

# NEXUS

CAPLA 

Canadian Association of Petroleum Land Administration



IN THIS ISSUE

2018 CAPLA AWARD CEREMONIES  
LEADERSHIP SERIES  
RISING TO THE SURFACE

July 2018

# CALENDAR

## CAPLA 2018 Courses

For times and locations, please check the CAPLA website.

September 27 Surface A&D

## CAPLA 2017 Professional Development

September 20 Lunch n Learn: Bankruptcy, Receivership & Dissolution

October 2 Lunch, Learn, LEAD!

October 25 Lunch n Learn: How to Deal with an AER Audit

November 6 Leadership Breakfast



### Service to the highest degree.

What is 360? It's our unique, 360 approach to a full range of land, environmental and asset management services. It's also the LandSolutions promise to ensure that all of our expertise and solutions employ a full-service perspective to make certain that your needs are met—that no detail is missed and that our nationwide network guarantees incomparable results. Visit our website and find out how our well-rounded offering makes a difference to your success.



Calgary, AB - Bentley, AB - Edmonton, AB - Lloydminster, AB - Grand Prairie, AB - Lampman, SK - Vaughan, ON - Fredericton, NB  
With coverage across Canada and the United States.

CANADIAN ASSOCIATION OF PETROLEUM LAND ADMINISTRATION  
Suite 620, 138 4th Avenue SE, Calgary, Alberta T2G 4Z6  
Ph: (403) 452-6497 | Fax: (403) 452-6627  
office@caplacanada.org | www.caplacanada.org

CAPLA® STAFF  
Executive Director: Mike Flynn  
Membership Services Manager: Kari Whipple  
Office Administration/Accounting: Iana Atanassova

BOARD OF DIRECTORS  
President: Carla Kruschel  
Vice President: Kathryn Payne  
Treasurer: John Wallace  
Past President: Tracey Stock  
Directors: Kirstie Egan, Tim Laws, Norine Miller, Deb Watson

All articles represent the views of the author. Publication neither implies approval of the opinions expressed nor the accuracy of the facts stated.

Please direct all articles submitted for publication or queries about potential article topics to Kari Whipple at kari@caplacanada.org.

SUBMISSION DEADLINES:  
August 3, 2018  
November 2, 2018

ADVERTISING OPPORTUNITIES  
If you are interested in advertising in NEXUS, please contact Mike Flynn at mike@caplacanada.org. Our advertising rates may be viewed at caplacanada.org/about/news-publications/

Effective July 2018, CAPLA's membership is 1,700.  
© 2018. Canadian Association of Petroleum Land Administration (CAPLA®). All rights reserved. No part of this publication may be reproduced without CAPLA's prior written permission.

® CAPLA is a registered trademark of the Canadian Association of Petroleum Land Administration.

4 Presidents & Executive Director's Message

7 Leadership: Difficult Conversations

11 CAPLA Awards Luncheon: Acknowledging Our Amazing Volunteers

14 CAPLA Committee Reports

17 Rising To The Surface: How Does Surface Land Hold Value During An Economic Downturn

19 Elevate Your Professional Profile

20 CAPLA Contracts EDC Committee Update

21 Systems & Data: Government/Regulator & Non-Government Information





# President & Executive Director's Message

PROFESSIONAL DEVELOPMENT & CAPLA

Carla Kruschel    Mike Flynn  
President            Executive Director

The Board of Directors for CAPLA held a strategic planning session last month and one of the topics for discussion was professional development (PD) for CAPLA members.

Offering PD opportunities is a critical component of the CAPLA value proposition. However, it is also one of the most challenging pieces to get right. Why is that?

The best explanation I have is that land asset management has evolved into a rather complex discipline.

It touches on the law, regulatory environment, technical developments, and data management. Modern land professionals may specialize as technical experts or team leaders in numerous fields including the acquisition of surface or mineral rights; the drafting, implementation, and administration of mineral and surface agreements; the oversight and management of acquisitions, divestitures, and joint ventures; data analysis and reporting; and involvement in abandonments and reclamations. I'm sure you'll agree this is quite a comprehensive list when you are explaining your work to someone who asks you about it at the neighbourhood barbecue!

What do our members need in terms of PD and what is the best way for CAPLA to meet this need? That is the topic of this message. In the rest of the article below, Mike Flynn, our Executive Director, outlines the steps which are being implemented for the remainder of the 2018 year.

## CAPLA's Changing Membership Landscape

In order to understand our members' needs, we need to understand our membership. One of the most unfortunate outcomes of the economic downturn and its impact on the oil and gas sector has been the severe reduction or outright cancellation of land administration programs offered by post-secondary institutions. This has resulted in two significant consequences for CAPLA; one is that there is no longer a pool of potential CAPLA members from which to draw upon. In the past, CAPLA has enjoyed a steady stream of new members from students completing their "formal" education and looking to CAPLA for support as they embark on their career in land asset management. This is not the situation today and is unlikely to change until there is sustained positive growth in the sector which will incent post-secondary institutions to reactivate their programs.

The other consequence of the economic downturn is that it has caused a change in the demographic profile of the CAPLA membership. Downsizing, cutting costs, and asking remaining employees to do more with less is a sad reality of today's land personnel. Our current membership is reflective of this. Where in the past our membership has been comprised of more junior members who have specific educational and professional development needs, our membership is now weighted more towards seasoned industry veterans who have endured through these very difficult times. Like their junior counterparts, this group also has their own specific educational and professional needs.

## Current Status

We know from declining course enrolment numbers and the results of our membership surveys that our current offerings are no longer sufficient for our changing membership demographic. Many of our members have either already taken every course CAPLA has to offer, or find that the content is not addressing a knowledge gap that they are experiencing in their ever-changing work environment.

This is understandable as the majority of our courses were developed to cater to the junior/intermediate land administrator who were joining CAPLA fresh out of a post-secondary institution. In addition, the land administration position which they were entering was typically well defined in terms of roles and responsibilities.

## Nimble and Responsive

Nimble and Responsive. These are two words that seem to adequately describe what our membership is looking for in their professional development opportunities.

Unfortunately, these are not the words I would use to describe the current process of identifying course topics, developing curriculum, hiring instructors and blocking off sufficient time and space to deliver the course.

This process can take anywhere from 6 months to 1 year. This needs to change. In order to meet the needs of all of our members, CAPLA needs to adjust our suite of professional development offerings in terms of content and delivery.

What can this look like?

## Attributes of Successful PD Courses

CAPLA has been reaching out for stakeholder feedback on multiple levels, and there are some definite commonalities which have emerged with regard to what constitutes an effective professional development offering:

**RELEVANCE:** Members must be able to justify a reason for taking time out of their busy work schedule and paying a fee (if applicable) to attend a course/event. CAPLA has to ensure that what is being offered has relevance and attendees will acquire knowledge/skills which will enhance their work performance.

**CONVENIENCE:** Members are busy and prolonged time away from the office is not desirable. Courses/events held early morning or over the lunch hour are preferable.

**TIMELY:** Land asset management is in a constant state of evolution. It is critical to identify emerging issues quickly and prioritize them to be addressed by the association in the most effective way possible.

**DELIVERY:** CAPLA needs to explore all options for content delivery which will not only increase the convenience factor, but also encourage interaction and participation of the attendees. For example, members have expressed the desire for more round table or panel discussions that engage subject matter experts and capture different points of view and perspectives.

**DELIVERABLES:** Where applicable, try to have tangible take-away's from the session, such as best practices.

**FEEDBACK:** It is essential to continually hear from the membership about their professional development needs and what CAPLA can do to meet them.

## GOING FORWARD - CAPLA's 2018 Focus



For the remainder of 2018, CAPLA is going to focus on the following:

1. Through constant feedback from our members, identify and prioritize industry-wide issues that our members are experiencing in their day to day work lives.
2. Whenever possible, address the issue by way of moderated panel discussions or round tables.
3. Solicit questions from the membership in advance of the presentations to help focus the discussions.
4. Generate deliverables from the sessions that can become a resource for the participants.
5. Schedule the presentations at convenient times.
6. Host some presentations in a mix of alternate venues with lowered fees (if any) for participants by eliminating the cost of food (bring your own lunch).
7. Evaluate at the end of 2018 and share the results with the membership.

Finally, I would like to point out that CAPLA will continue to offer the successful PD programs we already have in place; the Lunch n Learn's, Leadership Breakfasts, Lunch-Learn-Lead, mentorship program and certification program will all remain available to you.

I would very much like your feedback on this new direction. This is a work in progress that we can all participate in building and modifying so that you are getting the most out of your membership to CAPLA!

# DIFFICULT CONVERSATIONS

BY LEVONNE LOUIE

This article is based on a presentation made on March 21, 2018 as part of the Leader Breakfast Series presented by the CAPLA.

We have all had difficult conversations. Individuals in the oil and gas industry are under a tremendous amount of pressure and the probability of having a difficult conversation is increasing. An understanding of what makes up a difficult conversation and suggestions on how to conduct that conversation will assist an individual to be more effective during that conversation.

Much of the information presented is based on the book "Difficult Conversations – How to Discuss What Matters Most by Douglas Stone", by Bruce Patton and Sheila Heen of the Harvard Negotiation Project. The book is easy to read and addresses the key parts of a difficult conversation and provides suggestions on how to deal with each part so that someone can be more effective in their relationships. While the book uses examples from many areas of our lives, the presentation focused on difficult conversations we may experience in our particular industry.



A difficult conversation could be anything you find hard to talk about. It is difficult to talk about because you know you are delivering a message to another that is not welcomed. It could be a specific topic such as sexuality, race, gender, politics, religion, performance or unwelcome behavior. The last two topics are definitely applicable to the workplace. Many of us can recall a time where we needed to have a conversation with someone about their poor performance in the workplace and some of us have had to deal with unwelcome behaviour in the workplace.

A difficult conversation may arise when we are placed in a situation where we feel vulnerable, where our self-esteem is affected, when we care deeply about the topic or person being discussed or where we care deeply about the person we are having the conversation with. In personal relationships, this could be family members such as a spouse, your children, parents or siblings. In a work environment, this could be co-workers such as peers, subordinates or superiors or industry stakeholders such as joint venture partners, landowners or regulatory personnel.

One of the benefits of learning how to deal with difficult conversations is that these conversations become slightly easier. This can lead to less anxiety and that allows you to be more effective and happier with the results of your conversation. An increase in self-confidence may see you choosing to engage in conversations that you need to have rather than avoiding the discussion. When you have a stronger sense of self-respect, you have the potential to strengthen a relationship.

It is suggested that when you look at the anatomy of a difficult conversation, there are actually three conversations that are happening; the “what happened” conversation, the “feelings” conversation and the “identity” conversation. Understanding these three conversations and developing the ability to communicate effectively in each of the conversations will help you deal with difficult conversations.

There are three parts to the “what happened” conversation. The areas addressed are: what is the truth, what are the intentions of the parties and who is to blame. In trying to discover the truth, we tend to make the assumption that “I am right” and “you are wrong”. If we can move from proving we are right to understanding the perceptions, interpretations and values of both sides, we are likely closer to finding out what is the truth. We do this by asking questions and using our curiosity to explore each other’s stories to get ideas for what is causing the problem. Embrace both stories. Understanding the other person’s story does not mean you have to agree with it or give up your story.

The second part of the “what happened” conversation is to understand what the intentions of the parties are. Conversation is about intentions and we assume that we know the intentions of the other party but we don’t because intentions are invisible. We assume a party’s intentions from the impact their behaviour has on us and we often assume the worst. This is particularly true with e-mail or text messaging because we don’t have the tone of voice as a guide. Voice mail or phone conversations are slightly better because tone of voice is added but we do not have facial expressions and body language. Often we assume that bad intentions are a sign of bad character. Accusing someone of bad intentions can put them on the defensive and could become a self-fulfilling prophecy.

The final part of the “what happened” conversation is blame. We are often focused on who is to blame. Instead, consider focusing on what has contributed to the problem. When we look at the problem from this perspective, we often find that both parties have contributed in some way to the problem. Once you have identified what you have contributed, take responsibility for it early as it may help the other party to understand their contribution.

The next part of the difficult conversation is the “feelings” conversation. Difficult conversations do not just involve feelings; they are about feelings. Identifying and communicating your feelings is one of the most difficult things to do and most people see this as being risky. However, if you can learn to share your feelings with skill, you may avoid some of the potential costs associated with sharing your feelings. As we grew up, we learned that some feelings are okay and some are not. Accept feelings as normal and natural and that good people can have bad feelings. If you undervalue your feelings, this may teach others to ignore your feelings. Start sharing your feelings by using the words, “I feel...” and remember that both sides can be having strong feelings at the same time.

**“There are three parts to the “what happened” conversation. The areas addressed are: what is the truth, what are the intentions of the parties and who is to blame.”**

The final part of the difficult conversation is the “identity” conversation. This is the conversation we each have with ourselves about what this situation means to us and what is at stake. Difficult conversations can threaten our identity as we may start to question our competency and even question whether we are a good person. We have these internal debates all the time and how this internal conversation goes often determines whether we enter a difficult conversation feeling balanced or whether we feel off-balance and anxious.

Therefore, be careful of what you tell yourself; make sure the conversation is full of positive self-talk. If we feel off-balance, we may lose confidence in ourselves, we may lose focus and forget what we were going to say and at the extreme, we could become paralyzed, have trouble breathing or want to leave the room. If you lose balance during a difficult conversation, you can try a few things to regain your balance.

Acknowledge that you cannot control their reaction, prepare for their response, imagine the future to regain perspective or take a break. Of the three parts of a difficult conversation, this is probably the most challenging but if you can learn how to manage it, this can help to manage your anxiety and improve your abilities in the other two conversations.

Ultimately, what we want to do is to use these three conversations, “what happened”, “feelings” and “identity”, to move to a learning conversation. Sometimes, we have the luxury of time to consider each of the three conversations in detail. Sometimes, it happens very quickly. However, if we make it a habit to consider the three conversations when we encounter a difficult situation, it is easier to respond in a quick yet effective manner.

Once you have thought clearly through the three conversations, you need to decide whether to raise the issue and at what time. There is no right answer to this and it will depend upon the situation; how serious is the issue, who is involved and the potential outcomes, Don't focus on short term relief at the expense of long term costs. If you decide to raise the issue, you have three goals: learn their story, express your views and feelings and problem solve together.

In starting the learning conversation, begin from the third story; how would a keen observer tell the story. Listen to their story and tell your story. Extend an invitation to the other party to join you in exploring a mutual understanding of the story and to problem solve together. Express what you see and why you see it that way, how you feel and perhaps, who you are. Figure out exactly what you want to say and start with what matters most. Consider using the “me-me-and” approach that recognizes that each of us has thoughts, feelings and assumptions that are important to talk about. Don't present your conclusions as the truth or exaggerate with the words, “always” and “never”. Leave room for other options. Help them to understand you but also ask how they see it differently and why. Different listening skills such as reframing and using open ended questions are very important during the initial stages of the learning conversation.

Once there is a mutual understanding of the problem, you can move to jointly problem solve. Gather your information, state where there are gaps and try to fill those gaps, test your perceptions and create options. What standards will be used to evaluate the options? Understand your BATNA (Best Alternative to a Negotiated Agreement) and visualize what their BATNA may be. Is there anything that would persuade you? Ask if there is anything that would persuade them.

To summarize, once you acknowledge the shift from a difficult conversation to a learning conversation, some steps to consider are as follows:

- Prepare by walking through the three conversations: what happened, understand feelings, ground your identity.
- Understand why it is important to you and consider if it important enough to raise the issue.
- Start from the third story then explore their story and your story.
- Problem solve

There is one additional thought that may assist you when you are faced with having a conversation in a difficult situation. Know and accept what we can't change and what we can change. The only thing we can ultimately control is how we respond to each of the challenges that we face.

As Petroleum Land Administrators, there are many difficult conversations you may encounter in your day to day work. These could include conducting a performance review of your subordinates, requesting resources from a superior in tough fiscal times or confrontational discussions with joint venture partners, landowners or coworkers. I hope you find that the ideas presented in this article will assist you with future learning conversations.

**"The only thing we can ultimately control is how we respond to each of the challenges that we face."**



**P2 Qbyte**

Trusted by Over **300**  
Canadian E&P Companies

**Better Together**

Contact P2 for more information  
[bettertogether@p2energysolutions.com](mailto:bettertogether@p2energysolutions.com)

[WWW.P2ENERGYSOLUTIONS.COM/QBYTE](http://WWW.P2ENERGYSOLUTIONS.COM/QBYTE)

# CAPLA AWARDS LUNCHEON

ACKNOWLEDGING OUR AMAZING VOLUNTEERS

We were excited to announce our outstanding volunteer's achievements in Land Asset Management on May 10, 2018 and also honour the Land Asset Management community and the professional endeavors that strengthen our profession and contribute to the community.

## 2018 CAPLA Award Recipients

President's Award:  
Cathy Lotwin

Outstanding Volunteer(s) Award:  
Kellie Sidloski  
Linda Kriff

Rising Star Award:  
Marat Ahmad

Committee(s) of the Year Award:  
Abandoned Well Obligations Committee  
Leadership Forum Committee

T.Cathy Miller Champion Award:  
ARC Resources Ltd.  
LandSolutions LP  
Repsol Oil & Gas Canada Inc.



We would also like to thank our Awards Committee for their efforts and contribution to this program along with all of our nominators for taking their time to nominate outstanding individuals.





Marat Ahmad (Rising Star Recipient)



Cathy Lotwin (President's Recipient)



Linda Kriff & Kellie Sidloski  
(Outstanding Volunteer Recipients)



Leadership Forum Committee  
(Committee of the Year Recipients)



Abandon Well Obligations  
Committee  
(Committee of the Year Recipients)

**Bright minds develop  
Brighter ideas together...**

**We can take care of the details!**

- ✓ASO (Contract, Mineral, Surface, UV)
- ✓Land Software Conversions
- ✓Clean-up Projects
- ✓Land & JV File Maintenance
- ✓The highest calibre consultants
- ✓NEGOTIABLE RATES!

☎ (403) 718-0525

**JAGUAR**  
LAND GROUP LTD.

@ info@jaguarland.ca [www.jaguarland.ca](http://www.jaguarland.ca) **in t**



ARC Resources Ltd.  
(T.Cathy Miller Champion Award Recipients)



LandSolutions LP  
(T.Cathy Miller Champion Award Recipients)



Repsol Oil & Gas Canada Inc.  
(T.Cathy Miller Champion Award Recipients)



Mike Flynn  
(CAPLA Executive Director)



2018 CAPLA Board of Directors  
(Tim Laws, John Wallace, Kathryn Payne, Deb Watson, Carla Kruschel, Norine Miller, Tracey Stock, Kirstie Egan)

# CAPLA COMMITTEE REPORTS

## Education Development Committee (EDC)

2017 proved to be a year of struggles and successes throughout our industry. One success within CAPLA has been the Education Development Committee. A group of hard working volunteers that is comprised of co-chairs from eight of CAPLA's committees. We would like to highlight a few of each committee's achievements we've had over the last year along with what's to come.

As always, CAPLA is continuously looking for members to volunteer some time and join one of the many committees that help make the organization successful. If you would like to get involved, please contact Mike Flynn ([mike@caplacanada.org](mailto:mike@caplacanada.org)).

## A&D Education Development Committee

Andrea Janska & Tomiji Okamura-Sinclair

The A&D Education Development Committee works closely with the EDC to improve CAPLA's education offerings pertaining to the acquisition and divestment (A&D) of energy assets.

Last year the A&D EDC continued its effort of keeping the materials of the Surface A&D course current, as AER implemented a series of changes to the process for license transfers and surface disposition assignments. The co-chairs of the A&D EDC delivered 2 successful surface A&D courses and presented in the CAPLA Surface summit. Participant feedback for the course and presentation were very positive. The committee reviewed and updated the A&D related documents and weblinks in the CAPLA resource center.

In 2018 we are planning on the development of a course for surface A&D activities in BC or Saskatchewan. The A&D Committee welcomes new members who are seeking opportunities to share their A&D knowledge.

## Contracts Committee

Bruce Jamieson

The Contracts committee has been busy drafting a NOA WI summary letter, Assignment and Termination letter and working on the Trust Agreement. They completed a precedent Assignment Agreement and Assignment, Novation and Amending Agreement.

There have been a few changes within the committee in 2017. They said goodbye to Timothy Laws and Scott Nalder, wishing them well on their new ventures. The Contracts committee welcomed Anne Hand, Angelica Hernandez, Esmeralda Lemonson. And thanked Tom Cooper, Bruce Jamieson, Charlene Misurelli, Valerie Mitchell, Deb Rodtka and Randon Slaney for their contributions over the last year.

On the horizon for 2018 is a need to review the royalty allocation, updated WICA and Retro JOA. We are working on revamping of the resources/contracts page on the CAPLA website and putting together two articles for the Nexus magazine.

## Education Facilitation Committee

Kellie Sidloski

The Education Facilitation Committee is responsible for assisting in running the CAPLA courses. We help co-ordinate, organize, and assist in running the courses throughout the year.

Over the last year we successfully facilitated 23 courses. A few more than the previous year and we hope to build on that in 2018.

The Education Facilitation Committee also went through a bout of changes.

Suzanne Akins stepped down as co-chair but remains on the committee.

We said goodbye to Deanna Selent, Katherine Bailey, Maria Kim and Alex Big Plume and thank them for their contributions. The committee welcomed new members: Cari Clarke, Leona Wood, Carrell Price and Sabrina Oakey in 2017.

The committee is always looking for another member or two to join our team.

Current Members: Kellie Sidloski, Suzanne Akins, Kim Lu, Susan Pinkey, Lora Malowany, Glenda Da Costa-Jones, Cari Clarke, Carell Price, Sabrina Oakey, Leona Wood

## Surface Education Committee

Brandy Rimney

Brandy Rimney came on board in January 2018 as our new Chair for the Surface Education Committee.

She is working hard to rebuild the surface committee and will have lots of update come next year.

## Mentorship Committee

Andrea-Louise Martyn & Kimberley Campbell

The Mentorship Committee completed the 2016/2017 Mentorship Program in May 2017 and was provided with great feedback from the participants. Slight changes were made and the 2017/2018 Mentorship Program launched last September. There were changes within the Committee - Co-chairs Katerina Gilbert and Nicole Brock resigned and Kimberley Campbell and Andrea Louise-Martyn stepped up to fill those roles, both Andrea and Kimberley have been with the Committee since 2013. Veronica Hetherington, a Committee member since 2014, also resigned as she is moving overseas. Three new committee members joined - Simone Thumm, Nicky Stegmeier and Sandy Sohlbach.

The Mentorship Program continues to evolve but the premise remains the same – the program is about connecting; bringing industry people together to form a relationship. This is a program where intermediate/senior land personnel are able to transfer their industry skills and knowledge on personal development to junior and intermediate land personnel who will continue to inspire the future

**IT'S ALWAYS BETTER TO  
BE PART OF A GROUP.**

Life is unpredictable, your insurance shouldn't be. As a CAPLA member, bundle your home and car insurance with BrokerLink and save with preferred rates.

To learn more, call:  
**1.855.771.9438**  
BrokerLink.ca

**BrokerLink**  
Auto/Home/Business

## Mineral Education Committee

Margaret DaBrea-Dunn

The Mineral Education Committee is excited to work with CAPLA's new Management team to deliver quality courses and learning material that enrich CAPLA professionals and elevates the association.

In 2017 the Committee set ambitious goals to deliver a range of educational services to CAPLA membership, which we successfully achieved. A Fee Title course was completed and delivered by Julia Loney in November 2017. The committee was instrumental in organizing Lunch n Learns on Bankruptcy and Insolvency and Offsets and Compensatory Royalty. The committee also published a technical article on ESTMA, and spearheaded discussions for future program delivery in 2018. In 2017 we said goodbye to Committee members, Darcy Cosgrove, Julia Loney and Rima Tober, and thank them for their generous contributions.

With a new Committee in place which include; Bonnie Cox, Minh Dang, Margaret DaBrea-Dunn, Cassandra Ervick and Gala Pimienta, the Committee is positioned to develop a knowledge excellence framework for members in 2018. We currently have two Lunch n Learns organized; BC Oil & Gas Risk Reduction and Orphan Well Management and Oil Sands scheduled for 2018, the Committee plans to deliver a technical article on GRTC to Nexus by mid-2018, as well as a general interest topic. In addition, the Committee will be updating other learning material to streamline courses that offer current interest to members. As always, the Mineral Education Committee welcomes members that are available to share their expertise on relevant topics, as a Committee member or facilitator. If you are able to contribute in any way, we kindly invite you to contact CAPLA or any member on the Committee.

## Systems and Data Committee

Melanie Storey

In March of 2017 the Systems & Data Committee published an article in Nexus titled Data Integrity Reports providing suggestions on how to validate data in your land systems. A third Lending-a-Hand-in-Land session was presented in April consisting of a hands-on session working with well and lease information in Excel. We published two additional articles in June and December identifying both government/regulator and non-government websites that every land person would find beneficial in conducting their day-to-day work.

Look for our regular contribution of Tips & Tricks in the CAPLA ebulletin which are also posted on the Systems & Data page on the CAPLA website, as well as additional articles in Nexus in 2018. Please feel free to contact the committee members with any requests you have for information.

# Rising To The Surface

BY Karissa Pavlick and Jolene Guay



When we started our journey in Oil and Gas, we created a vision for ourselves. Remembering this vision, and knowing our potential at a time when Alberta's economy has slowed, can help us stay focused on the ever changing tasks at hand. We must remember professional and ethical behavior when dealing with business associates, as we may not know what difficulties others could be facing in these times. Surface land prides itself on outstanding communication, professionalism, and building relationships. It's important to keep connected in the downturn, striving to further build these relationships & networks.

Despite changes in economic status, land continues to be ardent. Passion brings energy to our work and we must motivate ourselves and others to do the best that we can do. A positive attitude and perspective are vital to our careers. We control our thoughts, words, and actions towards the industry and others. Let's keep the "pay-it-forward" attitude, especially for those of us who are very grateful to be working. We can offer mentorship, share our knowledge or show gratitude simply by staying connected with others.

So let's continue consistent contact with others in the slow times, stay committed to volunteer work, and stay current on courses and events that arise. This allows for exchange of information, develops our skills and establishes potential friendships.

So how does Surface Land hold value during an economic downturn?

Surface land takes care of the daily acquisition and maintenance of leases. A key factor of this is staying current on the ever changing regulations with various agencies. Land also acts as a network providing guidance on rules, obligations and guidelines. During a downturn we see processes change dramatically. For example, in the last of couple years, our industry has been hit hard with lease renewals. Changes like this result in the reviewing of policies and/or implementing new procedures. Now is the perfect time to be proactive in our planning and being prepared for when the industry ramps up again. Clean-up of files and systems, updating these processes and procedures, cross training, and system upgrades are all good measures to being proactive.

Keeping land documents accurate, and files up to date is a good efficiency and saves time in the long run.

A lot of company's budgets have changed, and in turn we are seeing these companies implement cost reduction programs across the board. These initiatives, although time consuming, not only keep us thinking like owners but also create huge value now and for our future. Depending on the company, we may not be dealing with acquisitions, and may be focusing on divestments, as well as disputes, cancellations, expiries and obligations. There may be many registrations and discharges of interest at the Land Titles offices, as well as corporate searches and inputting data. We are still experiencing large processes in invoicing partners for initials and monthly maintenance on roads, as well as reviewing and approving invoices. Changes in ownership of roads, changes to routes taken for access, and changes in rates are all potential causes of disputes even more so in a downturn. As administrators, we must work hard to ensure all these examples are being analyzed and prepared timely and accurately.

## "Staying positive is not only productive but infectious"

Our experience from this downturn will allow us to make better decisions for the future as this situation becomes part of our journey and we learn more on a personal, professional and economic level. If we appreciate these times that create uncertainty, we can motivate each other by focusing on what has been achieved along the way. This is not the first downturn nor will be the last; we can all reflect on past experiences both positive and negative to learn and grow together. Our attitude determines our productivity in any environment. Staying positive is not only productive but infectious. Together we can keep striving for excellence in surface land and we will continue to rise to the surface!



Your business.  
Our insight.  
A different perspective.

**LAWSON  
LUNDELL**  
Business Law in Calgary

#1 Law Firm in BC, AB and the North - Canadian Lawyer Magazine  
#3 Regional Law Firm in Canada - Chambers Canada (2015)



# Elevate Your Professional Profile

By Minh Dang

When you lack a network, Volunteerism is one of the best strategies to building credibility. Beyond being a personally gratifying and rewarding experience, volunteer work can elevate your professional profile and can be a form of Networking in disguise. Networking is the process whereby you arrange and conduct a series of face to face meetings with your colleagues and contacts.

My inspiration to volunteer stemmed from my instructors whom I met at the Mineral Rights Administration Certificate at Mount Royal University. In their lectures they shared stories of their volunteer experience and the commitment to our energy industry by joining a committee. My experience on the Mineral Education Development Committee has been rewarding because I have met Lifetime Volunteers who have taken me under their wing. These Lifetime Volunteers provided me with mentorship and created relationships with rising star volunteers, that make individuals want to come back. I was attracted to volunteering for CAPLA because the committee positioned and titled the volunteer position as if it was an employment opportunity. The responsibilities of each member were clearly defined, with a designated project at the monthly meetings.

I have found that Volunteering with CAPLA has prevented me from becoming isolated and despondent during my search for a new career. The members on the committee are an empathetic and supportive professional network of friends that has helped me tremendously during transition.

Many young people and people in career transition have an opportunity to launch their careers or to make connections to the next position by volunteering with CAPLA. Another valuable benefit could be current industry references for your resume. I would like to emphasize the social opportunities of volunteering, including another way to spend time with likeminded people, make new friends and do something important together.

My primary barriers to volunteering were monetary, insecurity and the stigma of being unemployed. The CAPLA Membership fee is an investment in one's personal and professional development. The return on my CAPLA Membership has been maximized because of the long term value it offers, such as education seminars, workshops and courses, mentorship and networking events. My fears of being accepted were quickly extinguished at the first Mineral Education Committee meeting, the members were friendly and welcoming. Lastly, the fear of judgment, I felt like my knowledge and skills were rusty and limited in a formal setting. The opportunities to volunteer with CAPLA have always been a place to network in a safe setting. Each member of the committee were assigned projects and responsibilities, this division of assignments made me feel empowered because I could actively participate. CAPLA Members lack awareness that they can sign up to volunteer at different phases of their yearly schedule and their life circumstances. Leaving volunteer seats empty is important for our organization, because volunteers are screened to make sure that they are the "right fit" for the job. People are driven by recent individuals who want to be part of a successful team and not a seat.

If you are in career transition or seeking a career change, volunteering offers the opportunities to network and to showcase your career experience while filling in your resume gaps. In addition to the obvious resume boost, it's an opportunity to showcase your leadership, and it allows for employers to connect with you on a more personal level. In a time where it is becoming increasingly relevant for businesses to consider public welfare in their models, volunteer work is a sought after component of any resume.

CAPLA is always welcoming volunteers, click here for opportunities or contact Kari Whipple at [kari@caplacanada.org](mailto:kari@caplacanada.org)

**THE NAME IN SURFACE LAND ACQUISITIONS**  
 SHERWOOD PARK 1.888.321.2222 [info@hurland.ca](mailto:info@hurland.ca) [www.hurland.com](http://www.hurland.com)

**HURLAND SERVICES**

- LAND ACQUISITIONS
- FIRST NATIONS CONSULTATION
- PROJECT MANAGEMENT
- ASSESS. CROWN APPLICATIONS
- ANNUAL COMPENSATION REVIEWS
- DAMAGE SETTLEMENTS
- PUBLIC CONSULTATIONS & NOTIFICATIONS

**Prospect**

- Project management
- Surface acquisitions
- Crown acquisitions
- First nations consultation
- Rent reviews & pipeline damage settlements
- Public consultation & notification

**ALBERTA**  
 #202, 808 Manning Rd NE  
 Calgary, AB T2E 7M3  
 P. 403.288.2100  
 F. 403.288.2125  
[lcampbell@prospectland.ca](mailto:lcampbell@prospectland.ca)

**BRITISH COLUMBIA**  
 #202-10342-100th Ave  
 Fort St. John, BC V1J 1Y8  
 P. 250.787.2163  
 F. 250.787.2164  
[jansen@prospectland.ca](mailto:jansen@prospectland.ca)

**FOR YOUR COMPLETE SURFACE LAND NEEDS IN ALBERTA & BC. [WWW.PROSPECTLAND.CA](http://WWW.PROSPECTLAND.CA)**

# CAPLA Contracts EDC Committee Update

BY BRUCE JAMIESON

The objective of the Contracts committee is to provide and promote sample agreement templates to assist CAPLA members in their administrative duties. The most recent template completed by the committee is a Trust Agreement that can be used in situations where a portion of a leasehold interest has been conveyed to a purchaser (usually as part of an A&D transaction) and the vendor continues to hold the registered interest. This template can be found on the CAPLA website under Resources – Contracts.

The Resources – Contracts page on the CAPLA website has recently been modified so that similar links are now grouped together. None of the links have been removed, but a dashboard has been placed at the top of the page that allows the user to search by categories, which include Agreement Templates, CAPL Documents, Assignments, Earning Letters, ION Template Package, Resources and Archives. Many thanks to Kari at the CAPLA office for helping us out!

The next agreement template that the committee will be tackling this year is a Royalty Allocation agreement, for use in situations where a horizontal well crosses multiple spacing units, and there is an encumbrance (typically an overriding royalty) on only a portion of the lands. Watch for it in the coming months.

We are also looking for new members for our Contracts committee. Being on the committee allows you to have first-hand experience with current issues in our industry. Whether you are a seasoned professional who wishes to have your say or a budding junior who wishes to listen and learn, being on the committee has many things to offer besides raising your professional profile. Any interested parties may contact CAPLA or me directly.

Bruce Jamieson, Co-chair (403) 237-1127 [bjamieson@repsol.com](mailto:bjamieson@repsol.com)



# Government/Regulator & Non-Government Web-based Programs, Information, and Available Data

(prepared for you by the CAPLA Systems and Data Committee)

(Links to websites effective as at June 6, 2018)

The following document is a list of government/regulator and non-government web sites that every land person, both surface and mineral, will find beneficial in conducting your day-to-day work. Some of the sites are mandated by government/regulators for applications, payments, and the exchange information between industry and government while others contain useful information.

This list is also posted on the CAPLA website under Resources/Resource Materials/Systems and Data and will be updated periodically.

If you have favorite sites that are not listed and would like to share with CAPLA members, please contact any of the committee members posted on the CAPLA website.

**Please click here to open the resource guide.**

The image is a promotional graphic for Taylor Land Services. At the top, the company name "TAYLOR LAND SERVICES" is written in white capital letters on a dark brown rectangular background. On either side of this background are two green grass-like icons. Below the company name, the slogan "Taking the stress out of surface." is written in white. The central focus is a wooden signpost with several directional signs pointing in different directions. The signs are labeled: "ASSISTANCE" (top-left), "MAINTENANCE" (top-right), "CONSULTING" (middle-left), "SERVICE" (bottom-left), and "SUPPORT" (bottom-right). The background of the signpost graphic is a blue sky with white clouds. At the bottom of the graphic, contact information is provided in white text: "211, 406 1 Avenue, Airdrie, Alberta T4B 3H1", "Phone: 403-912-4640 • Fax: 403-912-4645", and "www.taylorland.ca".

# CAPLA Certification Committee

April 2018 - Passing The Torch Celebration



Thank you for all your efforts and time to our CAPLA Certification Committee.

Left to Right, showing year joined the Certification Committee in ( )

|                            |        |
|----------------------------|--------|
| Cassandra Ervick, CPMA     | (2017) |
| Glen Sveinson (co-chair)   | (1999) |
| Phyllis Aberle             | (1999) |
| Deborah Godfrey (co-chair) | (2003) |
| Theresa Sacha              | (1999) |
| Heidi Clark                | (2003) |
| Gloria Greenstein          | (2009) |
| Rhiannon Edlund, CPMA      | (2014) |
| Nicky Cook, CPMA           | (2011) |
| Susan Goodwin , CPMA       | (2014) |
| Connie McRae-Bosch         | (2012) |
| Karen Morrow (absent)      | (2003) |

# NEXUS

CAPLA 

Canadian Association of Petroleum Land Administration

