

2022 ANNUAL REPORT



ANNUAL REPORT FOR THE YEAR ENDING ON
DECEMBER 31ST, 2022

The Association of Canada Lands Surveyors



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Executive Summary

In the year 2022, the Association continued to follow the rules imposed by the Province of Ontario in order to prevent the spread the COVID-19 virus and its variants. The ACLS staff members continued to work from their place of residence.

The ACLS has developed a certification model for hydrographers, which has been officially recognized by the International Hydrographic Organization/International Federation of Surveyors/International Cartographic Association International Board of Standards and Competence for Hydrographic Surveyors and Nautical Cartographers (IBSC) in April of 2016. We are happy to announce that the international recognition was renewed for another 6 years in accordance with revised international standards.



The ACLS Council is concerned about the decrease in the number of practicing Canada Lands Surveyors. Since 2017, it represents approximately 2.2% per year. We are not alone in this situation. The demographics of surveying associations in Canada generally indicates a decreasing member base due to retirements. The average age of surveyors continues to rise and new applicants entering the profession does not offset the retirements. In order to address the situation, the profession streamlined the process to welcome foreign trained land surveyors in 2019 and is now working on the TOLD initiative to make surveying education more accessible.

A lot has been accomplished in the project entitled "Towards an online degree in surveying/geomatics (TOLD)" in 2022. A team of representatives from industry and academia managed to draft a new syllabus of study for students to meet the educational requirements of all surveying associations in Canada. The new syllabus was approved by the Canadian Board of Examiners for Professional Surveyors in the fall of 2022. Another team of volunteers developed a new accreditation and exemption processes to replace the old ones, which were based on outdated principles. The work is well underway to develop a path towards an on-line degree in surveying1geomatics.

All licensed Canada Lands Surveyors are subject to 'practice review' by the association. Every three years at least one of their projects is subject to detailed desktop review. As well, a field sortie is performed every year in different regions of Canada to assure regulatory compliance by practitioners in their actual field environment. The ACLS Practice Review Department undertakes these desktop and field reviews. Twenty-two licensed Canada Lands Surveyors were reviewed last year, and a field sortie was accomplished last fall.

The ACLS Registrar received two complaints in 2022. One was dismissed and the other was directed to the Discipline Committee to be heard by a discipline panel in 2023.

We are waiting for the Federal Government to enact the amendments to the Canada Lands Surveyors Act. In the meantime, the By-laws and Legislation Committee did what it could to update the CLS Regulations but had to stop until it can see what the Act amendments will be. With all those legislation changes, the ACLS By-laws is need of major amendments. That was the focus of the By-laws and Legislation Committee in 2022.

Finally, with the departure of the Executive Director at the end of May 2023, Council had to put into motion the search for a new candidate. ACLS expects the new Executive Director to be in place prior to the upcoming National Conference in May.

The ACLS office is located on the ancestral lands of the Omàmiwininiwag (Algonquin) First Nation.

The ACLS

The Association of Canada Lands Surveyors (ACLS) is the national licensing body for professionals that practice surveying on Canada Lands, which are mainly the three Canadian Territories, the National Parks, First Nations Reserves, and including above and below the surface of Canada's oceans. The exclusive title attributed to these professionals is that of a Canada Lands Surveyor (CLS).

The Mandate of the Association of Canada Lands

Mandate

The mandate of the Association of Canada Lands Surveyors (ACLS) is to regulate and govern the practice of surveying on Canada Lands and private lands in the territories, for the protection of the public interest, in accordance with the Canada Lands Surveyors Act, SC 1998, c. 14, – 1998, its Regulations and By-laws.

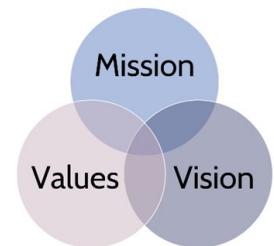
The practice of the ACLS membership is monitored through a practice review process, while professional conduct and competence are held to high standards and subject to investigation and adjudication when called to question. Mandatory professional development, licencing & permitting requirements, minimum insurance requirements and strong Council oversight over the regulatory aspects and association operations, all contribute to the mandate of protecting the public interest.

Who We Are

The Association was created through an Act of Parliament in 1998 bringing full self-regulation to the ACLS through powers of regulation over its members, a clear duty to always serve the public interest and clear governance oversight of the association through its Council.

The current Association is the continuation of the previous Association of Canada Lands Surveyors, namely one established in 1985 to enhance the practice of professional land surveying and related spatial disciplines, through establishing standards of qualification, knowledge, skill, ethics and conduct among its members. This Association was itself the continuation of other ones that existed from time to time since the early days of surveying in Canada.

Today, under the powers delegated through The Canada Lands Surveyors Act, SC 1998, c. 14, (the Act), which is under the authority of the Minister of Natural Resources Canada, as a self-governed professional association and a regulatory body, the ACLS's mandate ensures members are competent in providing the services that society has entrusted to them and to elevate, within the public's interest, the value the profession brings to those reliant on the professional services of our members.



Vision:

Instilling public confidence in the regulation of Canada Lands Surveyors.

Mission:

Remaining true to our mandate, we build trust and mutual respect through strong governance, effective self-regulation and individual proficiency.

Values:

Integrity: We can be trusted to protect the integrity of Canada Lands and land tenure while remaining fair and impartial.

Accountability: We follow through on our commitments and own our actions.

Competence: We are professional, knowledgeable and maintain ongoing competency through practice review and continuing professional development.

Innovation: We keep pace with new and emerging technology, transforming and changing as required to bring the greatest value and efficiency to the general public and our members.

Excellence: We are committed to quality and continuous improvement. We strive toward high performance, setting high standards for our members and ourselves.

How We are Governed

The ACLS Council is comprised of elected members and appointed members of the public. As the governance entity for the ACLS, the Council ensures that all manner of regulatory requirements are approved and monitored for Association admission, member's practice activities, conduct & competency, licensure requirements, investigation & discipline and more.

The Council has ultimate oversight of the ACLS with respect to managing the affairs of the Association, acting on behalf of the Association, regulatory oversight, setting the organization's strategy, managing risk, meeting statutory objectives and being accountable to the Minister of Natural Resources who holds ultimate oversight over the Act.

How we Measure Success

The ACLS is successful and the profession itself succeeds, if through appropriate regulatory standards, member's ethics, and strong oversight, we are able to elevate society's trust and esteem for the profession. We succeed if we meet our objectives in a fair, transparent and just manner.

Welcome to the Land of Surveying

Cadastral Land Surveying involves measurement for the creation of new boundaries or the retracement of existing boundaries between contiguous (or adjacent) parcels of land.

Surveyors apply mathematics, property law and the latest measurement technology to real-life situations. These professionals are enablers of industries that invest billions into the Canadian economy annually. Because of their expertise, land surveyors are required whenever there is a need to establish boundaries of new parcels of land, establish boundaries of tenure on parcels of land or to re-establish these boundaries.

As per Section 6 of the Canada Lands Surveyors Act, the objects of the Association are:

- (a) to establish and maintain standards of qualifications for Canada Lands Surveyors
- (b) to regulate Canada Lands Surveyors
- (c) to establish and maintain standards of conduct, knowledge and skill among members of the Association and permit holders
- (d) to govern the activities of members of the Association and permit holders
- (e) to cooperate with other organizations for the advancement of surveying; and
- (f) to perform the duties and exercise the powers that are imposed or conferred on the Association by this Act.

Council Members 2022-2023



Robert Halliday
President
Massey, ON



Philippe J. Breau
Past President
Néguac, NB



Max Putnam
Vice President
Corman Park, SK



Reid Egger
3rd Year Councillor
Edmonton, AB



Chris de Haan
2nd Year Councillor
Kamloops, BC



Andrew Leyzack
1st Year Councillor
Hamilton, ON



Gordon MacInnis
Lay Councillor
Charlottetown, PE



Angie Derrickson
Lay Councillor
Westbank, BC



Jean Gagnon
Surveyor General
Ottawa, ON



Jean-Claude Tétreault
Executive Director
Ottawa, ON

Board of Examiners

The Board has the responsibility to approve the acceptance of those applying as candidates for a CLS commission. There are 123 active CLS candidates registered with the Board.

The following examinations were written in 2022:

- Regular CLS candidates (those not holding a provincial commission) wrote 16 examinations, and two obtained commissions.
- Labour Mobility candidates wrote 16 modules and four obtained commissions.

In the cases of candidates that hold a provincial commission (Labour Mobility candidates), they are required to pass a 4 hour on-line exam that is divided into 4 modules that can be written at any time.

In accordance with the Act and Regulations, the Board informs the Council of those candidates who have completed the requirements for a CLS Commission and recommends the granting of a Commission. The Council then offers the successful candidates a Commission.

Six Commissions were awarded in 2022.

In addition to meeting its obligations for examining Candidates and recommending successful Candidates for a Commission, the Board monitors the examination syllabus and availability of syllabus study materials.

The Board also reviews applications for licenses, marks any required projects, and makes recommendations to the Registrar with respect to an applicant's adequate recent or required experience.



ACLS Membership

The ACLS Council is concerned about the decrease in the number of practicing Canada Lands Surveyors. Here are the numbers since the year 2017:

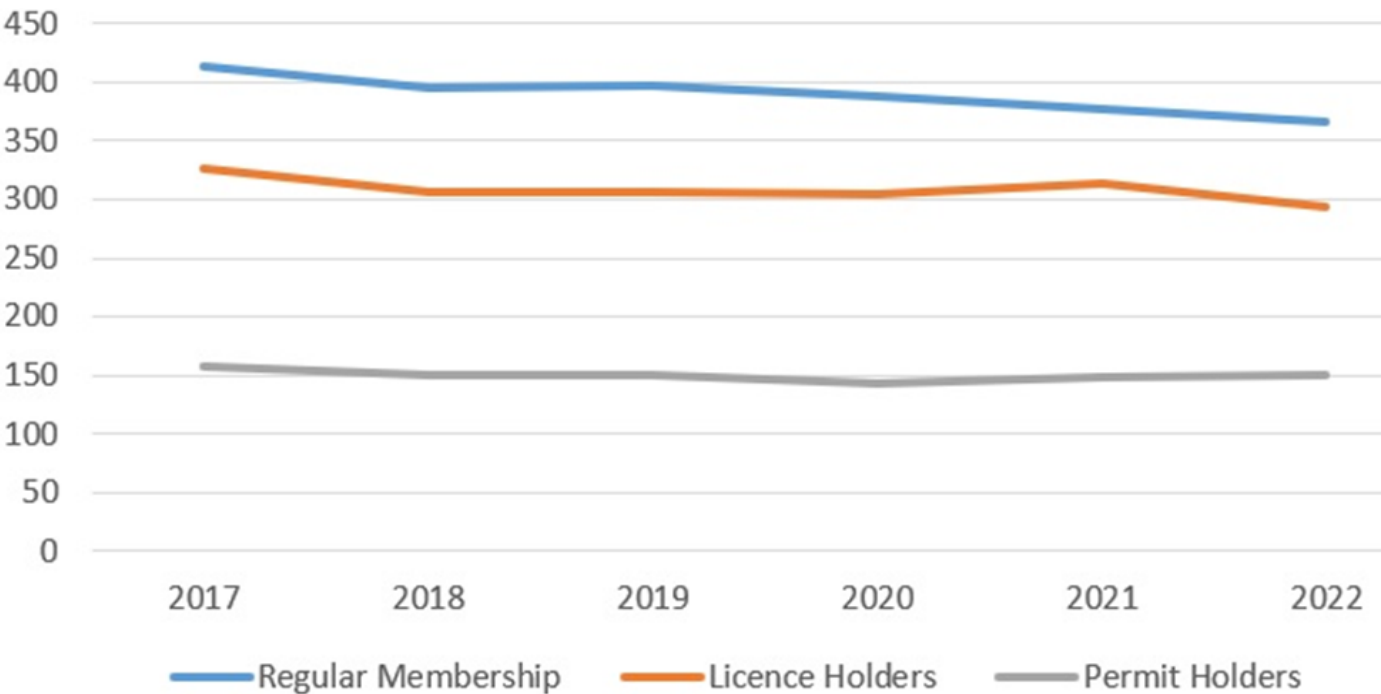
Num- bers	2017	2018	2019	2020	2021	2022
Regular Member- ship	414	396	397	388	377	367
Licence Holders	327	307	307	305	314	293
Permit Holders	157	150	151	143	148	151

The ACLS is not alone in this situation.

The demographics of surveying associations in Canada generally indicates a decreasing member base due to retirements.

The average age of surveyors continues to rise and new applicants entering the profession does not offset the retirements.

ACLS members and permits



Practice Review

Section 39 of the Canada Lands Surveyors' Regulations reads as follows:

A review of the surveying activities of members of the Association to ensure the maintenance of minimum standards of surveying shall consist of a review of survey plans, documents and drawings pertaining to surveys made by those members, and may include any of the following:

- (a) a field inspection of the work depicted in the survey plans, documents and drawings;*
- (b) an examination of files and other documents pertaining to the production of survey plans, documents and drawings of the members of the Association and permit holders; and*
- (c) a written report of each plan review, field inspection and examination conducted under this section.*

The ACLS set up its Practice Review Department in 2004. All licensed Canada Lands Surveyors are reviewed every three years and a field sortie is usually performed every year in different regions of Canada. A committee of volunteers monitors the practice review department activities. If issues come up, the Practice Review Committee will direct the ACLS Continuing Professional Development Committee to either present an educational webinar or in person seminar at a national surveyor's conference. If an issue is serious in the sense that it could endanger the public interest, a complaint will be filed with the ACLS Complaints Committee. In fact, in 2022, a complaint was filed by the Department.

Twenty-two licensed Canada Lands Surveyors were reviewed last year. Our first field sortie since the beginning of the pandemic was done in 2022.

Mandatory Continuing Professional Development (MCPD)

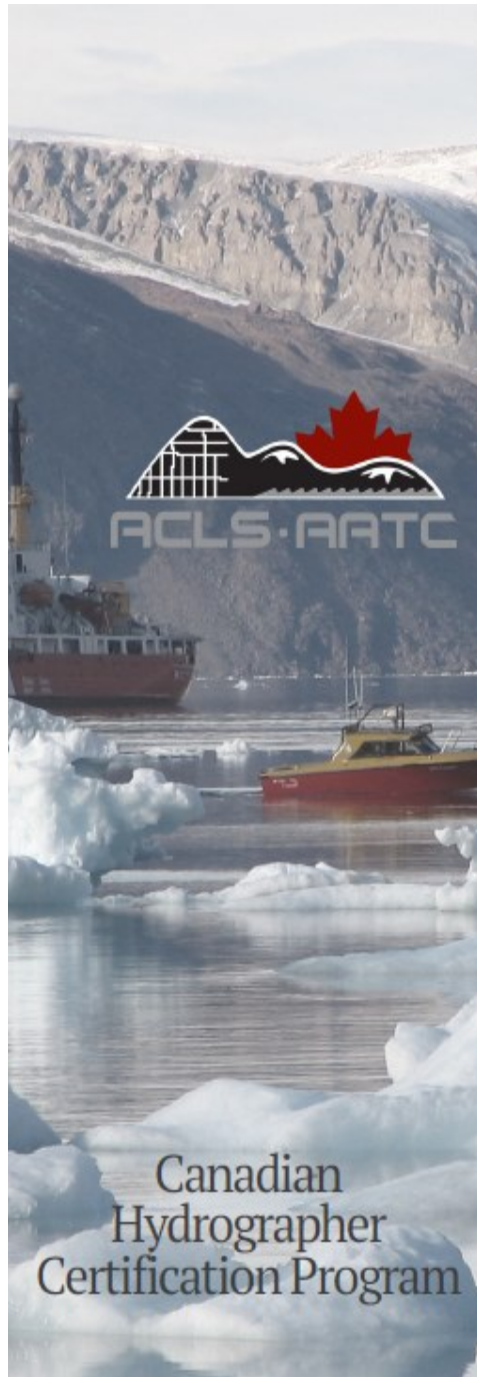


Recognizing that professional surveyors have a lifelong learning responsibility, the ACLS implemented Mandatory Continuing Developments on January 1, 2011.

Recognizing the geographically diverse nature of surveyors across Canada, the ACLS continues to enhance the delivery of continuing professional development through distance learning initiatives. This includes courses offered through partnerships with sister associations, academic institutions, government, and private companies and all available through a portal called GeoEd (www.geoed.ca), which is managed by the ACLS.

The GeoEd portal is currently being filled by on-line courses on a variety of topics that are available at a click of the mouse. At this time there are 258 courses available on GeoEd (7 courses were added in 2022). These courses include live, interactive webinars but most courses are on a self-study format with recorded video and other digital materials. Surveyors can sign up for any course and complete it at their leisure.

In addition, to allow the ACLS to monitor its member's MCPD activities, GeoEd has a module that allows surveyors to record their MCPD hours. ACLS licence holders must show that they have taken at least 45 hours of educational activities in the last 3 years. Two other associations use this tool to monitor their members MCPD: the Association of Ontario Land Surveyors and the Saskatchewan Land Surveyor's Association.



The ACLS International Hydrographer Certification Scheme

The ACLS has developed a certification model for hydrographers and offshore surveyors, which has been officially recognized by the International Hydrographic Organization/International Federation of Surveyors/International Cartographic Association International Board of Standards and Competence for Hydrographic Surveyors and Nautical Cartographers (IBSC) in April of 2016 and the international recognition was renewed in April 2022 for another six years under revised international standards.

Currently, six people have been awarded Certified Hydrographer Level 1 status, one has Level 2 and three received the Certified Hydrographer Executive Level.

Certification by a hydrographic or offshore surveyor is desirable because:

- Certification provides a formally recognized and structured career path for the hydrographic or offshore surveyor.
- Establishes the hydrographic or offshore surveyor's level of expertise and competency.
- Ensures the hydrographic or offshore surveyor is aware of the changing technologies in these sectors.
- Provides the certificate holder with an enhanced profile within their industry.
- Prepares the hydrographic or offshore surveyor for the next global expansion in these sectors.

A note that we changed the name of the Scheme. We noticed that in our promotion of the Scheme, many potential candidates have the perception that it is only available to Canadian citizens, which is not true. We felt that replacing the word "Canadian" by "International", would help gain more applicants.

A task force has been set up to investigate the possibility of applying for international recognition of a Certification program for Nautical Cartographers. Currently there are no existing program in the world for that profession.

Mutual Recognition Agreements (MRA) have been affirmed between the ACLS other certification bodies representing hydrographic surveyors in Australia, New Zealand, Europe and the United States.

Complaints and Discipline

The most important role of the ACLS is to protect the Canadian public interests and the survey cadastral fabric.

The ACLS has received two complaints in 2022. One was dismissed and the other was directed to the Discipline Committee to be heard by a discipline panel in 2023.

Modernization of the Canada Lands Surveyors Act

Work on proposed amendments to the Canada Lands Surveyors Act and the Regulations were initiated in 2012.

The main topics addressed in the proposed amendments were:

- (a) the complaints and discipline processes of the Association;
- (b) federal labour mobility compliance (the Association is required to accept surveyors with provincial commissions for membership); and
- (c) the practices adopted by the Board of Examiners to bring its practices in line with other surveyor associations in Canada.

The Act amendments are contained in the Federal Government Bill S-6. It got through the Senate (3 readings) and first reading in the House of Commons. The Bill seems to be stalled for second reading.

In 2022, the By-laws and Legislation Committee did what it could on the modernization of the CLS Regulations but had to stop until it can see what the Act amendments will be. In the meantime, the Committee did a lot of work on proposed amendments to the General By-laws to be ready for when the Act and Regulation amendment are enacted.

Canadian Board of Examiners for Professional Surveyors (CBEPS)

The ACLS continues to serve the whole Canadian surveying profession by providing the administration and registrar services for the Canadian Board of Examiners for Professional Surveyors.

The Canadian Board of Examiners for Professional Surveyors (CBEPS) establishes, assesses and certifies the academic qualifications of individuals who apply to become land surveyors and/or geomatics professionals in Canada, except for Quebec.

The ACLS has a strong core competency in the fields of candidate management and examinations and wants to continue to make these resources available to the whole surveying community.

Governance

The ACLS Council, in 2022, continued its path to developing policies and procedure documents to formalize Association processes to meet the new challenges facing regulatory bodies and prepare for the Executive Director's replacement.

The following tasks have been completed in 2022:

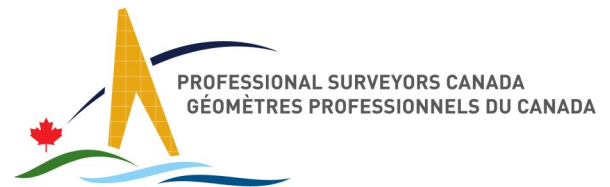
- ⇒ Conducted a feedback survey involving key stakeholder in the Fall. A task force was struck to analyze the results in 2023 to provide recommendations to the ACLS Council. The results are generally positive.
- ⇒ Executive Director and Registrar performance review process.

Collaboration with other geomatics related Organisations



In addition to providing administrative support and Registrar services to the Canadian Board of Examiners for Professional Surveyors, the ACLS collaborates with the following organisations:

Professional Surveyors Canada (PSC): Every year since 2019, the ACLS and PSC host a joint National Surveyors Conference.



Canadian Hydrographic Association (CHA): since the beginning of 2021, the ACLS has been providing administrative support and web site maintenance for the CHA, which does not have staff.

Canadian Institute of Geomatics and the Canadian Remote Sensing Society do not have office space so the ACLS provides them some space to store their files and receives their mail.



The courses posted on the GeoEd distance learning portal (mentioned in the Mandatory Continuing Professional Development section of the report) are available to surveyors of all jurisdictions of Canada. In addition, both the Association of Ontario Land Surveyors and the Saskatchewan Land Surveyors' Association members use the GeoEd mandatory CPD tracking system.



National Surveyors Conferences

National Surveyors Conference 2022

The 2022 edition of the National Surveyors Conference (NSC 2022) was held in Ottawa from May 11th to 13th. The venue for the event was the Brookstreet Hotel in Kanata, Ontario. Since the pandemic was still a concern, the conference was presented in a hybrid (both in person and on-line).

The theme for NSC 2022 was “A Sense of Where You Are” based on the new ACLS Book title “A Sense of Where You Are: The Epic Work and Times of the Canada Lands Surveyor” which will be launched in the spring of 2023.

The program for this conference was the following:

- ⇒ Keynote Speaker: Dr. Geneviève Béchard, Director General, Canadian Hydrographic Service on the topic of “Going digital and what it means for Hydrographic Offices”.
- ⇒ Advances to Autonomous Land management through the Framework Agreement by Senator Daniel Christmas, Senior Advisor Membertou Mi'kmaq community.
- ⇒ What is the point of an independent check? A frank and honest discussion on the role of reliability and redundancy in land surveying by Dr. Robert Radovanovic, P.Eng., P.Surv., CAMA, ENV Sp., PhD.
- ⇒ A series of topics in line with the theme: “Hydrography: A sense of where we are headed”.
- ⇒ Another series of topics in line with the theme: “Indigenous topics: From the Ground Up... A Change in Property Rights and Tenure on Indigenous lands”.
- ⇒ Asset Management on sustainable infrastructure by Dr. Robert Radovanovic.
- ⇒ Issues in Recent Court Cases: Indigenous title, Shared natural boundary factors and Revisiting coordinates by Izaak de Rijcke.

National Surveyors Conference 2023



NSC 2023 will be held in Mont-Tremblant, Québec on May 9th to 12th, 2023. The same venue that we were going to use for NSC 2020, which was cancelled because of COVID-19. Since the ACLS is a national association and the 2022 edition of the conference was in a hybrid format and was very successful, the ACLS decided that all future conferences will be presented in a hybrid format.

The theme for NSC 2023 is “Indigenous Perspectives for Sustainable Land Governance”. The preliminary program for this conference is the following:

- Regional success stories in Indigenous governance and land management:
 - ⇒ Cree and Naskapi Agreement
 - ⇒ Paqtnekek Mi'kmaw Nation and
 - ⇒ Westbank First Nation
- Surveying of First Nation Lands under a Land Code
- First Nations-Trusted crowd-sourced bathymetry (TCSB) in Northern Vancouver Island, British Columbia
- Update on the ACLS International Hydrographer Certification Scheme
- Surveys file retention and archiving
- Accurate locates and reliable data capture
- International surveyor leaders panel discussion
- Determining the future demand, supply and skills gap for surveying and geospatial professionals: 2023-2032.

National Surveyors Conference 2024

The ACLS secured the Rodd Brudenell River Resort in Prince Edward Island for NSC 2024; the site of our first National Conference 16 years ago. The event will be held from May 8th to 10th, 2024. It will be a joint conference with Professional Surveyors of Canada and the Association of Prince Edward Island Land Surveyors.

National Surveyors Conference 2025

The ACLS is presently in discussion with the Alberta Land Surveyors Association to hold a joint conference in April of 2025. Professional Surveyors Canada will also be participating.

Scholarship Winners

Every year, the ACLS Scholarship Foundation Inc. awards four scholarships of \$2,000 to students enrolled in a post-secondary institution in the field of Geomatics. This year, the Foundation chose the following recipients from many promising applications.

The 2022 ACLS Foundation Scholarship recipients are:



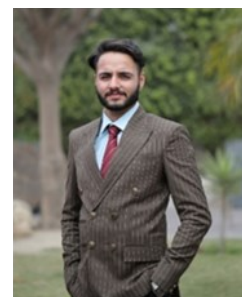
Timothy Kehoe
York University



Alexandre Laplante
Laval University



Jeffrey Johnson
University of
Calgary



Suryapreet Brar
BCIT

Towards an online degree in surveying/geomatics

The Canadian Board of Examiners for Professional Surveyors (CBEPS) is engaged with its members – 10 of 11 Canadian self-regulating land surveying associations, excepting Québec – in moving its examinations towards an online degree in surveying/geomatics.

This project is funded by the Government of Canada's Foreign Credential Recognition Program and the Association of Canada Lands Surveyors is providing CBEPS with administrative support during the project.

The project intends to prepare future generations of surveying and geomatics professionals where they live, building upon technologies to assist Canadian society strengthening and developing our future work-force.

At the same time, the current accreditation of academic institutions and course exemptions must also be modernized to reflect the new National Syllabus.

The project is divided in 3 phases:

- Modernize the CBEPS National Syllabus to meet changing societal needs and priorities, and adapting to a future driven by technological change.
- Update CBEPS Accreditation and Exemptions Process.
- Develop a clear path to an online Canadian surveying/geomatics engineering degree.

Modernisation of the National Syllabus

CBEPS created a National Syllabus complete with study guides and learning outcomes to assist candidates in preparing for the examinations, which occur, twice yearly in several locations in Canada. The National Syllabus main components are anywhere from 10 to 20 years old.

Therefore, the CBEPS National Syllabus is being modernized to account for new approaches and technologies. This will go hand in hand with a Canadian online surveying/geomatics degree.

The current syllabus does not address either the expanded role of the profession in areas such as land management, project management, new technologies and new uses of new and old technologies.

The syllabus work was tackled by a group of 25 people with a mix of academics and land surveyors. The final draft of the new National Syllabus was approved by all surveying associations at the end of 2022. CBEPS is now at the implementation stage.



Update CBEPS Accreditation and Exemptions Process

The current process is out of date and academic institutions have been requesting a modernization of the process that can provide institutions with more flexibility than what is currently available.

The Accreditation and Exemption Process Team composed of a mix of academics and land surveyors proceeded to update the Accreditation Manual as well as all appendices to reflect the changes made to the syllabus and the proposed changes to the accreditation process.

The changes to the accreditation process consist mostly of updating the manual and appendices to align these with the new syllabus.

A major change is about the timing and length of the accreditation. As much of the documentation the institutions must pull together is similar to what is required for their engineering accreditation - CBEPS is attempting to have its own accreditations match the year of the engineering one, either before or after.

The new process was approved by the CBEPS Board of Directors in October 2022 so is now in place.



Develop a clear path to an online Canadian surveying/geomatics engineering degree

The last phase is concerned with developing a clear path to a Canadian online degree in surveying/geomatics engineering.

The end result is not to end up with an online degree ready to roll out but to pave the way for such a degree. Working with educational institutions, land surveying associations and industry, we hope to achieve this in the not-so-distant future.

Once the groundwork of a modern syllabus and a flexible accreditation and course exemption processes are finalized and have received approval from the stakeholders, the work will turn its attention to the question "how can we make this online degree happen?"

There are already numerous ideas to bring us there including each institution providing different modules which could be based on their specific expertise. Other ideas consider each institution providing their own degree as long as a candidate has not taken more than a certain percentage of courses at another or other universities, which is the current process.

The main difficulty with this phase of the project is centered around what the institution will find palatable and how provincial governments will react.

This is also, why the ultimate goal of this project is not to end up with an online degree but with a reasonable and achievable map of the process.



Executive Director Replacement

In 2020, the ACLS Executive Director, Jean-Claude Tétreault, gave notice that he will retire from his position at the end of May 2023 after almost 24 years of service.

At the beginning of the pandemic, the ACLS Council did draft a policy for both Interim and Permanent Executive Director Succession.

The ACLS Council began work on succession in the summer of 2022. In accordance with said Permanent ED Succession Policy, a task force was set up to update the job description, develop a list of qualifications and a process for the interviews.

The job posting was made public last December.

Conclusion

CBEPS anticipates that the whole processes renewals and a detailed, clear map towards an online degree in surveying/geomatics engineering will be a game changer for Canada. It will open the profession to foreign-trained professionals like never before and at the same time make it possible for numerous Canadians to enter the industry while learning from their home location.

The hope is that many more candidates will join the ranks of the many Canadian surveying firms and assure the industry's future.

Funded by the Government of
Canada's Foreign Credential
Recognition Program

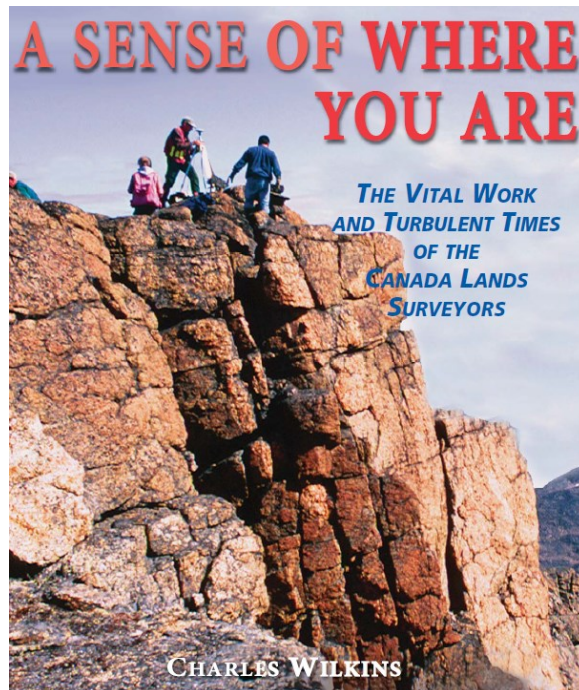


New Book on the CLS Profession

In November 2018, the Association of Canada Lands Surveyors Council decided to go ahead with the production of its first book on the CLS profession to be written by acclaimed author, Charlie Wilkins.

"A Sense of Where You Are: The Epic Work and Times of the Canada Lands Surveyors" will be a story, both in the individual and collective sense. It's either the stories the surveyors tell about themselves, or the stories that Charlie tells about his observations of them ... the book is based on his interviews and travels with the various surveyors, will be built around their stories, and the "story" of Charlie's time with them, plus of course some well-researched history. All of this accompanied by spectacular images from the lands and waters where Canada Lands Surveyors do their work.

The overall objective of this publication is to provide a captivating and varied experience for its readers and provide a non-typical and more encompassing view of the role of the professional land surveyor in Canada. A broad story will be narrated describing Canada Lands Surveyors' varied experiences across Canada with anecdotes on how the profession has contributed to and continues to contribute to the historical development and contemporary challenges facing an evolving nation.



Through the delivery of a variety of independent inviting elements that are relevant to the interests of the Association, each reader can expect to immerse themselves into a book that provides a sense of curiosity and indulgence from start to finish.

At this point, the author finished writing the text and is now working with the publisher to put the book together. After many delays mainly to the pandemic, the copies of the book will be available at the end of March 2023.



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