flows
Year Ended December 31, 2016
(Unaudited)

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Statement of cash flows</td>
<td></td>
<td></td>
</tr>
<tr>
<td>OPERATING ACTIVITIES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Estate (deficiency) of revenue</td>
<td>$117,266</td>
<td>$(39,224)</td>
</tr>
<tr>
<td>Increase in deferred assets</td>
<td>28,368</td>
<td>23,020</td>
</tr>
<tr>
<td>Amortization of intangible assets</td>
<td>$(36,188)</td>
<td>$(29,185)</td>
</tr>
<tr>
<td>Loss on disposal of capital assets</td>
<td>-</td>
<td>3,781</td>
</tr>
<tr>
<td></td>
<td>$123,781</td>
<td>$(27,987)</td>
</tr>
<tr>
<td>Changes in non-cash working capital</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts receivable</td>
<td>23,790</td>
<td>(23,099)</td>
</tr>
<tr>
<td>Notes receivable</td>
<td>7,473</td>
<td>5,433</td>
</tr>
<tr>
<td>Goods and services payable</td>
<td>-</td>
<td>10,131</td>
</tr>
<tr>
<td>Interest received</td>
<td>$(12,077)</td>
<td>10,131</td>
</tr>
<tr>
<td>Due from Agriology Canada</td>
<td>-</td>
<td>1,308</td>
</tr>
<tr>
<td>Accounts payable</td>
<td>$(19,270)</td>
<td>(8,120)</td>
</tr>
<tr>
<td>Deferred expense</td>
<td>(81,695)</td>
<td>3,096</td>
</tr>
<tr>
<td></td>
<td>$(86,817)</td>
<td>(55,430)</td>
</tr>
<tr>
<td>Cash from operating activities</td>
<td>63,014</td>
<td>(84,422)</td>
</tr>
<tr>
<td>INVESTING ACTIVITIES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Purchase of capital assets</td>
<td>(1,599)</td>
<td>(100,497)</td>
</tr>
<tr>
<td>Proceeds from investments</td>
<td>(83,099)</td>
<td></td>
</tr>
<tr>
<td>Cash received from investing activities</td>
<td>(84,698)</td>
<td>(100,497)</td>
</tr>
<tr>
<td>INCREASE (DECREASE) IN CASH FLOW</td>
<td>1,075</td>
<td>(100,023)</td>
</tr>
<tr>
<td>Cash at beginning of year</td>
<td>1,153,081</td>
<td>1,343,610</td>
</tr>
<tr>
<td>CASH - END OF YEAR</td>
<td>$1,154,156</td>
<td>$1,243,587</td>
</tr>
</tbody>
</table>

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Annual General Meeting

ALBERTA INSTITUTE OF AGROLOGISTS

Notes to Financial Statements

Year Ended December 31, 2016

(Unaudited)

1. PURPOSE OF THE INSTITUTE

Alberta Institute of Agrologists (the "Institute") is not incorporated. The Institute is a not-for-profit professional education organization that was established to regulate the practice of agrology in Alberta for the protection of the public interest. This is achieved by assisting with applications for membership from technicians and professional members, registration of new members, assurance of competency in the practice of agrology through continual professional development, and management and disciplinary measures of complaints to ensure that the public interest is protected. All graduates practicing in the field of agrology are managed by the government to become a member of the Institute. As a not-for-profit organization, the Institute is exempt from income tax under section 129(1)(f) of the Income Tax Act.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

The financial statements are prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASIFPO).

Cash and cash equivalents

Cash and cash equivalents include balances with banks and reinvested interest on Guaranteed Investment Certificates. Cash held for restricted purposes is excluded from cash and cash equivalents.

Revenue recognition

Alberta Institute of Agrologists follows the definitional method of accounting for contributions.

Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Application and registration fees are recognized as revenue in the year in which they relate. Conference, insurance, conference sponsorship income and training course revenue are recognized as revenue when earned.

Prepaid expenses and income taxes are charged to revenue as they are earned.

Capital assets

Capital assets are stated at cost or deemed cost less accumulated amortization. Capital assets are amortized over their estimated useful lives on a straight-line basis at the following rates:

- Computer equipment: 3 years
- Furniture and fixtures: 5 years
- Leasedhold improvements: 10 years
- Website development: 10 years

Prepaid expenses and income taxes are recognized as revenue in the year in which they are earned.
Annual General Meeting

ALBERTA INSTITUTE OF AGROLOGISTS
Notes to Financial Statements
Year Ended December 31, 2016
(Unaudited)

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Impairment of Long-Lived Assets
The Institute tests for impairment whenever events or changes in circumstances indicate that the carrying amount of an asset may not be recoverable. Recoverability is assessed by comparing the carrying amount of the asset to the estimated future net cash flows the long-term assets are expected to generate through their direct use and eventual disposition. When a test for impairment indicates that the carrying amount of an asset is not recoverable, an impairment loss is recognized in the statement of financial performance the carrying value exceeds its fair value.

Net assets
(a) Net assets Indians to capital assets represents the Indian’s net investment in capital assets which is comprised of the unamortized amount of capital assets purchased with Indian funds.
(b) Internally originated net assets are funds which have been designated for a specific purpose by the Institute’s Council.
(c) Unrestricted net assets comprise the excess of revenue over expenses accumulated by the Institute each year, net of transfers, and are available for general purposes.

Nature of operations
Measurement of financial instruments
The Institute initially measures all its financial assets and liabilities at fair value and subsequently measures all its financial assets and liabilities at amortized cost.

Financial assets measured at amortized cost include cash, accounts receivable and restricted cash.

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

Impairment
Assets measured at cost are tested for impairment when there are indicators of impairment. The amount of the write-down is recognized in net income. The previously recognized impairment is later reversed, if the reversal of the impairment is identified and if the allowance account previously provided is no greater than the amount that would have been reported at the date of the reversal had the impairment not been reversed previously. The amounts of the reversal is recognized in net income.

Measurement uncertainty
The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Such estimates are periodically reviewed and any adjustments are accounted for in earnings in the period in which they become known. Actual results could differ from these estimates.

Leases
Leases are classified as either capital or operating leases. At the time the Institute enters into a capital lease, an asset is recorded with its related long-term obligation to reflect the acquisition and financing. Rental payments under operating leases are expensed as incurred.
Annual General Meeting

ALBERTA INSTITUTE OF AGROLOGISTS
Notes to Financial Statements
Year Ended December 31, 2019
(Unaudited)

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Leasedhold improvements

Leasedhold improvements are recognized as a reduction of rent expense over the life of the lease.

Construction in progress

The expenses of the Institute depend on both the contribution of time by volunteers and donated materials from various sources. The fair value of donated materials and services cannot be reasonably determined and are therefore not reflected in these financial statements.

3. RESTRICTED CASH

Restricted cash consists of a term deposit of $100,000 with no guaranteed return, maturing June 2017 and cash of $200,000. These balances are restricted as described in Note 8.

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Term Deposits</td>
<td>$100,000</td>
<td>$100,000</td>
</tr>
<tr>
<td>Cash</td>
<td>$200,000</td>
<td>$200,000</td>
</tr>
<tr>
<td></td>
<td>$300,000</td>
<td>$300,000</td>
</tr>
</tbody>
</table>

4. CAPITAL ASSETS

<table>
<thead>
<tr>
<th></th>
<th>Accumulated depreciation</th>
<th>Net book value</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2018</td>
<td>2019</td>
</tr>
<tr>
<td>Computer equipment</td>
<td>$89,561</td>
<td>$86,945</td>
</tr>
<tr>
<td>Furniture and fixtures</td>
<td>22,206</td>
<td>24,976</td>
</tr>
<tr>
<td>Leasedhold improvements</td>
<td>76,527</td>
<td>45,864</td>
</tr>
<tr>
<td>Website development</td>
<td>89,299</td>
<td>12,394</td>
</tr>
<tr>
<td></td>
<td>$300,746</td>
<td>$144,324</td>
</tr>
</tbody>
</table>

5. DEFERRED INCOME

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>BALANCE: Beginning of year</td>
<td>$1,333,831</td>
<td>$1,524,959</td>
</tr>
<tr>
<td>PRE: amounts recorded during the year</td>
<td>1,497,365</td>
<td>1,730,832</td>
</tr>
<tr>
<td>LESS: amounts recognized in the year</td>
<td>1,189,546</td>
<td>1,317,616</td>
</tr>
<tr>
<td>BALANCE: End of Year</td>
<td>$1,271,782</td>
<td>$1,232,031</td>
</tr>
</tbody>
</table>
Annual General Meeting

ALBERTA INSTITUTE OF AGROLOGISTS
Notes to Financial Statements
Year Ended December 31, 2016
(Unaudited)

6. OFFICE RENT

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Water Centre rent</td>
<td>$97,292</td>
<td>$85,304</td>
</tr>
<tr>
<td>Water Centre operating costs</td>
<td>73,044</td>
<td>65,784</td>
</tr>
<tr>
<td>Water Centre property taxes</td>
<td>28,998</td>
<td>19,374</td>
</tr>
<tr>
<td>Lease tenant reimbursement for Water Centre</td>
<td>(20,135)</td>
<td>(20,135)</td>
</tr>
<tr>
<td></td>
<td>$172,060</td>
<td>$177,002</td>
</tr>
</tbody>
</table>

7. LEASEHOLD INDEMNITIES

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gross leasehold indemnity cash receipts</td>
<td>213,683</td>
<td>213,693</td>
</tr>
<tr>
<td>Accumulated amortization</td>
<td>(121,796)</td>
<td>(103,611)</td>
</tr>
<tr>
<td>Subtotal</td>
<td>91,887</td>
<td>110,082</td>
</tr>
<tr>
<td>Leasehold indemnities - caveat 4</td>
<td>(20,135)</td>
<td>(20,135)</td>
</tr>
<tr>
<td>Long-term portion of leasehold indemnity</td>
<td>71,752</td>
<td>90,947</td>
</tr>
</tbody>
</table>

The Institute received and began a new lease in December 2016, which included leasehold indemnities of $213,683.

8. INTERNALLY RESTRICTED NET ASSETS

The Institute has a restricted reserve fund of $270,000 ($258,158 - $31,842). This fund has been subdivided into two categories: an approved stated fund of $150,000 ($145,935 - $4,065) for the study and implementation of the Apology Protection Act, Regulations and Bylaws and (b) a contingency fund of $90,000 ($90,000 - $0) for the purpose of addressing shortfalls in revenue and capital costs.

9. LEASE COMMITMENTS

The Institute has a lease agreement for premises and parking, as well as an operating lease for certain office equipment. The future rent payments do not reflect the reduction of the actual expense recorded, as per Note 8. This is because the future rent payments reflect the actual cash expenditure whereas the expense recorded is reduced by leasehold improvements. The future rent payments have been discounted at the Institute’s interest rate of 2.320% (3.000% due to the addition of $0.68 for leasehold improvements). The Institute’s lease payments and the amortization of leasehold improvements (Note 7) at December 31, 2016, are as follows:

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indemnities</td>
<td>230,490</td>
<td>217,850</td>
<td>216,500</td>
<td>214,500</td>
<td>105,900</td>
</tr>
<tr>
<td>Commitments</td>
<td>20,180</td>
<td>22,189</td>
<td>23,189</td>
<td>20,183</td>
<td>11,077</td>
</tr>
<tr>
<td></td>
<td>$250,670</td>
<td>$240,039</td>
<td>$239,689</td>
<td>$234,683</td>
<td>$116,977</td>
</tr>
</tbody>
</table>

$1,809,880 $1,809,880

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Annual General Meeting

ALBERTA INSTITUTE OF AGROLOGISTS
Notes to Financial Statements
Year Ended December 31, 2018
(Unaudited)

10. FINANCIAL INSTRUMENTS

The Institute is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the Institute’s risk exposure and concentration as of December 31, 2018.

(a) Credit risk

Credit risk arises from the potential that a counterparty will fail to perform its obligations. The Institute is mainly exposed to credit risk from members. The Institute charges its members a fee for membership and if the member is late in paying a late fee is assessed. If the member does not pay for membership they are stricken from the professional membership. Credit risk is therefore minimal. There were no significant changes in experience from the prior year.

11. COMPARATIVE FIGURES

Some of the comparative figures have been reclassified to conform to the current year’s presentation.
Continuing Competence Program

For the bios of each presenter,
visit: http://albertaagrologists.ca/site/ccp-speakers
Continuing Competence Program
Wednesday, March 15, 2017

Stephen Kuntz, Associate Director, Writing Resources, University of Alberta

Effective Writing: Writing for Clarity, Coherence, and Conciseness

Most days, in one form or another, you write—an email, a memo, a report. But you don’t quite feel at ease about your communication when you hit “send” or turn in that report. What’s impeding your progress in taking this vital form of communication to another level?

The session will focus on what you know, what you don’t know, and what you ought to know—with the goal to SEE your writing from a different perspective and gain confidence in producing clear, concise, coherent, and correct writing. To apply these characteristics and what we have learned, we will consider the CV and cover letter genres.

Richard Dixon Regulatory and Strategic Affairs Center (RASAC), University of Alberta

Professional Practice and Risks

There are two new forces that are impacting professional organizations and the professions they manage. The AIA and professional agrologists will be impacted by these forces. First, increasingly and on a global scale, professional regulators are under greater scrutiny to provide better management of their members. And second, others are “foresighting” that professions will find their roles dramatically changed in a digital society. Based on the latest research, including a $1M study by the Alberta Energy Regulator, this session will explore these two forces and how AIA’s seven pillars can respond to these new challenges.

Carol Gabanna, CEC, ACC, BBA, HR Atlantic

Receiving Feedback: How to Hear it, Receive it and Use it

We get feedback every day of our lives from colleagues, bosses and clients, friends, and family. Some feedback is hard to hear, some makes us feel great, some is useful and some – you wonder what planet it came from! Receiving feedback is challenging because it is at the
intersection of two human desires...we want to learn and grow and we want to be accepted just the way we are. In this highly interactive half-day workshop we will explore:

- How to recognize feedback when we hear it, and understand how we could benefit from it;
- Three ways we are triggered by feedback and how these triggers get in our way;
- Communication strategies to manage emotions when receiving feedback; and
- Strategies to find the value in feedback and understand what to do with it.

Continuing Competence Program

I. Regulatory Entrance Standards
II. Practice Standards—An Overall General Standard and Specific Detailed Standard for each Practice Area
III. Continuing Competence Program
IV. Ethics and Code of Practice
V. Practice Reviews of Members
VI. Errors and Omissions Insurance
VII. Complaints Handling Protocol

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Continuing Competence Program
Friday, March 17, 2017

William Shotyk, Professor and Bocock Chair for Agriculture and the Environment, University of Alberta

Contaminants and Water

Contaminants in the environment may arise from natural or anthropogenic sources; some originate from both. Contaminants may be inorganic, organic, or organometallic; some are radioactive. Potentially toxic “heavy metals” such as Ag (silver), Cd (cadmium), Pb (lead), Sb (antimony) and Tl (thallium) all occur naturally, but human activities such as mining, smelting, and refining, as well as fossil fuel combustion, have considerably increased emissions of these elements to the environment. In fact, on a global scale, emissions of heavy metals to the environment from natural sources are dwarfed by those from human activities. “Contamination” of the natural environment refers to an enrichment which significantly exceeds the range of natural abundance of that element or compound in any given geosphere (e.g. atmosphere, biosphere, pedosphere, hydrosphere). “Pollution” refers to a concentration or enrichment great enough to have a documented deleterious impact upon a specific organism.

The extent of enrichment of contaminants such as heavy metals in the environment is usually expressed by an enrichment factor: the enrichment factor (EF) is the ratio of a given heavy metal to a lithophile element such as aluminum (which is assumed to be supplied exclusively by natural sources), and normalized to the corresponding ratio in the Earth’s Crust. The potential toxicity of a contaminant, however, is related not only to its concentration or the extent of its enrichment, but also the physical and chemical form of that element or compound (i.e., the predominant chemical species). In this presentation, using peat cores from bogs and ice cores from the Arctic, examples will be provided of the changing cycles of heavy metals during the past 15,000 years caused by both natural processes as well as human activities.

Despite the release of heavy metals to the environment from three millennia of mining and metallurgy, trace metal concentrations in natural waters may be extremely low, highlighting the need for ultraclean lab methods and procedures for sampling, handling, preparation and analysis. The new ultraclean SWAMP lab at the University of Alberta, for measuring trace metals in the Soil Water Air...
Continuing Competence Program

Manure Plant system, is an example of a lab designed and constructed specifically for this purpose.

Barry Adams, PAg¹  
Mike Alexander, PAg²

¹Rangeland Consulting Agrologist  
²Director, Rangeland Resource Stewardship Section, Alberta Environment and Parks

Topic 1: Ecological Classification and Ecological Land Cover Tools for Alberta Rangelands (GVI, PLVI and DEP)

Within the context of Alberta’s land cover mapping and ecological classification, presenters will describe the major mapping tools, their interpretation and application, for landscapes in the province. Ron McNeil, Landwise Inc., Lethbridge: The Grassland Vegetation Inventory (GVI) is a detailed mapping tool that combines biophysical (uplands and wetlands) and anthropogenic land information expressed as site types (for example, upland types relate to range sites). GVI will be explained with examples of how it was derived and applications for land use, planning, conservation and management. Mike Willoughby, Alberta Environment and Parks, Edmonton: Will describe the provinces long standing Alberta Vegetation Inventory (AVI) and also ongoing tools and innovations from the past decade including DEP (Derived Ecosite Phase), the Primary Land Vegetation Inventory (PLVI), and other plus tools that enhance ecological classification.

Topic 2: Principles & Strategies for Minimizing Surface Disturbance in Native Grasslands Including New AEP Guidelines

Craig DeMaere and Susan McGillivray, Alberta Environment and Parks, Lethbridge and Edmonton: With a renewed focus on cumulative effects management, this presentation will focus on new policy and practice
Continuing Competence Program

developments that will be of interest to AIA members. This presentation will cover the principles document for all grassland Natural Subregions, highlights of the literature review for the Central Parkland and Northern Fescue, and then an introduction to the strategies to minimize industrial disturbance in grasslands in the Central Parkland and Northern Fescue Natural Subregions.

**Topic 3 : Range Management Strategies for Prairie and Foothill Rangelands**

*Barry Adams (retired) and Mike Alexander, AEP, Lethbridge and Edmonton: This will be a broad overview with practical examples of the range management principles and practices that are at the core of practice for the range management professional. The presenters will draw from their own professional experience in prairie and foothills/Montane rangelands.*

1Detailed Practice Standards Coordinator, Alberta Institute of Agrologists
2CEO/Registrar. Alberta Institute of Agrologists

**AIA Council**

**Practice Standards Update and Council Bear Pit Session**

Dr. Les Fuller and David Lloyd will review the following in the Practice Standards section:

- Brief History of legislation and reason for practice standards
- Current standards in place
- Why detailed practice standards
- How standards will be used
- Relationship to practice reviews
- Future standards
- Risks to the profession

AIA Council will be able to address any questions regarding the governance of AIA.
13th Annual AIA Conference

For the bios of each presenter,
visit: http://albertaagrologists.ca/site/pb-speakers
Welcome

The 2017 Alberta Institute of Agrologists AGM and Banff Conference AIA Welcomes all to the March 15-17, 2017 Alberta Institute of Agrologists 2017 AGM and Banff Conference on “Resources and People”.

The AGM will highlight Institute activities completed in 2016, including the outcome of the 2017 Council elections which commenced late 2016. Finances will be reported on, Institute achievements highlighted and plans for 2017 will be identified. Dialogue sessions with AIA members and Council are planned at the AGM on March 15 and in the Continuing Competence (CCP) sessions on March 17. A discussion about detailed practice standards being developed by senior AIA members for each of the practice areas will allow members a chance to share thoughts. You will meet your 2016 Council and the new 2017 Council.

The AIA conference theme “Resources and People” will examine energy issues of oilsands, coal and renewables. Agriculture issues related to beef, pork and grains will be highlighted. Social license will be considered in relation to these two themes. Six continuing competence program sessions are planned to address a variety of topics:

- Range Management
- Effective Technical Writing
- Contaminants in Water
- Effective Feedback
- Practice Standards & Council Interaction
- Professional Practice and Risks

Should you have any comments or suggestions about the AGM and the Conference, please provide these comments to: Info@aia.ab.ca

Please look for the following conference planning and organizing committee members as hosts and guides.
Message from Honourable Rachel Notley  
Premier of Alberta

On behalf of the Government of Alberta, it is my pleasure to welcome you to the 2017 Alberta Institute of Agrologists’ Annual Conference.

During your time at this conference, you will have an opportunity to make connections and build relationships with your colleagues, and learn about new technologies, ideas, and systems in your industry. I hope this conference will help you as individuals and organizations engage with one another not only to improve yields for our food production but at the same time advocate for sustainable farming and ranching methods.

Albertans are proud to be leaders of the sustainable development of our natural resources such as our energy resources and agriculture. I know that by focusing on sustainability we can protect our province’s health, environment, and economy.

Thank you to the Alberta Institute of Agrologists for continuing to be at the forefront of many critical issues surrounding “Resources and People.” Best wishes for a successful conference.

Rachel Notley  
March 16, 2017
Welcome

MESSAGE FROM THE MINISTER

As Minister of Agriculture and Forestry, it is an honour to welcome you to the 13th annual Alberta Institute of Agrologists Conference. This year's theme, Resources and People, is a reminder of the important role Albertans play in the sustainable development of resource-based industries.

With professional agrologists spanning the integrated sectors of agriculture, environment, life sciences and food, you have an essential role in supporting responsible growth in our key resource sectors. Conferences such as this provide an opportunity to learn more about the latest developments in resource development, technology, research and best practices.

Our government recognizes the importance of agriculture and resource sectors to a strong and diversified economy. Our ongoing success relies heavily on our continued commitment to research and innovation, environmental stewardship, value-added development and enhanced market access for all our products.

Thank you to the Alberta Institute of Agrologists for hosting this event and for creating a forum to discuss important issues.

The hard work, ingenuity and dedication to excellence of your membership makes you an important partner in building a strong and sustainable future for our province.

Best wishes for a productive and successful conference.

Ogilvy Carter
Minister
Agriculture and Forestry
Welcome

Message from the Honourable Shannon Phillips
Minister of Environment and Parks
Minister Responsible for Climate Change Office

It is my genuine pleasure to welcome you to the 2017 Alberta Institute of Agrologists Annual Conference – Resources and People. Now more than ever, Alberta faces challenges related to the consumption and preservation of our province’s natural resources. Our efforts to fight climate change present opportunities for a fresh and forward-looking approach to the protection and stewardship of the plants, animals, and associated resources that are so abundant in Alberta.

Agrologists play an important role in Alberta, from food production to the health of our natural resources. The dynamic nature of the profession means that agrologists are exceptionally well-suited to adapt to the changing needs of our province as we work to mitigate and adapt to a changing climate while protecting important industries and ensuring Alberta’s ecological health.

We will turn to you to help shepherd Alberta toward a future in which our land, soil, and water resources are balanced harmoniously with the needs of our citizens.

I offer my sincerest thanks for your hard work and support in preserving our province’s resources for future generations of Albertans. Please accept my best wishes for a positive and productive conference.

Sincerely,

Shannon Phillips
Minister of Environment and Parks
Minister Responsible for Climate Change Office
Welcome

Message from Honourable Christine Gray
Minister of Labour
Responsible for Democratic Renewal

On behalf of the Government of Alberta, it is my pleasure to bring greetings to the Alberta Institute of Agrologists (AIA) 2017 Wanff Conference on Resources and People.

Moving towards a greener economy is critical for the health of our communities, economy and people. To this end, our government is showing leadership in building an economy for the future – one that is greener, more diversified and more sustainable.

Our partners, like AIA, play a key role in moving our province forward to a more prosperous future. With their wealth of knowledge and skill, agrologists are an important partner in the promotion, development and protection of our environment and agriculture industries. The work you do helps us make informed decisions about critical issues in agricultural production, food safety and environmental quality.

I’m proud of our strong partnership in ensuring the profession is carried out to the highest standards in support of Albertans’ interests. I appreciate AIA’s continued collaboration on issues important to all Albertans, and look forward to working together.

Christina Gray
Minister of Labour
Responsible for Democratic Renewal
Thank you to our 2017 Sponsors!
Sponsors are an integral part of the success of AIA’s annual conference and we sincerely thank them for their valued participation.

Gold:

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Did you know?
It has taken 40 years, but Canada has a disease-resistant pear with much better cold storage tolerance than other varieties. Its name: the Cold Snap pear. To learn more visit:  http://business.financialpost.com/news/retail-marketing/canadas-own-hybrid-pear-could-feed-a-growing-appetite-for-the-fruit-and-local-produce
Plenary Session—Green Paper

Gordon Laxer, Ph.D.

Dr. Laxer recently authored the book "After the Sands – Energy and Ecological Security for Canadians". Gordon Laxer is the founding Director and former head of Parkland Institute at the University of Alberta in Edmonton. Gordon is a Political Economist and professor emeritus at the University of Alberta. He is also author or editor of five other books, including Open for Business: The Roots of Foreign Ownership in Canada (Oxford University Press), which received the John Porter Award for best book written about Canada. Gordon is on the advisory board of the SSHRC funded "Corporate Mapping Partnership" that is researching the structure and influence of the fossil fuel corporations in Western Canada. Gordon was the Principal Investigator of a $1.9 million research project: Neoliberal Globalism and its Challengers: Reclaiming the Commons in the Semi-periphery (2000-2006).

Did you know?

Need to take a credit course for your designation, upgrade a practice area or fulfill your CCP requirement? The University of Alberta’s Faculty of Extension in Edmonton offers seven AIA Council-approved 3-credit senior agrology courses. Each course is 5 days, 8:30 am to 5:00 pm and they are offered throughout the year. They count as 39 hours of CCP. To view which courses are recognized by the Alberta Institute of Agrologists, visit the Faculty of Extension website at: https://www.ualberta.ca/extension/continuing-education/professional-designations
Plenary Session

David Hughes, Earth Scientist
Canada’s Climate Dilemma in the Face of Business-as-Usual Political Aspirations

Canada signed on to the Paris Agreement committing to a 30% reduction in greenhouse gas emissions from 2005 levels by 2030. The question is how? On a per capita basis, Canadians consume 5.3 times the world average in energy and emit 3.6 times the world average in emissions. Alberta’s Premier Notley announced a “climate plan” that will allow a 40% expansion of oil sands production over 2015 levels, making them nearly 20% of Canadian emissions under the 2030 Paris Agreement target. The Trudeau government has also approved two LNG export terminals in BC that will add a further 3% to Canadian emissions in 2030. These will necessitate a 50% contraction in emissions from the rest of the economy, in just 13 years, to meet the Paris Agreement commitments. The latest NEB projections indicate that the only hope for growth in oil production is tar sands bitumen, and for increased gas production is fracked gas from northeast BC and western Alberta, both of which are high carbon sources. Existing pipeline and rail export capacity can handle oil production growth under Premier Notley’s “climate plan”, and the likely approval of the Line 3 and Keystone XL pipelines under a Trump Administration will provide more than sufficient pipeline-only capacity. The much bally-hoed “tidewater” premium for Western Canadian oil is a figment of politicians’ imaginations, given the realities of refinery capabilities and prices offered on the U.S. Gulf Coast and internationally. Although many ENGOs hope for a seamless switch-out of fossil fuels for renewable energy, that will be a major challenge, given that fossil fuels make up roughly 80% of current consumption. Non-hydro renewable energy made up less than 2% of Canadian consumption in 2014. Canada’s remaining non-renewable fossil fuels are valuable, carbon-intensive, and likely needed at some level for the long term. Transition to a carbon-free future is likely to be much more difficult than many assume, but aggressive policy action is the first step. Current policies to expedite the liquidation of remaining non-renewable energy resources at rock-bottom prices to benefit the government of the day will compromise Canada’s ability to meet its climate change commitments and the energy security of future generations.
Plenary Session

Andrew Nikiforuk, Journalist, Author
The Politics of Energy

Every day the politics of energy is increasingly driven by the energy of politics. Climate change and a structural shift in global oil pricing (and that system is now broken) explains part of the volatility. But declining energy returns from extreme resources (shale gas, bitumen and many renewables) also play a major yet little recognized role. Drawing upon global and Canadian examples, I'll explain why business as usual is dead and why energy issues will dominate politics in an era of economic stagnation in the decades ahead. The forecast is simple: states dependent on oil and gas revenue will experience more political instability and polarization than conventional economies.

Peter Watson, P.Eng., Chair, CEO, National Energy Board
The National Energy Board: Pipeline Safety, Transparency, and Engagement

Over the past several years, the work of Canada’s National Energy Board has placed it squarely in the midst of some of the most important public policy debates in the country. From pipeline safety and environmental protection, to contentious pipeline hearings, to the relationship Canada has with Indigenous Peoples - the NEB is in the middle of it all.

In his speech entitled, ‘The National Energy Board: Pipeline Safety, Transparency, and Engagement,’ NEB Chair and CEO Peter Watson will discuss the role of Canada’s energy regulator in the twenty-first century.

He will reflect on how the NEB is focusing more oversight not just on preventing pipeline incidents, but also on fostering the development of an industry Safety Culture. Peter Watson will also discuss how the inextricable link that Indigenous Peoples have to the land and environment is critical to how the NEB engages with them. And why this relationship requires a commitment from the NEB to engage with Indigenous Peoples early, often, and in an enduring manner.
Concerns about climate change have focused national and global attention on how best to transform anthropogenic energy systems to reduce greenhouse gas (GHG) emissions. In assessing energy systems, decision makers typically consider only the annual flows of energy (and the carbon that energy contains) linked to the production and use of fuels and electricity. As can be found on our website (www.cesarnet.ca/visualization), CESAR has been compiling data and building technology-rich, national and provincial models depicting the past, present and possible future energy (= fuel and electricity) systems of Canada and its provinces. It is important to note that this perspective ignores the flows of energy and carbon associated with the annual production and use of food and fibre. To address this shortcoming, CESAR is integrating into our models of Canada’s traditional energy systems, the flows of energy and carbon associated with Canada’s annual agriculture and forestry harvest. The results show that the annual primary energy production from Canada’s managed biological systems is on a scale similar to the nation’s primary production of oil, natural gas or uranium. In this presentation, I will summarize these and other findings and discuss the implications for policy and investment decisions if we are to optimize the role of Canadian agriculture and forestry in addressing the challenges of climate change while contributing to food, fibre, fuels and electricity demands across Canada and around the world.
Plenary Session

improvement in environmental performance in Canada’s oil sands through collaborative action and innovation.

Through COSIA, participating companies capture, develop and share the most innovative approaches and best thinking to improve environmental performance in the oil sands, focusing on four Environmental Priority Areas (EPAs) – tailings, water, land, and greenhouse gases.

COSIA’s collaboration model is helping to redefine, globally, how companies can innovate together, and accelerate solution development to address some of the world’s biggest challenges. To date, COSIA member companies have shared 936 distinct technologies and innovations that cost almost $1.33 billion to develop. These numbers are increasing as the alliance matures and expands.

This presentation will provide an overview of COSIA’s collaboration model and planning framework for prioritizing innovation and technology development for each of the four Environmental Priority Areas, as well as providing updates on COSIA’s current project portfolio.
Darcy Fitzgerald, Executive Director, Alberta Pork

Service and Trust in Changing Times

The Alberta Pork presentation at the 2017 AIA Banff Conference will highlight some of the challenges Alberta pork producers face and ways that we hope to tackle them.

The Alberta Pork Producers Development Corporation (Alberta Pork) formed in 1969 as a hog marketing board, controlled and directed by a producer Board of Directors. Board members are elected by other pork producers. From 1969 to 1996, APPDC’s primary purpose was to market all hogs, acting as a single desk seller. It also promoted and developed the hog/pork industry.

In 2001 the organization split into two separate companies: the Alberta Pork Producers Development Corporation (Alberta Pork) and the Western Hog Exchange (WHE). WHE became a private hog marketing organization. Producers can voluntarily use WHE to market hogs.

Alberta Pork is one of 21 marketing boards and commissions in Alberta operating under the Marketing of Agricultural Products Act. Alberta Pork is a self-sustaining, not-for-profit association operating on the Alberta pork producer’s behalf and as a voice for the industry. Alberta Pork collects a $1.00 per market hog levy. Funds are used to address issues and needs for the Alberta pork industry.

Since 1969, Alberta Pork has focused on service to the producer. It acts as a voice for producers to government and others. It builds trust with consumers through information on on-farm practice and food safety. Recently, Alberta Pork returned to more traditional support for producers with boots on the ground at the farm. This direct contact develops stronger basic services for our producers and ensures better two way communication to tackle challenges together.

Alberta Pork shifted its marketing efforts away from traditional retail and food service programs to a community support program. Working with our strong value chain partnerships enables the whole industry to truly support a community of consumers.

Agriculture and pork production are not easy businesses. But public and consumer trust starts with a foundation of sound on-farm practices and solid community
Breakout Sessions—Agriculture

engagement. Our producers know this. Alberta pork producers are committed to
being the best at what they do and doing what is best for their community.

Rich Smith, Executive Director, Alberta Beef Producers

Alberta Beef: A Story of People and Resources

The iconic Alberta cattle and beef industry and the consumer
branded Alberta Beef are truly examples of people and resource
coming together to create a vibrant success story. Our industry has a long
history, rich heritage, and strong traditions. We trace the beginnings of Alberta
Beef to 1874, a time when the large bison herds that roamed the North American
prairies had largely disappeared. A few visionary people began using the
abundant grasslands and less abundant water resources of Alberta to raise cattle
and provide beef for the Northwest Mounted Police (forerunner of the RCMP), the
First Nations people, and the workers building our national railroad.

Now, over 140 years after the beginning of our industry, our cattle and beef
producers continue to use the people and resources of this province to support
40% of the cows, 70% of the cattle feeding, and 70% of the beef processing in
Canada. We export Alberta Beef across Canada, to the United States, and to
customers around the world. Our industry still relies on resilient and farsighted
people: the farmers and ranchers who produce the cattle and the workers who
turn the cattle into beef. In the face of growing pressure and intense competition,
we need the land and water resources of this province to sustain our industry.
The people may have changed, but their values and their dependence on grass
and water resources haven’t changed. Our story of people and resources is still
unfolding.

Garth Patterson, PAg, Executive Director, Western Grains
Research Foundation

WGRF in Transition

The Western Grains Research Foundation (WGRF) is recognized
for its leadership in funding field crop research and for its
Breakout Sessions—Agriculture

collaboration with many funders. Founded in 1981, WGRF is an independent, charitable foundation, directed by farmers. With $19.7 million expended in 2015, WGRF is the largest producer funder of crop research in Canada. WGRF’s focus on funding research, western Canadian membership base and multi-crop funding scope are unique. Over the past five years, research supported from the Endowment Fund has increased 9.7 fold, from $0.9 million in 2011 to $8.7 million in 2015. With the recent creation of new producer commissions/associations in western Canada, all major crops are now represented by a producer organization mandated to collect a check off. With the end of the Western Canadian Deduction (WCD) on July 31, 2017, wheat and barley commissions/associations will assume responsibility for the consolidation of the WCD into their respective check-offs. However, WGRF will remain involved in wheat and barley variety development for a number of years through long term program commitments and ongoing use of royalty funds. Over the next four years, WGRF will transition the Endowment Fund away from funding of single crop research to a targeted approach for soliciting and funding research from an integrated crop and whole farm perspective, with emphasis on cross-commodity benefits. Outcomes are expected to have a positive impact on producers’ long term sustainability from the perspectives of resources (soil, water, air) and economics. It is anticipated that a systems approach, including multidisciplinary research, across a broad geographic region with multiple sites, will be required to reflect sub-regional differences. Examples include (but are not limited to) cropping systems, crop protection in a changing climate, production efficiency, mitigating climate change, and soil health.

Ward Toma, PAg, General Manager, Alberta Canola Producers Commission

Alberta Canola has been integrally involved in the western Canadian canola value chain since its inception in 1989. Working with members of the canola value chain to collectively align direction and implementation of funding, projects and programming to move the canola industry forward its shared goals.
Breakout Sessions—Agriculture

Craig Shaw, Lacombe Producer, 2016 FarmTech Award Recipient

Born and raised on a family farm in the early 50s and then running a successful grain farming operation from 1980 to present has provided a unique perspective on evolution of grain farming in Western Canada. Farming through the tough times has taught us the need for innovation and problem solving skills that kept us competitive while continually looking for new and better ways to manage margins and risk. At the same time, we needed to recognize that farming was always in a state of continual change and that the solutions of today might not be the solutions of tomorrow. We also learned the need to often dig below the surface of problems and opportunities to clearly define what was possible. In a world of ever increasing technological advancements the term it can’t be done or it won’t work only masked new potential. It also showed us that while farms have so much in common, there is always a uniqueness to every operation and that our solution was not necessarily that of others. The opportunity to share successes and failures with others only helped to make us stronger as a whole. As grain farming moves forward there are some new underlying trends that may have huge consequence to the future of our business. So my presentation will show some valuable lessons from the past, how we developed our problem solving skills to address issues we were facing and some insight into what may be issues down the road.
Breakout Sessions—Energy

David Dodge, Producer, Green Energy Futures

Energy Futures - Energy Efficiency Comes Home

Take a peak into our energy future with David Dodge, the producer of 160 Green Energy Futures documentaries and the chair of Energy Efficiency Alberta. The pace of innovation in the energy sector is stunning and the implications are profound for our energy future here in Alberta and around the world. Solar, wind and other clean energy technologies have grown faster than anyone predicted and this is creating a much more decentralized energy system in which businesses and individuals are becoming energy producers. The pace of innovation in the building industry is also stunning, making net-zero homes and buildings practical and even economically attractive. Vancouver’s Zero Emissions Building Plan will require all new buildings to achieve net-zero emissions by 2030. Prince Edward Island went from being a have-not province in terms to electricity generation to having the highest renewable energy integration rates in North America in less than 10 years. One country is already pursuing a goal of making all of their building stock net-zero by 2050.

Energy Efficiency Alberta is the new energy efficiency agency in Alberta. Energy efficiency is a cornerstone of energy innovation and Alberta is the last jurisdiction in North America to embrace energy efficiency. It’s a cornerstone of Alberta’s Climate Leadership Plan and David will share details of the first wave of energy efficiency programs coming to Alberta.

Dr. Joe Vipond, Emergency Physician, Foothills Medical Centre and the Peter Lougheed Hospital

Medical Challenges with Coal

Coal has powered modern society, beginning with the industrial revolution, and ongoing with the production of electricity. But as we have gained knowledge regarding the detrimental effects of coal, both on our public health, and on the health of our climate, it has become evident that we must quickly transform our energy systems.

Alberta, burning more coal than all other provinces combined, and seeking a lower
Breakout Sessions—Energy

carbon future, announced in November 2015 a phase out of coal fired power. By 2030, all of the eighteen coal generators in the province will be shut down, to be replaced by a combination of renewable energy, energy efficiency, and natural gas. This will result in a decrease of forty-four megatons of greenhouse gases per year, as well as decreased sulfur dioxide, nitrogen oxides, particulate matter 2.5, and mercury. This decrease in pollution will further result in approximately 100 fewer premature deaths annually, along with a decrease in a myriad of other illnesses. And as we, as humans, are impacted by pollution, so too are our wildlife, our livestock, and our farmlands.

There remain challenges: the communities and the workers previously supported by the coal industry need to be transitioned respectfully into the new economy. But there is no going back, as the world, Canada, and Alberta move toward a safer, healthier future.

Stefan Michalski, Consultant, ECB Enviro North America Inc.

Organic Waste to Watts: The Lethbridge Biogas Story

Lethbridge Biogas (LB) is one of Alberta’s true pioneers in the province’s Bioenergy landscape. Since 12/2013, LB has been operating Alberta’s largest, privately operated, fully commercial biogas/cogeneration facility in Lethbridge, AB. The facility can be remotely controlled and has a processing capacity of more than 100,000 tonnes annually for livestock manures and food processing residues. Currently two 1.4 MW co-generation plants (CHP’s) use the biogas for the conversion into grid electricity and process heat. The facility captures methane and directly contributes to the reduction of greenhouse gas emissions within Alberta’s Climate Change Leadership Plan. The residual digestate is a valuable, balanced and nutrient rich product for agricultural use and is land applied in accordance with the province’s Agricultural Operation Practices Act (AOPA). LB has received financial support from the expired Alberta Bioenergy programs (BCMDP, BIDP, BPCP) and the Climate Change Emission Management (CCEMC) Corporation.

LB’s decade long project development process demonstrates the challenges Bioenergy producers in the province are still facing. Bioenergy addresses agricultural, environmental and energy related issues all at once, and as such
Breakout Sessions—Energy

needs cross departmental collaboration and support within all levels of Government to be successful. Low-carbon Bioenergy production continues to be at a disadvantage when ‘competing’ with the hydrocarbon economy, regulatory frameworks are not technology or bioenergy specific, market prices do not reflect their true environmental and societal benefits and sourcing capital in this environment is still a steep climb.

Alberta’s Climate Change Leadership Plan promotes the reduction of GHG and projects like LB come also with the added benefits of economic diversification, sustainable development, innovation, long-term job creation and strengthening rural economies – all political buzz words in these times. The increased use of renewable sources like wind and solar in Alberta offer exciting opportunities, but the issue of intermittency and back-up capacity needs to be addressed. Bioenergy is able to deliver 24/7 base load electricity and can complement electricity production from wind and solar. Alberta’s Bioenergy sector can be a cornerstone of the province’s economic diversification and climate action strategies but a Bioenergy Strategy is a key component of Alberta’s transition to a clean energy economy. Alberta can be a leader in the production and use of sustainable, low-carbon Bioenergy products – but traditional thinking needs to change and paradigms need to shift to make this reality.

Don O’Connor, P.Eng., President, (S&T)² Consultants Inc.

Biofuels and Carbon

Reducing GHG emissions has become a major objective of many governments around the world. One of the major sources of GHG emissions is the transportation sector.

Transportation related emissions in Canada account for over 35% of the country’s emissions when considered on a lifecycle basis. In some provinces they account for 45% of the total provincial emissions. Canada can’t meet its international commitments to reduce GHG emissions without reducing the emissions from the transportation sector. Transportation emissions can be reduced by either using less fuel or reducing the carbon intensity of the fuel that it uses. Both will be required to meet the national objectives. One of the easiest options for reducing the carbon intensity of transportation fuels is to include a biofuel component with the fossil fuel.
Breakout Sessions—Energy

In Alberta ethanol is manufactured from wheat and biodiesel is produced from canola oil. Both fuels offer significant GHG emission reductions compared to gasoline and diesel fuel. Alberta has three competitive advantages for producing low GHG feedstocks for biofuel production.

One of the major sources of GHG emissions from the production of grains and oilseeds is the N₂O that is produced when nitrogen fertilizers and crop residues decompose. There are a number of factors which influence the rate at which N₂O is created; one of the influences is precipitation. The relatively low precipitation in Alberta, while often limiting crop yield, results in low N₂O emissions.

The second advantage is that the majority of the crop production is undertaken with minimum or no till agriculture. This provides two advantages. The first is that it reduces energy use, as fewer tractor passes are required. The second is that as result of less disturbance of the soil in combination with reduced summerfallow, Alberta producers are now increasing the carbon content of the soil. Carbon extracted from the atmosphere through photosynthesis is now being stored in the soil.

On a full lifecycle basis canola biodiesel produced in Alberta can reduce the GHG emissions by 90% compared to diesel fuel and wheat ethanol can reduce GHG emissions by 55% compared to gasoline.

Allan Offenberger, Professor Emeritus, Department of Electrical and Computer Engineering, University of Alberta

Fusion - the Ultimate Clean Energy Source

Fusion, the source of energy in our sun and stars, can provide the clean, sustainable base load energy required to power our future in electricity, heat and hydrogen for stationary and mobile applications. It offers the highest energy density and least waste processing as well as best energy payback ratio and life cycle assessment of all energy sources. Progress continues in the various approaches to realizing fusion power systems and practical systems are likely to emerge in the 2030 time frame. Success will transform energy policy worldwide. Canada, alone among the developed countries, does not have a national fusion program but efforts are underway to change this deficiency.
Craig Klemmer, Senior Economist, Farm Credit Canada

Outlook on Canadian Agriculture

In this presentation, Craig will discuss major trends in agriculture and their potential impact on the agricultural marketplace, Canadian exports and the overall Canadian economy. Craig will also examine the current state of farmland values as well as farm assets, and what these measures tell us about the health of the Canadian ag industry. The FCC Farmland Values Report highlights the changes in the price of farm property in Canada. While farmland values are increasing (up 10.1% nationwide), the rate of growth is slowing down for the second consecutive year and varies greatly across the country. Meanwhile, the FCC Farm Assets and Debt Report provides an overview of the balance sheet of agriculture, focusing on financial health. It looks at the affordability of assets relative to farm income, with an emphasis on farmland values.

During this presentation, Craig will share his unique perspective on recent national and global economic events that impact Canadian agriculture – and producers’ bottom line. A big topic on everyone’s mind is the effect of the Canadian dollar on the agri-food supply chain in 2017. Other key drivers affecting Canadian ag in the coming year include energy prices, commodity prices, the U.S.-Canada investment landscape, and of course, global economic changes.

In terms of global economic changes, 2016 was a fascinating year, particularly due to the surprising results from the Brexit vote and the recent U.S. election. Craig will explain that in spite of widespread uncertainty about European political futures – which led to brief periods of unprecedented market turmoil – the outlook on Canadian agriculture remains optimistic.

Global demand for Canadian ag commodities continues to increase. Craig will encourage producers to work for both immediate and long-term viability, through better efficiency, but also through increased productivity. Improved efficiency will allow Canadian producers to survive through periods of low commodity prices and uncertain markets. Meanwhile, advances in agricultural technology and innovation can allow producers to increase their productivity.

Craig will close with some general takeaways about his outlook on Canadian agriculture and flag the major trends attendees should keep their eyes on in the coming year.
Breakout Sessions—Markets & Social License

Chris Dyck, Interim Vice President, Innovation & Product Development, Agricultural Financial Services Corporation
AFSC delivers lending, income stabilization and insurance programs and products to Alberta producers. As a result of delivering these programs AFSC has developed an extensive data base that is being used to improve programs and provide valuable information back to producers. This includes data on crop yields and quality, and farm income and expenses. In some cases this data is goes back to the mid 1970s.

This session will look at how AFSC currently uses this data along with opportunities to use it in the future, always with the view to providing value for primary producers. The session will also use our long term data base to tell some stories about identified trends and patterns.

Rory McAlpine, Senior Vice President, Government & Industry Relations, Maple Leaf Foods
Having transformed its Canadian manufacturing base over the past seven years through a series of major capital investments and business divestitures, Maple Leaf Foods is today a leading Canadian consumer protein company, making high quality, innovative products under national brands. The company employs approximately 11,000 people across Canada and exports to global markets, including the U.S. and Asia.

But with a competitive supply chain now in place, how does Maple Leaf stay relevant to consumers, investors and its own employees in an environment of major marketplace and societal shifts? How does it adapt its products to Canada’s changing demographics? How does it demonstrate to consumers that caring for animals is a core value? How does it attract millennials who want to work for a company that embraces sustainability? And how does the company link these elements of “social license” to the practical challenge of controlling costs, meeting the expectations of value-conscious consumers and sustaining market share in a competitive and risky business environment?

- Maple Leaf’s approach to this challenge is to be a different meat company and to enable the difference through a robust sustainability strategy. Being different
Breakout Sessions—Markets & Social License

and sustainable means: Creating shared value through addressing critical social and environmental issues that deliver business value for our customers and Maple Leaf Leading in food safety, with all operations operating to GFSI standards

- Advancing health and wellness through simpler, natural products and eliminating/minimizing antibiotic use
- Demonstrating significant leadership in animal care
- Advancing sustainable food security nationally and internationally through the launch of the Centre for Action on Food Security
- Reducing our environmental footprint by 50% by 2025

In the wake of its 2008 Listeria crisis, Maple Leaf deeply understands the importance of never taking consumer or public trust for granted. Moving forward on trust building requires that industry-wide and corporate efforts work in sync, with as much listening as talking, and a values-based commitment to transparency that is rooted in real accountability for “doing the right thing”.

Keith Wilson, Lawyer, Wilson Law Office

Why Treating Landowners Fairly is Important

Keith Wilson is an Alberta lawyer who specializes in representing clients on legal matters regarding environmental, property rights, and oil and gas law. As a lawyer and advocate for the people of Alberta, Keith has interacted with many resource industry sectors and has seen how these sectors have impacted people on the land.

Keith will share his experiences in representing landowners who have been harmed by the energy industry activities and how the harms were eventually remedied. He will share behind-the-scenes insights from some of Alberta’s highest profile environmental cases. He will demonstrate how some companies reacted in positive ways to enhance their social license while other behaved as though, “Social licence? I must have left that in my other pants”.

Using examples of pipeline spills, well blowouts, toxic air emissions, and groundwater contamination, Keith will reveal the lessons that industry can learn to enhance its relationship with landowners and communities.
A new word has entered the lexicon of agriculture and food businesses and that is ‘social license’. Social license is described as the privilege of operating with minimal restrictions (legislation, regulation, or market requirements) based on building and maintaining public trust. It can sound a little fuzzy and yet is has already brought more attention to such underemphasized issues as food systems in northern communities, mitigation of climate change, sustainability in aquaculture, and food innovation in general. What is unclear is who gets to “grant” social license, how it can be earned, and what values are essential when it comes to social license in food.

As we are now learning, consumers have acted fiercely on questions of transparency and on their co-ownership rights by expressing concerns related to issues, which were at one time perceived as obscure. Farming and food production are just the latest industries to have come under the watchful eye of the new consumer.

In the past year, we have seen several cases affecting food companies, such as the price of cauliflower rising to $8 last winter, the foodborne illness outbreak with Chipotle, Leamington-based French’s ketchup de-listing at Loblaw, and U.S. beef at Earl’s Restaurants. All of these were perceived breaches of social license.

More cases will surely occur in the future. Consumers are the new CEO of food systems, making their decisions based on imperfect information, while everyone else struggles to follow. What makes achieving social license so challenging for the agriculture and food industries is how difficult it is to identify and embrace shared values so companies can build trust. Each stakeholder group has their own agenda and priorities. To identify common values across a country as diverse as Canada is close to impossible.

Brian’s talk will address the evolving debate about social license within agriculture and food, and examine how we may unintentionally be excluding key stakeholders, namely consumers.
Honor and Award Recipients
Honors & Awards Banquet
Thursday, March 16, 2017

Cash Bar: 5:30 - 6:00 PM
Dinner Service: 6:00 PM

Dinner Host: Terry Forkheim, PAg
Grace: Gordon Hills, PAg

Honors and Awards Presentation Videos

Introduction of the 2017 AIA Provincial Council:
Duane Briand, PAg, Central Alberta
Michelle Heffeman, PAg, Calgary
Monica Klaas, RT(Ag)
Devin Mielke, PAg, Member at Large
Kristina Polziehn, PAg, Northern Alberta
Jenny Rae Seward, PAg, Southern Alberta
Todd Shreenan, RT(Ag)
Candace Vanin, PAg, Edmonton
Denis Halyk, CHRP, Public Member
Fred Otto, P.Eng., Public Member
Rick McDonald, CMC, Public Member

Entertainment: Wayne Lee, Set Your GPS for Success
**Banquet Menu**

Assorted baked dinner rolls and butter

**Salad:**
Baby spinach with roasted butternut squash, aged cheddar, toasted pecans, Banff Centre grown pea shoots, white truffle vinaigrette

**Entrée:**
Brined roast young turkey with sundried cranberry stuffing, sage jus
Selection of fresh seasonal vegetables
Chef’s selection of accompaniments

**Vegetarian Option:**
Butternut squash and black bean stew, ancient grain risotto, chickpea fritters

**Dessert:**
Orange-chocolate almond cake with vanilla Crème Anglaise

**Beverages:**
Fair Trade organic freshly-brewed regular and decaffeinated coffee
Regular and herbal teas
One drink ticket is included.
*House white wine
*House red wine
*If you would like to enjoy wine with dinner, please purchase at the cash bar.
Alan Kennedy, Ph.D., PAg

As an environmental scientist with over 35 years of experience in environmental management in the energy sector, Dr. Alan Kennedy has crafted, guided and evolved the development of Environmental Impact Assessments (EIAs) extensively throughout Canada and internationally. Notably, as the Environmental Manager for Imperial Oil on the MacKenzie Gas Pipeline Project, he helped shepherd a decades-long process to a project approval. In his dealings with First Nations and Inuvialuit, Alan brought the term “Social Impact Assessment” into EIAs. That achievement led to his leadership in EIAs and land reclamation practices in Canada’s and Russia’s North, Africa and the USA.

Dr. Kennedy continues to contribute to the education of environmental professionals. He is a professor in the Sustainable Energy Development program at the University of Calgary. He chairs the Advisory Committee, Institute of Environmental Sustainability, Mount Royal University. He is a member of the Alberta Environmental Appeals Board, an environmental regulatory agency. He has taught EIA workshops at AIA conferences.

He has served as President of the Alberta Society of Professional Biologists and on numerous committees with the Alberta Institute of Agrologists.

His references say: “Alan’s rigour and thoroughness has done much to advance the process of Environmental and Social Impact Assessment to the benefit of all direct stakeholders including the public”. “Dr. Kennedy is one of the most competent environmental assessment practitioners in Canada and beyond”. “Dr. Kennedy has and continues to be a consummate scientist and professional.”
Honor & Award Recipients
Distinguished Agrologist Award

Leonard (Len) Knapik, PAg

Len Knapik is one of the pioneers in the transition of soils assessment and land reclamation to private industry in Alberta. As an initial member of Pedology Consultants and then his own firm Pedocan Land Evaluation Ltd., Len trained two generations of soil scientists in soil classification and land reclamation. Len’s comprehensive understanding of soil processes (pedology) made him an effective collaborator with professionals in other disciplines. His professional accountability set the standard for PAg's working in reclamation and led to the recognition of the core role agrologists play in land reclamation.

Len Knapik and the term “bible” go hand in hand. Len “basically created the “bible” in the reclamation planning manual for all the soil series in Alberta. He is also the author of the “bible” for reclamation practices for quarry and gravel pit surface disturbances in Alberta. The agriculture side of agrology also benefited from his work on the Alberta Soil Information project (AGRASID). His work was wide-ranging, from wildlife habitat assessments to irrigation capability ratings to land reclamation to mountain hiking trail assessments. He knew his soils and their science. He could and did communicate. He practiced professionalism.

His references say: “Throughout his … career, he has shown passion for soils and protecting this resource for the public”. “His involvement with so many different classification and reclamation subcommittees and with AIA inspired many of us to be active, contributing members to AIA and the Canadian Land Reclamation Association”. “The impact of Len’s training and mentorship is witnessed by the quality of trained soil scientists that are currently employed”.

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Honor & Award Recipients
Distinguished Agrologist Award

Paul Thiel, PAg
Paul Thiel is Vice-President, Product Development & Regulatory Science with Bayer (Crop Science Division). He made important contributions to crop breeding research, particularly hybrid canola (InVigor) and winter wheat varieties. But his most notable contribution is his ability to identify emerging issues, engage in collaborative, thoughtful discussions to develop innovative policy based on sound science for Canada’s agricultural industry. His thoughtful, active listening makes his mentorship and leadership highly valued across agricultural industry associations in Canada and internationally.

Thus, Paul served on industry associations such as the Canola Council of Canada, Grain Growers of Canada and the Canada Grains Council. He identified honey bee health when it was an emergent issue and has worked tirelessly for the past four years with the Canadian Honey Council, CropLife Canada and the Grain Farmers of Ontario to promote research collaboration into bee colony health. He has championed Bayer’s work on winter wheat with Ducks Unlimited for the last six years. He is keenly involved in CropLife Canada’s Sustainability Committee.

His references say: “Paul has demonstrated a strong and unwavering commitment to sustainability”. His strongest skill, listening, also involves active listening. He became a hobby bee keeper to understand the issues of the honey bee industry. He advocates Bayer employees do hands-on work with their farmer clients at seeding and harvest. Out of that active listening evolves Paul’s mutually respectful relationships with producers, researchers and government. Paul is “a role model for critical thinking, reflective practice and respect, in all aspects of management and applied scientific endeavours.”
Honor & Award Recipients
Professional Recognition Award, Professional Agrologist

Sandra Landsburg, PAg

Sandra Landsburg’s career sets high standards for land reclamation specialists and agrologists. In service to her peers, she has authored numerous papers to share her knowledge, volunteered with the Alberta Soil Science Workshop, Canadian Land Reclamation Association, the Alberta Institute of Agrologists and numerous other organizations nationally and in her community. But her greatest contribution to her fellow agrologists is her passion for the field of soil science and her professionalism and ethical practice as a consulting agrologist.

Sandra started her career with Alberta Environment’s Soil Protection Branch, moved onto Nova to do pioneering work in pipeline reclamation and set up her own company, Frickie Creek Consulting with her husband, Dan Axelsson, in 1996. Her recent work has involved a long-term, large scale pipeline reclamation project where the task was not just reclamation “but involved the in-depth assessment of ... sampling, field design, field techniques, equipment types and testing methods in the lab and field”. Sandra’s “oversight and contributions were essential to the program’s success”.

Her references say: Sandra “maintains the highest ethical standards, continually seeks to learn and improve”. “She has set high standards for work quality and integrity and insists on “going the extra mile” to ensure that Alberta’s soil resources are protected for the public and for the long term.”
Elise Faryna, RT(Ag)

Elise Faryna is a land reclamation professional with a reputation for successfully handling large, complex, potentially litigious reclamation and remediation projects. She gives back to her profession; she serves on the board of directors for the Alberta chapter of the Canadian Land Reclamation Association. Her hands-on ability in soils and vegetation assessment helps gain the trust of landowners and the respect of clients, fellow agrologist and non-agrology professionals.

In describing the way she works, her references say: “Elise embodies the qualities that are important to a Registered Technologist in Agrology. She is hard working, ethical, honest, competent and committed to protecting the public while conducting work with an appropriate standard of care”. “She is quiet, confident and very conscientious”. And her ability to handle large, potentially litigious projects comes from Elise’s previous background as a project manager and her focus on first hearing the concerns of the landowner before starting land reclamation planning.

Her references said: “Her site-specific knowledge ... coupled with her approachable demeanour helped diffuse issues and gain trust with the landowners.” “Elise displays integrity for remaining true to science and being conscious about impacts to the environment while maintaining positive relationships with oil and gas clients as well as landowners/concerned stakeholders.”
Esther Vonkeman-Roset, PAg

Esther Vonkeman-Roset is notable as a young agrologist whose field experience is respected by her peers and ..., her college instructors who have put her back in the classroom as a guest lecturer at Lethbridge College. She also served on the Environmental Science Advisory Committee at Lethbridge College. She is active in the executive of the AIA Lethbridge Branch. And she is an accomplished oboe player with the Lethbridge Community Band.

Esther Vonkeman-Roset has a six-year career as an Environmental Scientist with Trace Associates. In that time, she has mastered the full suite of field assessment processes and tools for environmental site assessments, remediation and reclamation. But in addition to her abilities to plan and do the on-site detail work, her professionalism and communication skills with stakeholders stand out.

Her references say: “On many occasions I have had stakeholders call me after meeting with her and indicate … Esther was top quality. They would welcome her back to their kitchen table to discuss highly contested issues anytime”. “Esther continues to be a great “teacher” to younger, less experienced colleagues”. “She has distinguished herself by being reliable, respectful, technically sound, always following through on her commitments, and not being afraid to ask for help when she needs it.” “She pairs the ability to think solutions and achieve outcomes; she will identify a site with increased stoniness and pick rocks all in one effort”.

Honor & Award Recipients

Outstanding Young Agrologist Award

Esther Vonkeman-Roset, PAg
Kirk Elliott, RT(Ag)

Kirk Elliott is a partner at Trace Associates working in land remediation, reclamation and spill response. Kirk Elliott hews close to his south-west Saskatchewan ranch roots. He has the reputation of being a quiet, hardworking, willing co-worker. But his fellow land reclamation professionals and clients have discovered that Kirk is a “great listener, quick learner, great collaborator” who strives for excellence. His professionalism and quiet leadership led to Kirk becoming the youngest Partner at Trace Associates.

In his ten-year career in land reclamation, fresh out of Lethbridge College, he started as a labourer in the field. But his thoroughness in work and learning led to project management. His farm background and listening skills led to respectful relationships with stakeholders. From fresh graduate to Environmental Scientist, Kirk’s professionalism and development has become a benchmark for fellow agrologists.

Kirk was awarded the 2014 Lethbridge College’s Career Virtuoso Award. It said: “Kirk has been recognized for being a talented, loyal, and committed professional by many within the environmental assessment and restoration industry.” His references say: “Kirk’s work colleagues and clients appreciate his quiet and capable nature. Younger, less experienced team members ask to be on Kirk’s team because they trust him, respect him, and see him as a great mentor.”
Honor & Award Recipients
Honorary Member Award

David Chalack, DVM

Dr. David Chalack is a veterinarian, a judge of dairy cattle, breeder of award-winning Holstein cattle and a driving force in attracting investment and scientists to Alberta in cattle genomics. But his consistent contribution though his career has been as a leader and catalyst to advance Alberta’s and Canada’s agricultural industry.

Currently, Dr. Chalack is the International Sales Manager for Alta Genetics, Alberta’s international cattle genetics company. Recently, he was the chair and driving force behind the Alberta Livestock and Meat Agency, stimulating over $220 million to fund over 1400 projects with a total value of $946 million. He was the President of the Calgary Stampede in 2009-2010 and a strong factor in the Stampede’s adoption and communication of its leading-edge animal care practices. And he was an advocate to Stampede stakeholders that agriculture remain at the forefront of the Calgary Stampede. He has worked with the Canadian Food Inspection Agency as chair of its Ministerial Advisory Board. In 2011, he was inducted into the Canadian Agricultural Hall of Fame.

His references repeat “driving force” and “leader” as key characteristics of David. “David’s drive to advance the agricultural industry has taken him throughout Canada and across the globe. He is a life-long learner who recognizes the benefits of acquiring knowledge from, and sharing knowledge with, international leaders of agriculture.” “Dr. David Chalack’s tireless efforts and leadership, both professionally and through volunteering have enhanced agricultural practices both in Canada and internationally.”
Don Hoover, PAg

Don Hoover became a PAg in 1967. Fifty years later, Don Hoover’s career as a PAg opened private industry consulting to agricultural economists, agricultural land appraisers and farm management advisors. The Canadian consulting agrology sector owes a significant debt to Don’s trail blazing and leadership. To the larger agrology community, his performance as an expert witness dealing with land value and farm management issues established respect for the knowledge and integrity of agrologists with other professions. His leadership and volunteer work in AIA set personal and professional standards for agrologists as he worked in AIA to develop a Code of Ethics and then a Code of Conduct for its members.

Don Hoover’s lasting accomplishment in private business is Serecon. Formed in 1991, Serecon serves as “Specialists in the Business of Agriculture” in Canada and internationally. An inventory of Serecon’s projects over the years shows Don Hoover’s fingerprints on virtually every agricultural and land development issue in Alberta and Canada. Don’s support of students is exemplified by Serecon’s two scholarships for students studying agriculture at the University of Alberta.

Don volunteered as President of AIA in 1981-82, was President of the Agricultural Institute of Canada in 1989, President of the Canadian Consulting Agrologists Association and served as a Board member for the Canadian Association of Management Consultants (CMC-Canada). Don received the AIA Professional Agrologist Recognition Award in 1985, the Distinguished Consulting Agrologist Award in 1997 and AIA’s Distinguished Agrologist Award in 2013.

What is remarkable about Don Hoover’s career is not only his accomplishments, but the way spontaneous tributes to Don flow from his peers when you mention his name. The profession of agrology in Alberta has its reputation of professionalism and integrity because of his leadership in AIA and his personal example. Professionalism, integrity, agrologist, Don Hoover.
Wayne Lee

“Set Your GPS for Success”

These days, if you want to get someplace fast, with no wrong turns, you just program your car’s GPS and follow the commands. You choose a destination, then take the best route to your goal. Your brain works the exact same way: Choose where you want to go, and your subconscious takes over from there. Trouble is, your subconscious is also a storage area for habits and beliefs that either keep you on track or throw you off course. If you don’t program it for success, you’ll never reach your destination. Wayne Lee helps you access and harness the power of your GPS (Great Programmable Subconscious) for peak performance at work and at home. This presentation opens your mind and melts away stress and negative interference, and reveals what’s possible when you program your GPS for success. Deeply engaging, always down-to-earth, Wayne Lee delivers life-changing content and an exhilarating, one-of-a-kind experience. You will learn how to:

♦ Master—and trust—your Internal Navigation System: subconscious mind
♦ Open your mind to the power of positive suggestions through laughter and hypnosis
♦ Set and accomplish any business or personal goal
♦ Remove the 3 negative words that inhibit your success
Photo Contest Winners

Canola Bloom Time, Colette Thurston, RT(Ag), Second Place Winner

Forestburg Power Plant, Edgar Toop, PAg (Ret.), Third Place Winner