

NEXUS

CAPLA 

Canadian Association of Petroleum Land Administration







IN THIS ISSUE:

**Leadership: Procrastination
AER & OneStop System
The Land Profession & Renewables**

CALENDAR

CAPLA 2019

For times and locations, please check the CAPLA website

Featured Events		
04/03/2019	Hot Button Session: Provincial Election: We got you covered!	
04/18/2019	Lunch n Learn – April 18	
05/01/2019	CAPLA Leadership Breakfast Series: Building Leadership Resilience	
05/23/2019	Lunch n Learn – May 23	
10/02/2019	Lunch, Learn, LEAD: Managing Stress and Mental Wellness	
11/05/2019	CAPLA Leadership Breakfast Series: The Gap Between Implicit and Explicit – The Leader's Journey	

Save the date for CAPLA's 25th Anniversary
May 2, 2019 | 5:00 p.m. – 8:00 p.m.



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Carla Kruschel
President



Mike Flynn
Executive Director

President & Executive Director's Message

New Year! New Programs!

A Celebration to honor our past!

A new year brings with it new opportunities including such things as personal and professional growth. It also brings with it time for reflection of where we have come from and where we are heading. This year, as we look back on our association's history, we have a milestone to celebrate as CAPLA has been going strong for 25 years.

CAPLA 25th Anniversary Celebration

On November 8, 1993, the Canadian Association of Petroleum Land Administration was formed under the Alberta Societies Act. On January 18, 1994, 340 people attended the first official meeting of CAPLA. Today, with 1500 members, CAPLA continues in its vision to be a land asset management community united in fellowship, skill development, education, and innovation.

This is a MAJOR accomplishment, and we have much to celebrate! We hope you can do just that by joining us on May 2, 2019 on the top floor of the Bow Building to help celebrate this monumental achievement. As we celebrate our past, we also look to the future.

Survey Results

Thank you to those of you who recently completed the second survey in as many years. The results will provide the Board of Directors and our Executive Director with details on how CAPLA is doing and where changes can be made to increase the value of your membership.

We will provide you with feedback on the survey results once the data has been analyzed. Your input is appreciated as the results will be valuable in assisting to determine the future direction of CAPLA.

Now Mike has some exciting new offerings to tell you about. Over to you, Mike.

Although we are now in the full swing of things, please allow me to wish you a Happy New Year! From my own personal perspective, I am very excited about taking all of the lessons learned from my first year with CAPLA, and implementing some new programs and initiatives that are meant to increase the value proposition of your CAPLA membership.

Throughout 2018, we have had the opportunity to look deeper into our active membership and get a more clear picture of the demographic shift which has occurred over the last several years. Without getting too technical, the total CAPLA membership has declined and is reflective of the overall decline in employment in the Oil and Gas Industry. In particular, there is now negligible growth in junior members who are entering the Industry from post secondary institutions, because these institutions are no longer offering Land Administration programs due to lack of demand. In effect, our membership has been condensed into a highly experienced group of professionals, the majority of whom have 10 plus years of service in the Industry.

In conjunction with a decline in Land Administration opportunities, many of our members active in the workforce are dealing with the reality that they are being asked to do more with less. Many of our members have seen their job descriptions expand beyond what they had originally signed up for and beyond what they have been trained to do. In this context, it is imperative that CAPLA find ways for our membership to continue to have access to timely and relevant information. At the same time, CAPLA must respect the fact that any time spent away from their duties must be justifiable to their employers in terms of time and money.

In response to this new reality, CAPLA has developed 2 new professional development programs which are meant to help fill this educational void that currently exists. These programs are meant to be as responsive as possible, low frills, low cost and at convenient times.

CAPLA is pleased to announce a new program designed to rapidly respond to emerging issues that impact our members. In February, CAPLA was pleased to be able to host an information session on the Redwater Decision within days of the decision being handed down. This is precisely the type of information and responsiveness that CAPLA will strive to provide to you as these issues arise.



The Drilling Down series is low-cost offerings giving members the opportunity to "drill further down" into some technical areas. This is a great way you can increase your knowledge, refresh your skills and receive more detailed data on a topic. This series is meant to address issues that tend to be technical in nature and/or that require more focus than can be provided in another forum.

CAPLA would love to hear from you if you have any suggested topics for either of these new programs! We hope you will find them to be a good value and that they will help inform you in your day to day professional lives.

LEADERSHIP SERIES: Procrastination

By Piers Steel

Leadership starts with self-leadership, the ability to master oneself precedes effectively guiding others. Unfortunately, as much as we know that keeping ourselves healthy is vital for the long haul, we often skip the essentials. Consider this scenario. It is the end of the working day and you look at your watch. If you leave now, you can still make it to that fitness class at your gym. However, you end up dawdling a bit, answering a few emails that could have easily waited until tomorrow. You missed the class. Oh well, you think, I can still do some of the machines or use the treadmill, but first perhaps I should head home and change into my gear there, plus get a bite to eat. Once at home, you automatically turn on the TV to watch a little, after all there is no rush. Two hours later, well there is always tomorrow. Sound familiar? Well, it might not go exactly like that for you, but probably you can recognize the tune.

Procrastination is almost the human condition.

Virtually everyone puts off what they dislike and unfortunately a lot of health related activities fall into this category. A hard workout is usually enjoyable after the fact, not during it. A checkup with the doctor is not exactly a carnival ride, though the effects are undeniably positive. Consequently, procrastinators tend to be less healthy. In the very worst case, people can put off going to the doctors because of fear of what might be found. This is heartbreaking if the diagnosis and treatment simply needed to be done earlier rather than later. More common place is that we simply go through life with our potential unfulfilled, feeling less whole than we should.

This is nothing new and there are historical records of procrastination going back 3,000 years. Farmers would put off sowing their crop and they and their families ended up literally starving come the winter. Fortunately, never before have we had a better understanding about why we procrastinate. It comes down to a few simple principles. Our actions and inactions are mostly the result of value, expectancy, delay, and habit. First, value is the most obvious as it is simply the pleasure we get from an activity. Increase the pleasure of a task and you are more likely to engage in it.

Consequently, is there any way to increase the enjoyment you take in a workout? Can you vary your regime? Go with a partner? Watch TV while on the treadmill? Play a sport? The one probably most of us overlooks is energy level. Working out tired and hungry is terrible. Sometimes a granola bar eaten about an hour before is all you need to get out and get fit.

Second, expectancy refers to our belief regarding whether we will actually reap the benefits of an activity. It is like the lottery. Though the value (i.e., money) associated with a winning ticket is massive, the lower our expectancy of winning that ticket, the less likely we will buy one. Similarly, if you believe that today might be one of those fun days at the gym, that you will feel better for exercising, then you are more likely to go. On the other hand, if you think negatively, then you probably will be catching up on last season's re-runs on your couch.

Third, there is delay. This is less well known than the rest but just as powerful. We like options that give us pleasure with certainty (i.e., value and expectancy), but we like them even better when they are immediate, that is right now. Temptations derive much of their power simply by their immediacy. Consider when trying to diet or if you had to quit smoking. Most of us can deal with these temptations except when they are in our face.

When they are in sight or in arm's reach, the desire can almost be suffocating. Since we know this, we can use it to our advantage. Temptations must be managed so they are harder to reach than your goals. For example, if you can't bring yourself to go to the gym, then at least drive directly by it. Most of the time, the immediacy effect will kick in and you will end up inside getting a good sweat. If not, then probably that day you genuinely needed a break.

Finally, there is habit. When we make a choice, to say yes or to say no, it becomes much easier to repeat the same decision next time. It is like the thousandth time you drive home from work. With repetition, you do it almost automatically, without effort and with little conscious thought. After time, the decision to workout can be the same. If you make a habit of doing it at the same time each week, it will take only a fraction of the effort. Of course, after a vacation or any other break, it will take a little patience once again to get back into the routine.

M&A lessons we learned in Kindergarten:

- ▶ Share everything.
- ▶ Play fair.
- ▶ Don't hit people.
- ▶ Clean up your own mess.
- ▶ Don't take things that aren't yours.
- ▶ Say you're sorry when you hurt somebody.
- ▶ When you go out into the world, watch out for traffic, hold hands, and stick together.



"All I Really Need to Know I Learned in Kindergarten"
by Robert Fulghum

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Contact our M&A team.

"Fortunately, never before have we had a better understanding about why we procrastinate. It comes down to a few simple principles. Our actions and inactions are mostly the result of value, expectancy, delay, and habit."

Since we now know what to do, let's have some fun and review what NOT to do. Here are four rules for unhealthy living:

- Choose a workout you hate. There are a lot of options out there and there is bound to be something you despise. For example, if you are a social person and like variety, try lifting weights by yourself every day. You will detest it in no time.
- Be negative. If you experience a setback, get sick or miss a few days, make sure to blow it out of all proportion and use it to criticize your self-worth. Repeatedly, tell yourself you can't do it. If you reach a temporary plateau, make sure to visualize it being permanent.
- Surround yourself with temptation. That freezer and pantry should be full of all that you are trying to cut down. Better yet, keep big bowlfuls of candy immediately in front of you and a big bag of chips by your side. Also, get home and comfortable before choosing to work out.
- Maintain mystery. It is easier to do everything once we have a routine, from brushing our teeth to paying the bills. To prevent this, keep when and where your workouts occur unpredictable. Instead of habit, it should always be a question of willpower.

The sad thing is that doing everything wrong like this does describe some people's lives. However, don't get too smug. Recognize that even if you do everything right, you probably will still find yourself procrastinating. Fortunately, it will be the exception instead of the rule.



Leadership Forum - 2018 Year in Review



By Linda Bigelow, Co-Chair CAPLA Leadership Forum – Harvest Operations Corp.

In 2018, we now more than ever must support each other and find new ways to get the job done. The CAPLA Leadership Forum is committed to assisting leaders and emerging leaders within CAPLA by bringing in new ideas and enhancing old ideas to create a more positive environment for themselves and their teams. We've done this through our 2018 Leadership Breakfast series, the Lunch, Learn, Lead series and the leadership based articles in CAPLA's NEXUS publication.

To provide leaders with the opportunity to share ideas and strategies on current topics, the 2018 "Lunch, Learn, Lead" series consisted of two round-table lunch sessions, A Strong Case to Re-visit Motivation (February 7th) and Strategic Succession Planning: Developing and Leveraging Talent (October 2nd).

This year, we continued the Leadership Breakfast Series, The Difficult Conversation with LeVonne Louie as our speaker (March 21st) and Authenticity, Transparency and Engagement: the Essence of Modern Communication and Leadership with Peter and Christina Pilarski (CIPR Communications) as our speakers (May 2nd).

We were pleased with the positive results of the newly formatted Morning Breakfast and Working session on November 6th, Emotional Intelligence with Dr. Fred Jacques as our speaker.

In CAPLA's NEXUS publication, the speakers in our Leadership Breakfast Series submitted leadership-based articles to supplement their sessions. In the March issue, Christina Pilarski, CIPR Communications provided the article "Why Social Media Is Important For Your Personal Brand". In the July issue, LeVonne Louie provided the article "Difficult Conversations", based on her presentation in the March 21, 2018 Leadership Breakfast Session. In the December issue, Dr. Fred Jacques provided the article "Enhancing Leadership with Emotional Intelligence: Insights From Neuroscience" to supplement his presentation for our November 6th Leadership Morning Breakfast and Working session.

The Leadership Forum was pleased that LeVonne Louie accepted our request to share her story with CAPLA as our feature Legacy Leader for 2019. LeVonne's article was published in our December issue of Nexus.

We wish to extend our sincere appreciation to all of the contributors for their articles. And of course, our leadership sessions would not have been possible without the generous support of our sponsors, LandSolutions LP, Quorum Software, Jaguar Land Group Ltd. and PrairieSky Royalty Ltd.--thank you!

The Leadership Forum's goal is to support the leaders and emerging leaders within CAPLA. Please discuss or send your ideas on topics for the leadership sessions or articles to any member of the Leadership Forum.

We sincerely appreciate the contributions of all of the past and present members of the CAPLA Leadership Forum. They've been critical in helping the Leadership Forum to focus on the evolving needs of the CAPLA Membership.

Current members are as follows:

Adam Wolfenden, Caltex Resources Ltd., awolfenden@caltexresources.com
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“Leadership is not about a title or a designation. It’s about impact, influence and inspiration. Impact involves getting results, influence is about spreading the passion you have for your work, and you have to inspire teammates and customers.”
– Robin S. Sharma

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Alberta Energy Regulator & OneStop

By Amber Mundy, CAPLA Surface Committee - Keyera Corp.

The Alberta Energy Regulator (AER) is once again developing and releasing a complete overhaul of their disposition system. Many who were around for the release of the EAP system in 2011 are anticipating this next release of the OneStop system with some trepidation. It appears, however that the AER may have learned from some of the mistakes made with the EAP release and has chosen to include multiple disciplines from industry; surveyors, land, environment, etc. in their planning and development processes. The AER has also recently held multiple information sessions throughout the province in an effort to provide some information on this next iteration of OneStop, and to hear what questions and concerns are posed by industry in response.

The OneStop system is an online tool used currently for the submission of the following:

- Reclamation Certificate Application
- Pipeline Applications, and Construction Activities
- Water Act Approval Applications and Code of Practice Notifications
- Daily Tour Reports
- Detailed Operational Inspections
- Area-based Closure Mapping
- Directive 084 Submissions
- Flaring and Venting Notifications
- Directive 039 Submissions
- Directive 013 Reporting

Anyone who has been handling the above will be familiar with working in OneStop and maneuvering around in the system.

For many though, particularly in land, the new release will have a huge impact on current processes. It is important to note however that none of these changes are being implemented for projects under the AEP, only projects administered by the AER.

AEP administered projects will continue to be applied for under current EAP processes and requirements through the EDS System.

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The new release goes live May 30, 2019, with training sessions planned for March to April 2019. The AER is requesting companies send one or two delegates for training who will take the information learned back to their respective companies/departments to disseminate the information internally.

This next OneStop release will incorporate the following:

1. AER Public Land Disposition Applications

- MSL, MLL, PLA, PIL, LOC, RTF (Regulator Temporary Field Authorization, previously DOA/TFA), RVC (previously VCE)
- New applications
- Amendments
- Renewals
- Cancellations

2. Energy Development Planning Tool (EDP) (replacing Land Landscape Analysis Tool)

Public Land disposition applications for the AER projects shown above will no longer be submitted through the EDS system. In the OneStop system, there will be three levels of user: Search, Save, and Submit. Search users will be able to search for information, but not change anything. Save users will be able to search for, and change information, but not submit the application, and finally Submit users, will be authorized to search, save and submit. .

This is important to note as Application Supplements will no longer be a separate part of the disposition application. The individual preparing the application will now provide the supplement information directly into the online application.



There will be a number of questions in the application which, depending on how they're answered, will generate new fields requesting additional details. Having the three different levels of access to the system will provide access to the individuals other than the applicant, to review or revise the application as needed, without concern of accidental submission.

Not only does this new release herald a change of disposition application process, it also triggers some larger planning changes.

The Landscape Analysis Tool or LAT has played a key role in much of the process under the EAP. This will no longer be the case. The LAT report will no longer be a part of the disposition application or approval. This tool has been replaced with the Energy Development Planning Tool, or EDP. According to the AER, this tool will be very similar to the current LAT however it is to be used for planning purposes only and the reporting will not be part of the application submission.

Another change is TFAs, which have been renamed to Regulator Temporary Field Authorization or RTF will now require shape files and will be applied for under the OneStop system, rather than via email, which is the current process.

The approvals themselves are also changing. Short Term and Long Term approvals are about to become a thing of the past. Through the current system (EAP/EDS), when a disposition application is approved, the AER issues a Short Term Agreement which is in force for 4 years. The approved project must be built within this time frame, or a No-Entry must be submitted and a new application must proceed. If the project is built within that 4 year period, a secondary application is submitted with either a Surveyor's Statutory Declaration or an as-built plan and a Long Term agreement is issued for the full term.

Going forward, using the OneStop system, an approval issued will be the Agreement held by the project for its full term, with the stipulation that the project must be built within the first 5 years of that term or the Agreement will be cancelled. A prior notification email will be issued by the OneStop system advising that the 5 year deadline is approaching and that cancellation will ensue if site entry does not occur. Not only has the time period for construction been extended, this new process also opens up the ability to amend the disposition at any point after it's been issued. An amendment cannot take place while the disposition is in the application stage, however as soon as it's been issued, it can be amended. (*cheering ensues*)

According to the AER representatives who were presenting in the Information Sessions these changes are expected to speed up turnaround times for disposition approvals. The recent changes implemented by Alberta's Aboriginal Consultation Office, authorize First Nation and Metis Consultation to take place concurrently with the disposition application. Even though we'll still need to wait for the Adequacy Assessment before the disposition is approved this should dramatically reduce the time it takes to acquire Crown land for industry projects. Whether you're happy or frustrated with these upcoming changes from the AER, I think we can all be happy about that.

To view a quick (6 min) overview of what the new OneStop release will look like, check out the AER's YouTube page for the 'OneStop Demo Video – Disposition Application for Public Land'.



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The Land Profession Has So Much More To Offer

By Ron Vermeulen, Founder & Advisory Board Member,
LandSolutions LP

think

D I F F E R E N T

Since moving into retirement mode from the land industry, I have often thought about what the land business and the discipline itself has done for me personally. I truly believe that being a landman and having started my own business has helped shape my personality and provided me with skills that help me in all aspects of my life. In business, my personal life and especially when I travel to sometimes off the beaten path type places, flexibility and resourcefulness as well as some aspect of leadership skills has helped me get through difficult situations and I attribute those special skills to my career in land. With that in mind, I am convinced that those of us that can change our approach taking into consideration the personality we are dealing with or the specific situation we are in will have greater success than those that approach all people, situations and even challenges the same way with no deviation.

As professionals, I feel we need to approach our business and industry and the potential opportunities in the same way. We need to adapt and be actively involved with changes that are happening in the energy industry especially.

When I first founded LandSolutions in the year 2000, I saw an opportunity to provide land services with a different approach having worked "in-house". Whether viewed as entrepreneurial or opportunistic it was really just recognizing a need with respect to a changing industry environment that I felt was not being addressed. I saw an opportunity to provide a service using a broad understanding of oil and gas development gained from working for major oil and gas companies. Our company focussed on land acquisition services of course but also on how the work was being done and how the service we provided in land could contribute to a greater extent. We offered a service to our clients that could help recover costs, create greater efficiencies for them, lower G&A and reduce cycle time which was well received.

Making the change to the service side also provided an opportunity to adapt to the highs and lows associated with our industry. Establishing a bench of seasoned individuals to provide Acquisition and Divestiture services for example was a way to adapt to the changes in workloads and have a service that was often needed in times of both high and lower commodity prices. This ensured employment for many of our staff especially on the administration side of the business.

In the early 2000's when natural gas prices were high, and most service providers were focused on that part of the industry, our company was approached to provide land acquisition services for wind energy projects. We saw this as an opportunity to diversify and expand our service offering. Oil and gas related companies like Shell, Suncor, TCPL, Enbridge, and AltaGas just to name a few, were investing capital into the renewable sector which validated the idea of renewables complimenting oil and gas and not being a competitor to it. This also diversified our business and provided additional employment. To date we have been involved with well over a 150 wind projects alone from optioning lands to due diligence work through to the development and commissioning of operating wind farms. We have expanded to solar as well as geothermal and in all cases, we use our expertise gained from oil and gas and apply that knowledge to these other growth industries.

In early November, 2018, the National Energy Board (NEB) announced their forecasts whereby over the next 20 years, oil and gas production will continue to grow but so will renewable sources of electricity to a great extent. This is mainly because of population growth even as we all learn to use less energy. While we in Canada continue to be world leaders in the ethical and environmentally conscious development of our oil and gas resources, we also need to make way for other forms of energy that will be developed in parallel with oil and gas.

This leads me to the opportunity for the land industry which has the ability to add a great deal of value to the renewables sector. Our professional land associations especially have a proud history and a proven track record of working with regulators to create efficiencies along with professional approaches and excellent precedence documents and processes when developing our resources. We have established relationships where the regulators often come to us for input. There is still a great deal of opportunity to assist of which I am convinced would be welcomed. Land negotiators, administration and contracts professionals have skills that are fully transferable to renewables.

The advertisement features a large graphic of the number '360' in a light green color. Each digit is filled with a dense, circular pattern of small, light green text, representing various services and expertise areas. Below the graphic, the text reads: 'Service to the highest degree.' followed by a paragraph describing the company's 360-degree approach to land, environmental, and asset management services. To the right of the text is the LandSolutions logo, which includes a globe icon and the company name. At the bottom, a list of office locations is provided: Calgary, AB - Bentley, AB - Edmonton, AB - Lloydminster, AB - Grand Prairie, AB - Lampman, SK - Vaughan, ON - Fredericton, NB. A note at the bottom states 'With coverage across Canada and the United States.'

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Case in point. Acquisition of land for possible wind development is not unlike acquiring proprietary rights for minerals. Surface Land or Option to lease agreements are acquired from landowners which allow for the preliminary steps in a renewable project's lifecycle, including the measurement of a viable wind resource and collecting geotechnical information which would ultimately lead to surface lease agreements for wind farm development. Contiguous parcels of land are required, testing is completed, royalties negotiated and leases need to be paid. Land Negotiators are critical to contract review with both Developers and Landowners, to support Acquisition and Divestitures, Joint operating agreements and to provide strategic advice to optimize windfarm design and layouts and the list goes on. Think of the excellent work done in oil and gas with respect to land systems that could take care of these agreements and tie it all to accounting databases to ensure commitments are made. International companies are coming to Canada and Alberta especially without any prior local knowledge or expertise in energy development and knowledge of the already established precedence in place as far as land related agreements relative to oil and gas that could be leveraged. Foreign developers have been taking notice of our wind resource for a few years now. American as well as domestic developers are hiring local corporate Real Estate lawyers who are not versed in energy development on agricultural land. Often surface agreements for wind are onerous because of project financing rules. It is intimidating and onerous when landowners are sometimes handed a 70 plus page surface lease agreement that is meant to satisfy the wind developer's financier. In Alberta especially, there is no requirement to have licensed professionals under the Land Agent's Licensing Act to acquire large tracts of land for this type of development ensuring ethical and professional dealings with landowners.

The increasingly competitive environment in the renewable energy industry has strengthened the need for qualified land professionals. Like many jurisdictions, Alberta recently experienced a highly charged, government driven renewable energy procurement program that required effective land negotiation skills and expertise to satisfy RFP (Request For Proposal) application processes. There are so many opportunities not just in Alberta but Canada wide to offer up our expertise to create value through precedent agreements and standard processes. The value of relationship building for any renewable project cannot be underemphasized.

Relative to solar there will be a sharp increase in solar development especially in Alberta given the ideal conditions relative to hours of sunlight. Paula McGarrigle of Solas Engineering authored a report recently where they identified the Alberta Solar Market to be \$4.1B increasing solar power production from the current 45 MW per year to 3,261 MW by 2030. In her report prepared for the Alberta Solar Association, she and others address both the need and the opportunity for the transfer of skills from oil and gas especially, to disciplines required to meet the demand for solar growth. In her report she identifies land acquisition, public consultation, contract administration, permitting and of course, legal given the various contracts involved. As an added note. Paula was instrumental earlier in her career in the development of the Renewable Energy group at Suncor where oil and gas related skills were transferred to the Renewable Energy Group. I also spoke with Karen Reiman who came from an oil and gas background in a land contracts/A&D position role to Suncor's Renewable Energy Group. Karen added to and confirmed much of my thoughts. In Karen's words....

"My land experience and the expertise gained in various positions in Oil and Gas companies over a period of 20 years ultimately led me to work on Suncor Energy's Renewable Energy Team. My skills transferred very easily and it was obvious that land knowledge and expertise was a critical component to the successful development of a windfarm. Through construction and into operations, land personnel are guiding both the commercial and engineering teams to ensure site plans are accurate, regulations are followed, and landowners are taken care of." - Karen Reiman

As professional land associations let's take this opportunity to proactively get involved with the professionals in the renewable sector. Reach out to the Canadian Wind Energy Association as well as the Canadian and Alberta Solar Energy Associations and the subcommittees and caucus groups within. Reach out to all other related renewal energy groups and offer our expertise and make developers projects easier and much more streamlined. Opportunities are not limited to wind and solar. There is geothermal power, helium exploration and development and much more relative to resources in general.

This is a time where the skills that are inherent in the land discipline and the leadership we have always shown can be used to expand our influence and ensure we continue to add value where ever we can and ensure jobs and careers for individuals in our discipline. While I'm not advocating a name change with our associations, there is merit to using the word Energy versus Petroleum as the world changes and we adapt ourselves to those changes that are coming if not already here.

Simply put and as I used to say to landowners that would outright object to a proposed project, I would suggest that they step up and be involved providing input and influence rather than sit back and have others determine outcomes without their input. Why, as professionals, would we not do the same? Let's not sit on the sidelines but rather take the initiative to be a part of the change versus being a spectator.

The professional land community's ability to always adapt, be resourceful and even inventive are attributes that assist in defining skill levels and ultimately, success for all involved.



DO YOU KNOW?

When you pull a title from the Alberta Land titles office and you see an asterisk (*) next to the mineral rights description, do you know what it means? Did you know that the lack of this tiny detail could mean that your title is not transferrable without a court order? The asterisk indicates that a check of the historical title record has been done and that a mineral certificate has been issued. The absence of the asterisk doesn't automatically mean that the title can't be transferred, but that the historical searches have not been done yet to verify proper ownership. Based on how far back in time the search goes and how many times a title has been transferred could mean that this mineral certification could take some time to receive if at all. See the following Service Alberta website for more details:
<https://www.servicealberta.ca/839.cfm>

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