



Since it began.

Canadian Association of Petroleum Landmen

Foreword

As the Canadian oil and gas industry has evolved over the past 53 years so too has the CAPL. Since the first association meeting in 1948 of less than 20 attendees it has grown to over 1 500 members. Throughout the years it has worked hard to improve the education and professionalism of landmen, created a comfortable environment to solidify its internal relationships and encouraged a positive reputation in the community at large.

Key CAPL contributions to the oil and gas industry have included

the creation of precedent documents such as the Operating Procedure, Property Transfer Procedure, the Farmout and Royalty Agreement and the CAPL Freehold Lease. These standardized documents have enabled companies of all sizes to be on a common playing field in conducting their negotiations and have shortened the time required to close a deal. They have also presented comprehensive guidelines for industry practices over the years.

the education of its members and the industry as a whole. The CAPL provides a wide range of practical and topical courses which are attended by landmen, other industry professionals and government employees.

the promotion of the landman as a professional career choice, playing an important role in the oil and gas business. Each year the CAPL attends numerous career fairs and industry expos, providing information on the land industry from its promotional booth.

the representation of the land perspective in legislative issues such as Bill 31 (the Agricultural Dispositions Statutes Amendment Act), various regulations on land access and the Land Agent's Licensing Act.

the hosting of a prospect forum for international industry players through the annual Canadian Prospect Exchange, first held in 1997.

This book was originally conceived to be a celebration of the association's 50th anniversary in 1998, but has transformed into a review of some of the significant contributions that the CAPL has made to the energy industry over the years. The coordination and production of this book has relied on an abundance of volunteer time and energy, said Ron Vermeulen, who took over the production of the book in 1999. While it has been quite difficult to rely on people's time due to strenuous workloads, we have managed to persevere and ensure that the CAPL stories are told.

A special thank you goes out to all those who gave their time and lent their voices to help illustrate some of the accomplishments of the CAPL. We acknowledge that there are hundreds of voices with stories to tell of significant events within the history of the organization. Unfortunately, within the limit of 50 pages, only a few can be heard on this occasion.

We hope this book will inspire each member to be proud of their association and what it has done for the advancement of land professionals since 1948. Each person who has contributed to the membership of the CAPL has ownership of these accomplishments.

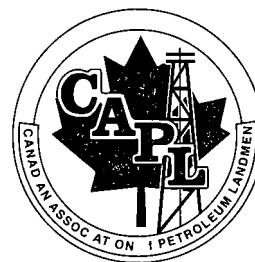
The 2001 Public Relations Committee

The Landman Network

It is a rare occurrence to be a Canadian landman and not be a member of the CAPL. The association has complimented the development of numerous landman careers over several decades particularly through its educational offerings and social interaction amongst members.

Indeed, an essential practice of being a landman is networking. The CAPL gives landmen the opportunity to talk freely with one another at such occasions as the monthly meetings or other social events. Whether it's at the cocktail hour or after the meetings, you can sit around and talk to people," said Trevor Williams of El Paso Oil & Gas Canada, Inc. "You'll see people that you've been trying to reach and it's like, 'seeing as I've got you here and couldn't get you on the phone, let's sit down and put a couple of comments on a piece of paper'."

The opportunity to socialize with fellow landmen on a personal basis is a considerable asset. Beyond putting a face to the voice at the other end of the telephone line or email correspondence, is the chance to clear up any misperceptions of one another. Several landmen relate situations where they have changed their opinions of someone through meeting them at a CAPL event, often realizing that differing corporate policies may be the culprit behind delays in negotiations.



The original CAPL logo was created by James Boychuk of Mobil Oil and was approved for use in March 1972.



Designed by John Pollock of the Design Asylum, the revised 1998 logo was intended to provide a contemporary look to the CAPL logo with a focus on the Canadian aspect of the association.

The CAPL Community

What life have you if you have not life together?

There is no life that is not in community

T S Eliot

If a community can be defined as an entity with joint ownership and a fellowship of those with similar interests the CAPL would certainly qualify. In addition to all members sharing a stake in making things happen through their volunteering and participation collectively this association has defined and encouraged the growth of its profession for over 50 years.

It is a community of people involved in a community called the oil business as a community and as individuals said Jim O Byrne a member of the CAPL since 1958. But it is also a forum for the encouragement of members to do their work well and develop their skills and to share their skills with others in the business.

Monthly meetings, social events, seminars and conferences help bring landmen together to promote strengthened relationships and camaraderie. Given the frequent movement of individuals within the industry the community of the CAPL represents the hub of landmen where the population and characters remain relatively consistent when employment can be an ever changing situation.

I was with Grad and Walker and it was purchased by Crestar. I went to Dorset and it was bought by Baytex. I went to Mobil and then along comes Exxon. I'm out of there and I go to Ulster which was bought out by Anderson, tells Andy Gibson, now an independent land consultant. So the pool at the CAPL remains relatively the same and the people just move around.

Oxford Dictionary

“If you were to boil it down, I would say the CAPL gives the landman a sense of belonging and credibility. It is a source of information, a source of networking, a policeman, a place of dealings and a place of compassion when you need some help, guidance and advice.”

[Jim O Byrne on the essence of the CAPL]

Landman's Dealing Involves 'Surprises, Secrecy, Science'

There are 233 landmen in Calgary's oil industry

L D (Shorts) Collins is a landman. He and his colleagues are paid to buy land leases. Sometimes the land has oil and gas under it.

Landmen have no regular hours. Farmers generally dislike them but oil companies would be nowhere without them.

As a salesman, Shorts Collins has a high pressure job which may account for the high ulcer rate among landmen.

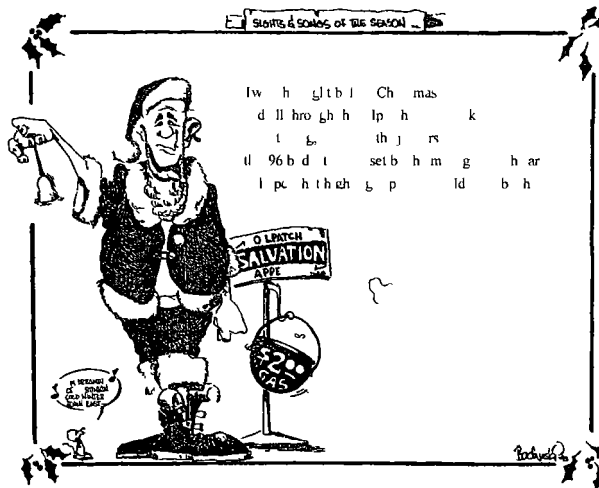
Freeholder drill or drop farmout Crown sale
land play are the landman's language

President of the Alberta Association of Petroleum Landmen, Mr Collins is a University of Alberta commerce graduate working for one of some 100 operating oil exploration companies in Calgary which employ his breed.

A firm decides a piece of land contains gas or oil. The landman goes out to talk to the landowner (freeholders own 10 percent in Alberta, the province about 80 percent, companies the rest). He is paid to come away with a signed lease for drilling and certain surface rights.

The whole thing is done in secrecy. Mr Collins says: If a freeholder owns the land, the landman arrives on his doorstep, aims to sew up a deal on the spot, usually giving the firm 10 year drilling rights, the lessor a yearly land rental (often \$1 per acre) and a bonus for making the deal.

But the excitement in a landman's life is the weekly Crown land sale in Edmonton.



Toting a cheque for the amount his company will pay for a lease the landman arrives in the highly charged atmosphere of pre sale shenanigans when fortunes may be dropped in bad second guessing

The guessing results from a conference of company oil scouts geologists and landmen Top level management listens to the story on a piece of land coming for sale then decides on a ceiling price it'll pay for it The landman hopes to hell the money in his envelope is competitive with the others Mr Collins says

One prod for ulcer acid is the situation where another landman's firm has a well near the lease site and knows more about the underground there from well findings We do almost anything to find out what they know we don't

Could mean several hundred thousand dollars to a firm – gained or lost – in the sealed bidding

Thriving in this unlikely situation the landman is typically in his 30s married a geologist or lawyer or both otherwise a university graduate He's a hustler researcher coddler brain trustee You can find him in land title offices most times

We're still trying to build up the status of the landman to the professional level Mr Collins reveals He says the public has a wrong impression of the landman as a no good with pockets full of money and a fast line The landman is chosen for his loyalty The public stands to turn a fortune overnight It's all that simple

Loyalty money and all the landman sometimes lies thousands of miles picking up leases – searching for non resident freeholders who may live at opposite corners of the nation but own adjacent lands

He first buys mineral rights to land then deal with surface titleholders without whose authority his firm can't haul its drilling equipment in Unlike Alberta mineral rights most surface rights in the province are citizen owned

Making deals by night and day the landman is an 11th hour man 24 hours every day of the year Ask Shorts Collins

(Article from The Herald January 31 1964)

Canadian News
Prime Ministers Mackenzie King and St Laurent
Newfoundland joins the Dominion of Canada



World News
World War II and The Holocaust CBS and NBC begin
transmission United Nations formed 45 rpm record
introduced

Approved Alberta Landmen's Lease Form for print

48

Formation of the Alberta Landmen's Association at
the Palliser Hotel

Began three important traditions at second meeting of
the association list of membership proposals and their sponsors
read aloud bestowed first honorary memberships named the
Chairman of the Committee for Standardization of Freehold
Lease Forms

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Industry Events
Imperial Leduc No. 1 is drilled



Cultural Highlights
Slinky Jitterbugging and the secret Decoder Ring
TV TV's more popular in average home Milton Berle and his
Texaco Star Theatre The Howdy Doody Show
Movies Casablanca Rebecca and Disney's Bambi
Music Benny Goodman Frank Sinatra Billie Holiday

CAPL Presidents
1948 – W (Willard) Longshore 1949 – T W G (Tim) Thomson

First meeting press release

From the Nickle s Oil Bulletin dated May 14 1948 a notice of the first official association meeting held at the Renfrew Club May 10 1948 at 4 00 pm

Alberta Landmen's Association Organized Willard Longshore Named First President

Landmen engaged in Alberta with major and independent oil and gas companies have organized the Alberta Landmen s Association with headquarters in Calgary Similar organizations with educational and social objectives exist in US oil bearing states Membership is open to any professional landman employed by any oil or gas company operating in Alberta

At a meeting Monday evening the landmen adopted a constitution and elected officers and directors for the first year

President is Willard Longshore of Stanolind Oil & Gas Company Vice President is Tim Thomson of McColl Frontenac Oil Company Gerald C Stuart of Hudson s Bay Oil & Gas Company is Secretary Treasurer Other members elected to the Directorate include Rex Dawson Imperial Oil George Chadburn Socony Vacuum Exploration Charles Schock Stanolind Oil & Gas and Ben Witt Amerada Petroleum Corporation

The Association plans to hold monthly meetings featuring addresses by government or company officials and others dealing with various phases of the oil business and matters particularly important to those who handle the land business for the oil industry

Minutes of First Association Meeting

Minutes of Meeting of Landmen s Association held at the Palliser Hotel on Tuesday April 27 1948

G C Stuart was chairman pro tem The report of the Nominating Committee was read and the following officers were elected by acclamation

President – Willard Longshore Vice President – Tim Thomson Secretary Treasurer – Gerry Stuart

The newly elected President then took the chair and called for a discussion on possible standing committees Two committees were named as follows

By Laws Committee Ben Witt (Chairman) Ivone Burn T Hicks

This committee was instructed to draft a by law for the association for submittal at the next meeting

Program Committee T Hewitt (Chairman) W Gross G Chadburn

This committee is to arrange programs for subsequent meetings

Following considerable discussion it was decided to hold the next meeting on Monday May 10 1948 at a place to be decided by the executive

A general discussion followed but no definite decisions were taken on any matters discussed

The meeting adjourned at 9 30 p m

Why the Association Came Together

Without the CAPL we wouldn't have the getting together of landmen. Landmen need to get together and work together. So it started out mostly as a social club, but even during my period it became quite educational.

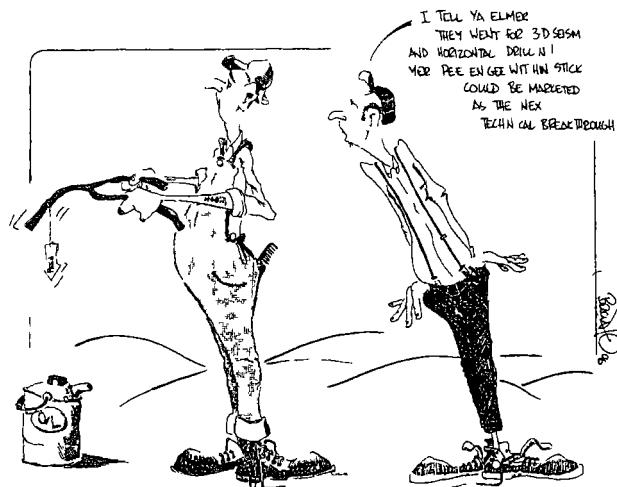
So says Ned Gilbert, one of the original eight members who sat down at the first meeting of the association in 1948. In addition to Gilbert were fellow members Willard Longshore, Jack Bevel, Tim Thomson, George Chadburn and Tom Hewitt.

With the Leduc oil discovery, the province of Alberta seemed to change overnight. Infrastructure was needed to accommodate the newly established petroleum industry. Roads were built, cities and towns sprang up from the prairies, and landmen were needed to administer title for the new wells, pipelines and facilities being built. American companies of all sizes suddenly began to move to Calgary and Canadian companies were being formed on an almost

weekly basis. There truly was a necessity for landmen in the new arena to get to know each other on a first name basis.

They were a very good group of people. Gilbert reflected, and we needed to get together and develop relationships. We'd go to meetings and discuss problems and solutions in our business.

By 1950, the association was already up to 50 members. As of November 2001, the CAPL had a roster of 1,501 members.



Willard Longshore



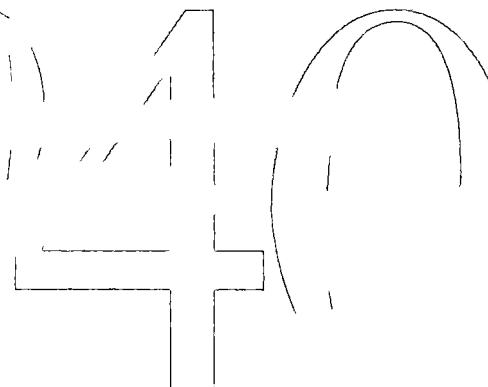
Of the original members at the first meeting of the Alberta Landman's Association it was Willard Breck Longshore who was elected first president. Born in Norwood Ohio Longshore received a law degree from the University of Colorado in 1923. In 1945 he began his career as a landman with Stanolind Oil & Gas (later to become Amoco Canada).

Norm Bartley remembered Longshore as a character with a great sense of humour. He was a self-styled 'Sheep Stealer' from Wyoming and he was one of the advance guard sent up from the United States to establish a presence for Stanolind Oil. He was my mentor in years to come which was my good fortune.

Remembering an experience with Longshore, Bartley recalled that on one occasion he traveled with Willard to Victoria for a Crown sale. Sharing a room at the Empress Hotel, Longshore told Bartley that his wife Norma was going to join them after the sale and he was going to surprise her with a new fur coat he had bought on Government Street.

Just before her arrival he carefully laid out the coat on one of the beds and proceeded into the shower leaving me to answer the door. In comes Norma who went into the bedroom, saw the fur coat, heard Willard in the shower, presumably with the owner of the fur coat, spun on her heel and before I could stop her she was in the elevator. Happily I caught up to her in the lobby and explained I can still hear Willard's chuckle.

Mr Longshore retired as divisional landman at the Calgary office in 1964 and died in 1969.



The Early Years in the Industry

Basically there was hardly anyone here to start recalls Ned Gilbert who has been working in the oil and gas industry since the 1940s In my own case I started with a company that had over 27 000 employees But in Calgary it was me

I did my own geology my own land work my own typing and I got the project off to head office Once I got the approval I got the land then I started to get it drilled All by myself So a landman and a geologist were one and the same sometimes In addition to his on the job training over the years Gilbert has acquired formal education in land geology and engineering

Since there were no land courses available in Canada in the industry's earlier decades landmen were frequently hired based on the potential to be good negotiators Some had agricultural degrees which helped them relate to the farming community Others were recruited from existing geology departments for their technical knowledge But the true employable asset for most was simply having been out in the field gaining hands on work experience

Jack Brown started his landman career path in the mid 1940s when he worked in a wildcat camp while saving up money to apply for medical school I was a bull cook which meant I split wood for the kitchen and cleaned the bunk houses I had a Grade 12 education and so I was considered an intellectual in the camp

An opportunity to work as a geological assistant arose through his camp employment and took Brown all over Alberta for the following six years He remembers that once he learned something about geology and the oil industry he decided to change his career direction If you take medicine you spend the rest of your life with sick people he chuckled

Because the Canadian energy industry was in its infancy leasing opportunities seemed endless Gilbert tells of the ability to pick up half a million acres from the CPR or the Crown in a single afternoon The map was blank One day we picked up 1 362 359 acres just by fighting at it with the Alberta government It took several of us to do it because each one of us could only take out 100 000 acres

He remembers the cost of his first surface lease at 35 cents which he received from a shepherd out on the prairies When he thinks back to oil prices of around \$1 87 a barrel and the price of gas around \$0 10 per mcf Gilbert laughs If I knew that gas prices in 2001 were going to be \$10 00 (per mcf) I surely would have mortgaged if not my soul then anything I could

Wheelers and Dealers

The Role of the Landman

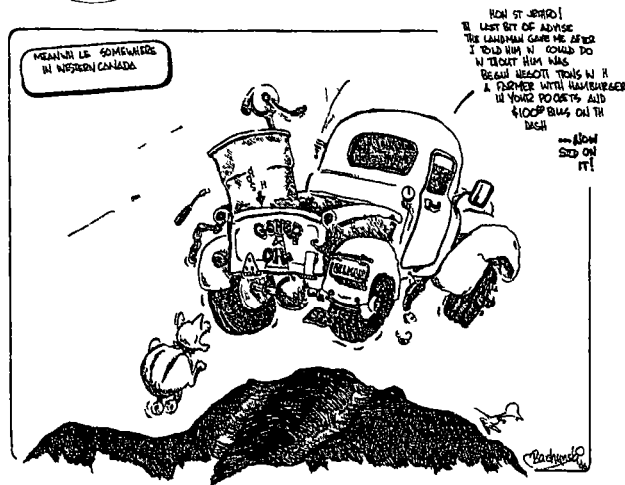
In the oil and gas industry where the technical skills of engineering geology and accounting are highly visible exists the business component of the land industry. This area has opened up numerous career avenues for non technical people within the energy sector.

It has given us an opportunity to be part of a very dynamic industry even without a technical background said Trevor Williams, a landman with a Bachelor of Economics. It allows one to bridge the gap between the science aspect and the business side.

Landmen have been critical in connecting government surface land owners and the general community with the oil and gas industry. Within companies the landman liaises with all departments -- the role may often mean softening the edges of technical communications put forward by engineers helping geologists fulfill their dreams and convincing others that the project is a worthwhile idea.

Landmen are the grease that makes the oil industry work said Ned Gilbert a landman since the 1940s. The engineers and the geologists and the geophysicists all think that they're very important. But a good landman can make it all fit together.

1940s



Canadian News
Prime Minister Diefenbaker RCMP enforce
law in all provinces except Ontario and Quebec
First heart pacemaker



World News
Eisenhower elected US president Hillary and
Norgay summit Mount Everest for first time ever
Russian Sputnik launched

50

51

Associate memberships made available to
anyone not a Calgary based member

52

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Alberta Landman's Association publishes
first annual roster which listed 100 landmen

54

55

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Relationship to newly formed American Association
of Petroleum Landmen formalized when Region IX
of the American association was formed for members
residing in Canada

57

58

Formation of Saskatchewan
Landman's Association

59

Industry Events
First Canadian oil sale to Japan Sun Oil
Company acquires 100 000 acres in Athabasca
area Alberta introduces sliding scale royalty system
Canadian government approves construction of
Trans Canada Pipeline



Cultural Highlights
Cat eye Sunglasses Hula Hoops and Hot Rods
Firsts McDonald's Barbie Chevrolet Corvette
TV Lucy and Desi The Honeymooners Ed Sullivan Show
Movies 3 D Movies High Noon
Music Elvis Presley

CAPL Presidents

1950 – G C (Gerry) Stuart 1951 – B R B (Brian) Gore 1952 – S (Stan) Murdock 1953 – D M (Bud) McDonald 1954 – R C (Larry) Smith
1955 – N H (Norm) Bartley 1956 – D B (Doug) Leitch Sr 1957 – J J (Jack) Brown P Land 1958 – J D (Dean) Fry 1959 – G D (Gordon) Ward

Becoming Members of the AAPL

When the American Association of Petroleum Landmen was formed in the early 1950s Ned Gilbert's boss at Sun Oil Company felt it would be valuable for him to attend their annual convention. This did not seem too unusual to Gilbert as the first president of the AAPL was George Brown, another Sun Oil landman.

I went to that first convention well equipped with one of the favourite tools of a Canadian landman: he smiled, four bottles of Crown Royal in their purple sacks.

Early in the convention, Gilbert met with the president of the association and the chairman of the convention. He presented each one with a bottle of Crown Royal after pouring them a drink from a third. In succeeding years, he continued this practice, each time making a pitch to the AAPL that they should accept Canadian landmen as members. He believed it took three annual meetings before he was successful.

Canada was set up as the ninth region within the AAPL membership and Gilbert became a director. Because my boss was a landman himself, he was very supportive of my attending the quarterly directors' meetings which met with landmen's groups across the US.

Gilbert's next project was to encourage the AAPL to hold a convention in Canada. With the approval of the executive from

the Canadian association, he sold the AAPL on holding an annual convention at Banff. I continued my practice of bringing at least two bottles of Crown Royal as gifts and it was probably about 1959 that we received permission to hold the meeting at the Banff Springs in 1962.

The value of the relationship with the AAPL has been proven through educational support in the earlier years as well as the same fundamental benefit that the CAPL provides – networking. The CAPL members are known to phone down to AAPL members and check for references on American land deals.



AAPL
AMERICA'S LANDMEN

Oh! Canada



Since the early 1960s Jack Goth and Jack Brown have been leading the singing of O Canada on a regular basis at CAPL monthly meetings. Over the years they have experienced the odd blunder or two taking their entertainment value at the meetings one step further.

Jack Brown tells of one performance when a wine glass perched atop the grand piano played by Jack Goth tipped on the floor. Reacting to the spill Goth knocked his music into the piano. Jack (Goth) is trying to get it out with his one hand and keeps playing the piano with the other. We're already halfway through O Canada. All the years that Goth's been playing he always has the music in front of him for O Canada. The rest of his ramblings he plays by ear.

So he's banging at any old chord with his left hand as he's reaching with his right to get the music and I'm carrying on singing. When he gets the music back he starts playing in the wrong place and he's about two bars behind me. I don't know exactly where he's playing but I know it's not where I'm singing! But we keep going despite being in different spots. He's such a positive guy when I finished O Canada he kept right on playing for his last two bars!

For the record Goth said Brown also uses music for singing the national anthem. He uses it to refer to the words 'I was a bit of a necessity' after they changed the words in the 90s.

Landmen's Dinners

An internal association memo from the early 1950s regarding holding meetings at The 400 Club.

Tentative arrangements as per discussion with Bill James

We furnish Liquor Permit
400 Club will furnish liquor and barman
Drinks 3 for \$1.00 any profit to 400 Club
Dinner \$2.00 to \$2.25 per plate
Head table set up with mike and P.A. system
Back room set up for Poker etc
Bar shut down around midnight
Stragglers out at a reasonable hour but not as rigidly enforced as at the Alsan or the Palliser

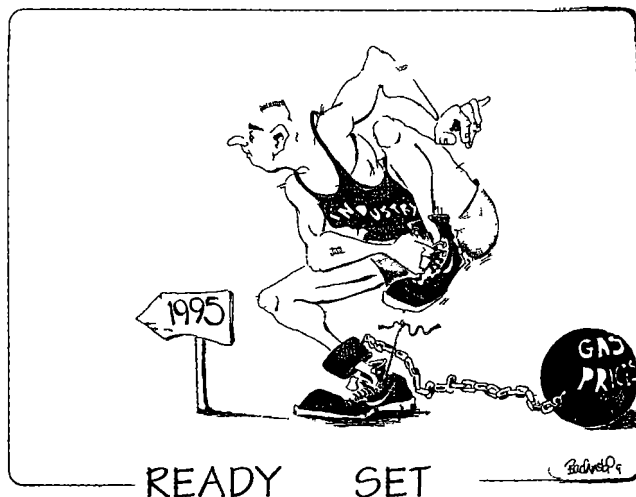
The CAPL and the Crown

They hold most of the mineral rights and they manage the royalty system on behalf of their provincial residents. Registration of documents and licensing on many levels needs to be completed in conjunction with them. They are the government. And recognizing the direct influence that federal and provincial governments across Canada have on land requirements of industry, the CAPL has worked hard to ensure their relationship with them is that of a partner and not an adversary.

Whether it's regulating documents, inviting government members to be participants in discussions and conferences, or having officials of both federal and provincial governments speak to the association, the CAPL has come together with them to seek solutions to problems and enhance ways to do business.

While it has not always been a relationship of wine and roses, significant efforts over the past several years have made a difference. The CAPL has been very supportive of government initiatives in streamlining regulations, said David Coombs, Business Unit Leader of Resource Land Access in the Alberta Department of Energy. They have gone out of their way to accommodate our needs and have treated us with respect. We work well as a team with cooperative efforts that benefit the industry and Albertans.

Coombs said that government members often attend CAPL seminars and are presenters at conferences and educational courses as well. This type of activity supports understanding from both sides of the relationship and fosters improved working conditions. It's mutually beneficial, he said. We deal on a day to day basis with oil companies concerning many administrative issues and it makes it easier for industry and for us if we all understand the necessary components.



Canadian News
 Prime Ministers Pearson and Trudeau Parti Quebecois
 founded Expo 67 in Montreal 100th anniversary of
 Confederation Maple Leaf Flag is official



World News
 Crown Royal is introduced to the US market
 US Presidents John F Kennedy and Nixon
 Berlin Wall constructed Men on the Moon
 Vietnam War

	60	First educational seminar held by Alberta Landmen's Association
Registration of association's new name – The Alberta Association of Petroleum Landmen	61	
	62	First time a conference of American Association of Petroleum Landmen is held in Canada
Introduction of the now traditional Management Night	63	
	64	First petroleum show at the Corral Landmen's course established at Mount Royal College – four students enrolled in first year
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Alberta Landmen's Licensing Act comes into effect	68	
	69	First version of photo roster published First printing of standardized CAPL Operating Procedure

Industry Events
 OPEC founded Federal government changes bid system on Crown Lands National Oil Policy announced Alaska land sale largest in history (Prudhoe Bay at \$900 million)



Cultural Highlights
 G I Joe Bouffant hair Mini skirts Tie dye
 TV Beverly Hillsbillies Bewitched Star Trek
 Movies Dr Strangelove Goldfinger Sound of Music
 Music Motown Bob Dylan The Beatles

CAPL Presidents
 1960 – W J (Jim) Kennedy 1961 – A N (Al) McCruden 1962 – J H (Herb) Hughes 1963 – L D (Shorts) Collins 1964 – C S (Chuck) Simpson
 1965 – R M (Bob) Ridley 1966 – C T (Bill) Webb 1967 – J H (Joe) Lefavre 1968 – J R (Jack) Nesbitt 1969 – G M (Garth) Armstrong P Land

The Bull and Bush

A Story of Small Town Fame ²

When the AAPL held its convention in Canada for the first time Jack Goth agreed to write and direct the entertainment for the 1962 event at the Banff Springs Hotel. The show was a cultural split with an English show entitled 'Ye Olde Bull & Bush' in one dining room and a French Canadian show entitled 'La Moulin Rouge' in the other. Guests remained seated after the first performance and the shows switched dining rooms for their second performance.

'Ye Olde Bull & Bush' was fashioned after a popular English pub TV show from Toronto called 'The Pig and Whistle'. The AAPL conference version had the same setting with publican Goth as master of ceremonies singing bawdy songs with a four piece band and bagpipes. Jack Brown and Goth's wife Peggy sang popular ballads, landman Alf Ball recited Stanley Holloway monologues and landmen's wives provided a Broadway kick line.

In 'La Moulin Rouge' Ray Maguire in partnership with a chanteuse from Montreal (friend of Goth's) led the French show in song while landmen in female dress danced the Can Can and a professional Calgary man and wife team who had toured with a circus in South Africa performed a knife throwing act. The Can Can line up in particular was a hit. They were all big guys, chuckles Jack Brown, and that lineup survived for the AAPL Jasper convention 10 years later. It was really funny.

Both shows went well but 'Ye Olde Bull & Bush' was such a success that on the insistence of the cast who had so much fun it was taken on the road commercially for 13 years to many service clubs, community halls, etc. from Edmonton south to the

border. The first performance was the Desk and Derrick Convention held in Calgary just shortly after the AAPL convention in Banff. At the time 40 to 50 people were participating in the show so a decision was made to trim the cast down to 10 people. Jack Goth continued as master of ceremonies, Peggy Goth as the female singer, Jack Brown as the male singer and the rest of the show was comprised of a dancer,

a bagpiper, a poetry reader and a four piece band.



Jack Brown beams about the experience. 'We were getting asked to do the thing commercially. People wanted us to come to the Elk's Club or a club down in Priddis and we would go and put it on. We didn't rehearse so even Jack Goth didn't know what he was going to say next. And he was the MC! We could hardly wait to hear it.'

Earnings from the performances were divided up on a per share basis. At each performance if you sang three songs then you got three shares and so on, told Jack Brown. 'At the end of the year we took the money and divided it by share. I'd always buy a new suit or something.'

Special thanks to Jack Goth for writing the first half of this article

Management Night

Many dignified guests have addressed the CAPL at its annual Management Night an association tradition that started in the early 1960s. The original intention for the event was for landmen to invite senior management to the events to hear speakers discuss topics of the day that had an influence on the oil and gas industry directly or indirectly.

HOTEL PALLISER
CALGARY ALTA

Harlow Way recalls a Management Night event when he was the CAPL president in 1977.

Our guest speaker was Joseph E. Smallwood, the premier of Newfoundland and Labrador. He was the key player in the confederation of Canada and Newfoundland in 1949 and remained the only living member of the Canadian Fathers of Confederation. At the time of his visit we were having serious problems in Quebec and Joey Smallwood came to speak to us on Canadian Unity.

When Mr. Smallwood and I walked up to the head table at the Convention Center, Mr. Smallwood turned to me and asked if we could brighten the lights in the hall so he would be able to read his notes. So we dispatched a runner to the light switch and we cranked up the lights. I asked Mr. Smallwood if that was all right but he said it could be a little brighter. So we went the lights again. This time it was very bright in the hall and Mr. Smallwood was satisfied.

When he rose to speak he placed his notes on the podium and I could see that his notes consisted of only two names. One was mine and the other was Jim O'Byrne, who was to thank the speaker. Joey Smallwood gave a two-hour impassioned speech on the greatness of Canada without a note. Certainly one of the greatest speeches I have ever heard. When it was all over I asked the man if he could see his notes all right. He laughed and said, "If you don't keep the lights in the hall bright the audience will go to sleep on you."

Canadian Pacific Hotels

Canadian Pacific Hotels

August 25th 1961

Alta Assn of Petroleum Landmen

Mr R M MacKinnon

P.O. Box 802

Calgary Alberta

Dear Sir

On behalf of the staff of the Hotel Palliser may I take this opportunity of thanking you for the gratuity of May 10th donated by Petroleum Landmen. Your generosity is much appreciated.

In lieu of specific instructions, which are required by our Accounting Department, we have taken the liberty of drawing up a proposed distribution of the \$27.60. If this distribution meets with your approval, would you please sign the attached Form 102 under the heading 'Approved for Payment' and return in the enclosed envelope.

Once again may I join with the staff of the Hotel Palliser in thanking you for your generosity and we look forward to the day when we may again be of service to you.

Yours truly
E C Fitt Manager

The Operating Procedure

It was during the 1960s that the CAPL took on one of its largest projects to facilitate work in the industry – drafting a standardized Operating Procedure. This proactive contribution to the oil and gas business was significant as the document was intended to set the rules that industry players follow in conducting joint operations.

Jim O Byrne, who led the monumental task, remembers what drove the decision. In the earlier years of the Canadian industry, it was an American-based business with a large amount of American-based companies and investors that had come to Canada. In the US, they already had documents developed in standard form, and when they came to Canada, they asked us where the local documents were. We said, well, we do them one at a time – we cook one biscuit at a time – we never cook a full pan. So there was some latent momentum of things that needed to be addressed.

A standardized document was especially necessary for those working in smaller companies who didn't have the backup of a legal department as many major oil companies had. Documents from several companies were reviewed, and the consolidation process began. The first Operating Procedures were published in 1969 and 1971; however, a revised 1974 version was the first one to be widely adopted by the industry. This version was supported by the company now known as BP Amoco, which helped promote the acceptance of the standardized tool. We got over the hurdle of any intellectual barrier to using standard form documents and realized we didn't have to create a new one every day, said O Byrne. The industry started to be comfortable with the thought of boilerplate clauses. Widespread use was evident in a CAPL

office report dated 1979 that reported the sale of 10,706 Operating Procedures at \$1.25 each.

As industry technology evolved, such as horizontal drilling, new issues emerged and created a need for revisions and upgrading to the document. Revised Operating Procedures were issued in 1981, 1990, and one currently is in the works for 2002.

The benefits of the unified document have been considerable. Landmen are able to negotiate on business elements summarized on only a few pages rather than previously developed individual documents typically around 40 pages.

For O Byrne, who has continued to participate in each of the revised versions, working on these projects has been challenging yet fulfilling. The good part about the landmen's association is that it provides an opportunity for skilled people and people interested in a particular project to rally around and do that part of our work better.

Despite the benefits of having a standardized tool and the availability of the document online at the click of a button, O Byrne warned of the hazard of accepting all as sacred without understanding the contents. It still calls for landmen to understand what the basic deal is. Yes, I know that I need pages 3, 6, and 9, but it's important that I know why I don't need pages 5, 7, and 8.

Singing from the Same Song Sheet

Following the success of the standardized Operating Procedure the CAPL has championed the standardization of other critical documents used in the land industry. The Farmout and Royalty Procedure, Industry Agreement and Notice of Assignment, the Property Transfer Procedure and the CAPL Freehold Lease are just some of the projects already streamlined or currently under review.

There's another whole revolution that is going on right now with respect to some of the CAPL documents, stated Jim MacLean, who has been actively involved in standardization projects since the late 1980s. What you're seeing in some of the modern CAPL documents is a movement to what I call a norm-based standard – they are designed to deal with 80 to 90 percent of the typical situations. The onus is on the individuals to hammer out the major business variables or the exceptions rather than the procedural matters.

The process of standardizing documents is a labour-intensive but interesting one according to MacLean. These documents are like an intellectual Rubik's Cube – the more you start working with these documents in depth, the more you see the interconnections. You see how touching something over here affects something over there and you can make those interconnections fairly quickly. It's very rewarding to understand the subtleties and create something that will benefit our industry.

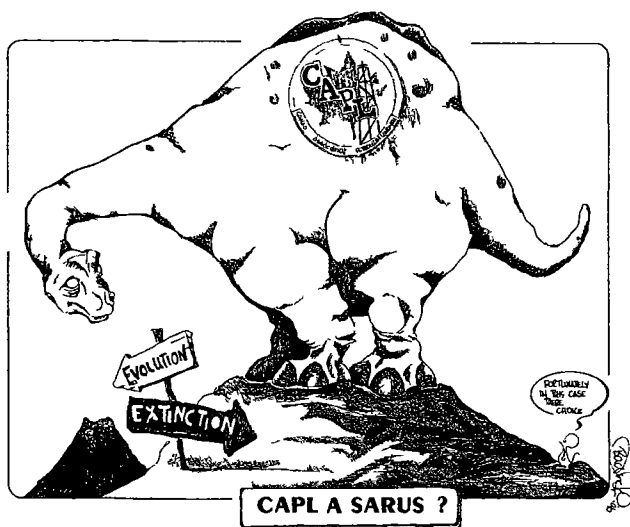
The creation and acceptance of standardized documents by the land industry has been supported and contributed to by other

industry organizations such as the PASC, PJVA and SEPAC.

We were able to work with the CAPL to make the Operating Procedure and other precedent documents to include more production and facilities matters, said Dave Savage, a CAPL member as well as the president of PJVA in 1992 and a past director of SEPAC. So the land document covers land, seismic and small-scale production facilities which in the past has been the missing link in terms of documents for the industry. Savage said the use of standardized documents through CAPL has all companies starting from the same basis, allowing a level playing field for many companies who may have been strong-armed by major companies in the past to use their version of precedent documents.

In addition to creating uniform versions of key documents, the CAPL was instrumental in providing easy access to these documents. PetroDocs, introduced in 1995, is an online service that includes copies of the CAPL's model documents and the PASC Accounting Procedures.

The biggest challenge of standardizing industry documents remains getting the buy-in of the industry players. The strong argument for avoiding saying the same thing hundreds of different ways has garnered much support for the process. Further, the regard for the quality of work done by landmen such as Jim O'Byrne and Jim MacLean has added much credibility to the call for standardized documents in both the CAPL and other industry associations.



“During our year, one of the areas of focus for the Board was getting the professionalism program implemented. Some of us were part of the first group to write the exam. We had two weeks to prepare which was not a lot of time given the gravity of a failed test. Jim Morrice gave me the results this way: “Tim, your score was neither the highest nor the lowest and the good news is, you passed!”

[Tim Cumming on making the grade for his P Land]

Landmen Are Liars

In January 1968 the Farmers Union of Alberta the province's largest agricultural organization issued a brief to the Alberta government raising concerns about industry surface access to lands and rights of way. Recommendations in the brief included a statement that all petroleum landmen purchasing an interest in property be licensed under the Real Estate Agents Licensing Act or similar provisions. After much debate the Landmen's Licensing Act was passed by the Alberta Government on October 1, 1968. Today landmen are still required to be licensed for the acquisition of surface rights in the province of Alberta.

Although the situation leading to the following excerpt from the *Landmen Are Liars* letter is unknown, speculation on what some of the community perspective of landmen at the time is relatively obvious.

Excerpt from a McLaws and Company letter to Mr. J.H. Lefavre of the Alberta Association of Petroleum Landmen dated December 11, 1967

You have asked our opinion with respect to the display of a sign in public in the City of Calgary upon which were written the words *Landmen are Liars*. You have asked in particular whether by publishing of such words your association or Landmen in general would have a cause of action against the person or persons publishing the words.

In our opinion the Alberta Association of Petroleum Landmen or Landmen as a class have no cause of action against the persons who wrote the words or displayed them.

To succeed in an action of defamation the Plaintiff or person who feels he has been defamed must prove that the Defendant published the words, that the words are defamatory, and he must also identify himself as a person defamed. It is well established law that no writing shall be a libel unless it reflects upon some particular person.

It is also settled law that where the words complained of refer to a body or class of persons generally, such as lawyers, clergymen, or landmen, no particular member of that body or class can maintain an action. *Caption to Landmen Are Liars on Licensing Act*

In January 1968 the Farmers Union of Alberta, the province's largest agricultural organization, issued a brief to the Alberta government raising concerns about industry surface access to lands and right of way. Recommendations in the brief included a statement that all petroleum landmen purchasing an interest in property be licensed under the Real Estate Agents Licensing Act or similar provisions. After much debate the Landmen Licensing Act was passed by the Alberta Government on October 1, 1968. Today landmen are still required to be licensed for the acquisition of surface rights in the province of Alberta.

Landmen Upgrade Consulting Image

Albertan business reporter

An upgrading of the professional status of landmen has been achieved in the U S over the last 13 years through their own organization and the next step will be their entry into company management said Tom Yancey vice president of American Association of Landmen in Calgary Monday

Mr Yancey addressed the Calgary branch of the Alberta Association of Petroleum Landmen at the Palliser Hotel In an interview he stated licensing of members as required in a number of states proved satisfactory to ensure higher standards of conduct and raised professional pride of landmen

But he added a continuous process of education of our members also contributed to the landmen's new image and helped him to do a better job at a time when problems facing him were getting more involved calling for greater skill

He viewed the present draft of a bill that would required registration of practicing landmen within the province now before the Alberta Legislature as probably achieving the same results as similar acts have done in the U S

According to Mr Yancey landmen's experience in dealing with people will become increasingly valuable to their employers and will ensure that they will reach the boardrooms of oil companies in growing numbers

However knowledge of acquisition of leases and rights alone will not be sufficient for management candidates and they will have to broaden their scope on the way up to be of real service to any management team he declared

He predicted the trend towards combined company operations in exploration work will continue to spread financial risks especially in far flung areas of the globe Continental operations will also become more intricate involving more people therefore placing additional burdens on landmen

Our members will be in greater demand than ever before and the decision they will have to make will be of a more intricate nature carrying more responsibility said Mr Yancey

The American association with a world wide affiliation of more than 4 000 has been making steady progress to attract young entrants into the profession according to the vice president

The shortage of landmen will continue for some time but we have recorded a healthy new attitude amongst youngsters wanting to make their career in our profession he said

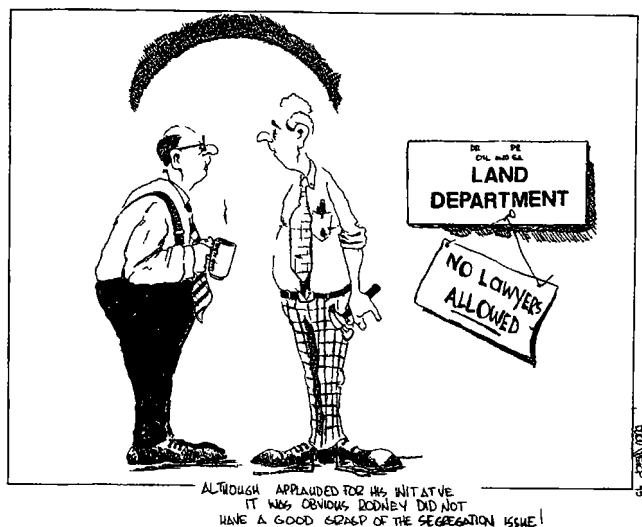
(Article from the Alberta Today April 16 1968)

Miles for Millions

It is well known that landmen have a reputation for being active in community events. The following is an example of such participation made by several association executive members

On November 12, 1967, Jack Irwin of Dekalb Petroleum Corp. was the only member of the Alberta Association of Petroleum Landmen Executive that completed a full 35 mile hike through Calgary streets on a fundraising campaign called Miles for Millions for under privileged nations. The other three members of the Executive who participated made a very respectable

showing. In addition to Mr. Irwin, Association President Joe Lefavre of Apache, marched along with Fred Cousins of Western Decalta and Jack Nesbitt of Mobil Oil. Thanks to a comparatively lengthy list of sponsors, the four earned a total of \$987.55 for this international charitable project. Jack Irwin finished the full 35 miles and Fred Cousins was only a few miles short at the 31 mile post. Joe Lefavre was forced out by leg cramps after 21 miles and Jack Nesbitt blistered out at the 15 mile mark. Among the 19,000 who walked was past president J. Herb Hughes of Canadian Western; his efforts on this occasion were as a Rotarian.



Dean Fry and Licensing

After my tenure as President in 1958 I struck out on my own incorporating a company named Arkansas Fuel and Minerals Ltd I brokered deals bought and sold freehold leases acted at Crown sales on behalf of several major companies – I was not alone in this type of endeavour

In 1960 I ran into a friend who was the Land Manager for Dome He told me they were very much in the market for gas production I knew of some production southeast of Calgary managed by a gentleman on a consulting basis The asking price was approximately \$2 million We determined my fee would be \$40 000 – not exactly outrageous

These were the days when deals were made on a handshake Yet off the train from Winnipeg came a young lawyer who went around me so fast I looked like a traffic pylon They made a deal so I ended up taking them to court

In a 2 to 1 ruling the Alberta Supreme Court ruled that (a) P&NG constituted real estate (b) Arkansas Fuel was not licensed as a real estate agent (c) exit left Arkansas Fuel

The Provincial Government decided that this decision affected all landmen and land trading ergo the Licensing Act In retrospect maybe I wasn't too bright but at least I was honest

“Lest you think our relationship with
our fellow landmen was all booze,
bun-throwing, blasphemy, poker and
hell raising, we did make some serious
contributions to the growth of the
landman's industry”

[Chuck Simpson on life in the 60s and possibly today]

1960s

Canadian News
 Prime Ministers Trudeau and Clark October Crisis
 Lougheed is Premier of Alberta Canada converts to
 metric system Death penalty abolished



World News
 D B Cooper jumps from hijacked airliner with
 \$200 000 ransom Watergate Microsoft formed
 US President Carter British Prime Minister
 Margaret Thatcher

- Formation of Canadian Landmen's Scholarship Trust
 Fund Executive authorized an initial \$2500 plus another
 \$2500 to match any donations made from the membership
 New insurance plan in place carried by Canadian Premier
 Life Insurance Company
- First salary survey conducted by Kates Peat Marwick
 Introduction of life membership category to association
 First Data Services Ltd retained for a trial year to handle
 increasing administration This arrangement lasted until 1980s
 when the association opened its own office
- CAPL Newsletter is first issued with news
 announcements and issues to the membership
- 70 Approval of new association name to the
 Canadian Association of Petroleum Landmen
- 71
- 72 Approval of new association logo
- 73
- 74 Drafted and published the CAPL –
 1974 Alberta Surface Lease
 Acceptance of first women members into organization
- 75
- 76
- 77 Establishment of Petroleum and Mineral
 Resource Land Management program at Mount
 Royal College
- 78
- 79 CAPL holds its first annual meeting and
 conference in Edmonton

Industry Events
 Federal government eliminates tax deduction of
 royalty payments Syncrude begins operation
 Petro Canada created Federal government changes
 land regulations and royalty system to drive
 Canadian ownership



Cultural Highlights
 First Lite Beer Sea Monkeys Mood Rings
 TV The Muppet Show Charlie's Angels Dallas
 Movies Star Wars The Godfather The Exorcist
 Music The Bee Gees Pink Floyd The Rolling Stones

CAPL Presidents

1970 – J B (Jack) Irwin P Land 1971 – J R (Jim) O Byrne 1972 – J F (Jim) Cowie 1973 – W A (Bill) Cunningham 1974 – E C (Ernie) Gent
 1975 – E D (Elgin) Bell P Land 1976 – K D (Ken) Cairns P Land 1977 – H E (Harlow) Way 1978 – J E (Jim) Chaput 1979 – D A (Don) Engle P Land

Calgarian Named Landmen President

(Special to the Herald)

LOS ANGELES – A Calgarian was installed today as president of the American Association of Petroleum Landmen and his first official act was to name a fellow citizen as secretary of the group.

The new president is John Herbert (Herb) Hughes, land manager of Canadian Western Natural Gas Company Limited, Calgary and Northwestern Utilities Limited, Edmonton. He is the first Canadian to head AAPL in its 15 year history.

The new secretary is Charles S. Simpson, Calgary district landman for Forest Oil Corporation.

Mr. Hughes was born in Wales, came to Canada at an early age and was educated in Edmonton and at the Banff School of Management. He started his petroleum industry career with Northwestern in 1944 and was transferred to Calgary in 1957 as supervisor of land and contracts for the two utility companies. He became land manager in 1966.

He has served as president of the Alberta Association of Petroleum Landmen (1962), a director of the international body (1962-63) and third vice president (1966-67).

Mr. Simpson has been a landman for more than 20 years, served the international association as a director in 1968 and 1969 and was president of the Alberta body in 1964.

(Article from the Calgary Herald, June 18, 1970)

‘It’s a wonderful profession being a landman. Aside from being a short stop for the Montreal Expos or playing in a Country and Western band I can’t imagine anything I’d prefer to do more for a living.’

[Jim MacLean on his choice of careers]

Expanding Our Horizons

The first annual CAPL conference in 1979 was a milestone that represented growth and maturity of the association. Edmonton was chosen over Victoria and the city turned out to be a perfect choice for the event. The proximity to Calgary kept costs down and remaining in Alberta was important as most of the delegates relied on this province for their employment. Government attendees from the Edmonton offices were also involved as presenters and participants.

Preparation for the conference was a daunting task as no previous guideline was available. Cost and numbers were a guessing game so a survey was sent out but resulted in only a 10 percent response rate which is not unusual for most surveys.

We had to extrapolate what we could from the results, said conference chairman Tom Berg, but we were actually pretty close. We were fortunate because we received a lot of donations and we ended up making money.

We had an excellent steering committee – we accomplished a lot and had a lot of fun at the same time. Everyone was enthusiastic and it wasn't hard to get people to volunteer. Everyone involved had great ideas.

The event was important to Canadian landmen as it addressed domestic topics and concerns. There was a growing need to bring together those in the Canadian oil and gas industry to discuss issues that were uniquely Canadian, stated Ken Cairns, who was one of the members who initiated the concept of the conference in 1976. Since the late 1940s, many companies in the industry were American based and influenced by American policies. In the

1970s, more Canadian controlled companies were developing and the industry was being affected by such changes as the deregulation of natural gas. We needed a broader Canadian influence, said Cairns.

Canadians are known for hosting a good conference and every conference is unique, said Berg, who also co-chaired the 1994 CAPL/AAPL International Joint Conference in Calgary along with Tim Cumming and Gary Montgomery. The AAPL members love to come to Canada.

At that time the registration fee was \$110.00 for members and \$40.00 for guests. Hotel rooms were \$42.00 and one could buy a drink for \$1.60. Through donations guests were transported to the Syncrude site in northern Alberta on two PWA airplanes and a corporate DC6. The registration of 400 delegates and guests was simplified by a donated IBM electric typewriter.

The goals set out at the time were hoped to be an appropriate foundation for the future. It was important that this conference and those to come be held in Canada and in an oil producing province. The conference was also designed to educate everyone who attended including spouses who were invited to the business discussions to help them understand the landman's role in the oil industry. Naming the event a conference rather than a convention was intentional to denote a business event as opposed to a social affair.

It obviously worked well, said Berg. Here we are 23 years later and the conferences continue getting bigger and better each year.

Conference Themes

1979	Expanding Our Horizons <i>Edmonton</i>	1991	The Petroleum Industry Directions for the 1990s <i>Whistle</i>
1980	BC Energy for the 80s <i>Victoria</i>	1992	Landmen Business Men <i>Banff</i>
1981	Atlantic Canada Developing Energy Source <i>Halifax</i>	1993	Networking The Landman s Edge <i>Kelowna</i>
1982	Our Place in Alberta Progress <i>Jasper</i>	1994	Professional Landmen Continental and Global Outlook <i>Calgary</i>
1983	Tomorrow s Energy The Alternatives <i>Harrison Hot Springs</i>	1995	Towards the Millennium Exploring the Possibilities <i>Coeur d Alene</i>
1984	The Professional Landman The Next Step <i>Regina</i>	1996	Landmer Building Consensus <i>Jasper</i>
1985	Canada – A Global Energy View Point <i>Ottawa</i>	1997	Survival of the Fittest <i>Whistler</i>
1986	Expanding Tradition Adapting to Change <i>Vancouver</i>	1998	Celebrating the Past Exploring the Future <i>Kananaskis</i>
1987	Canadian Landman in Transition <i>Kananaskis</i>	1999	Searching for Balance <i>Victoria</i>
1988	Finance and Our Future <i>Toronto</i>	2000	Connecting Coast to Coast <i>Halifax</i>
1989	Education The Continuing Challenge <i>Victoria</i>	2001	Strategist Facilitator Coordinator <i>Vancouver</i>
1990	Sharing the Responsibility <i>Montreal</i>	2002	Land Without Borders <i>Ottawa</i>

1970S

Developing the North



On a beautiful lakeside morning in Jasper keynote speaker Pierre Berton was introduced to the AAPL's 23 annual meeting. His topic was the relationship of the energy industry to the development of the North, an area he knew well having been from the Yukon himself.

The speech delivered that morning in 1977 remains a timely message of working in regions new to oil and gas development. Lynn Lehr spent three years working as a landman in the

North with Chevron Canada Resources. She sees the area as one that needs to be handled with great respect given to all communities. The Northwest Territories is such a huge area but there are only about 40,000 people living there. The reality of any negotiation is that you could be dealing with the same people on a number of different issues. To me, our job as landmen is to try and help our companies achieve their business objectives while ensuring that the communities are also able to participate.

Landman Salary Survey

Appendix C to the CAPL's 1977 Income Survey conducted by independent consultants A.G. Lennox and Associates
Management Consultant

Junior Landmen
(Title Records Clerk Land Record Clerk Scout – Landman)
(16 respondents)

Average \$14,015
(combined because of small sample size)

Landman
(Member of a district or area)
(80 respondents)

Major company	\$20,588
Medium/Independent	\$19,510
Small/Independent	\$20,364

Senior Landman
(Area District Head of Title Records and Lease Acquisition)
(95 respondents)

Major company	\$29,341
Medium/Independent	\$25,671
Small/Independent	\$26,231

Land Manager (Chief Landman Head of Land Department
Could be Office Manager Vice President in Charge of Land)
(82 respondents)

Major company	\$37,384
Medium/Independent	\$34,807
Small/Independent	\$30,276

Women and Men ³

Although the CAPL was established in 1948 it was not until 1974 that women were finally accepted as members. The first eight women inaugurated as members on March 18 were Donna Barber, Eva Cooley, Patricia Coughlin, Emiline Hayden, Trudy Kerr (not in attendance), Bernice Legge, Hazel Merkley and Alma Neilsen.

Bill Cunningham was president of the association that year. It was a very important evening and it certainly changed the course of the landmen's association. Women do look at things differently than men and it has been a benefit.

Today it is estimated that over 25% of CAPL members are women. The membership campaign in the early 1970s was more than symbolic for women working in the industry. It made a big difference in salary and status, said Donna Barber, a former CAPL director.

Trudy Kerr began blazing the trail three years earlier in 1971 when she applied for membership to CAPL. It was denied due to wording in the constitution which identified members as male.

Later in the same year the association received formal approval from the government to change the wording in its constitution from male to person. Kerr's membership was resubmitted but again denied on the grounds of marginal qualifications.

Trudy riled a few people; she was the rebel rouser that really tried to get in, said Hazel Merkley, a landman since 1963.

By this time events had sparked the interest of men and women in the industry and the issue brought to light by Kerr propelled management at oil and gas companies to look within. They discovered women on staff eligible for membership and this recognition led to the memorable evening in 1974.

The women were initiated in my year but we had been working on it for a couple of years because we felt there were women doing the work of landmen, said Cunningham.

Since that time women have reached other milestones within the association, including the election of the first female director Dorothy Else in 1981 and the first female president Lynn Dyson in 1996.

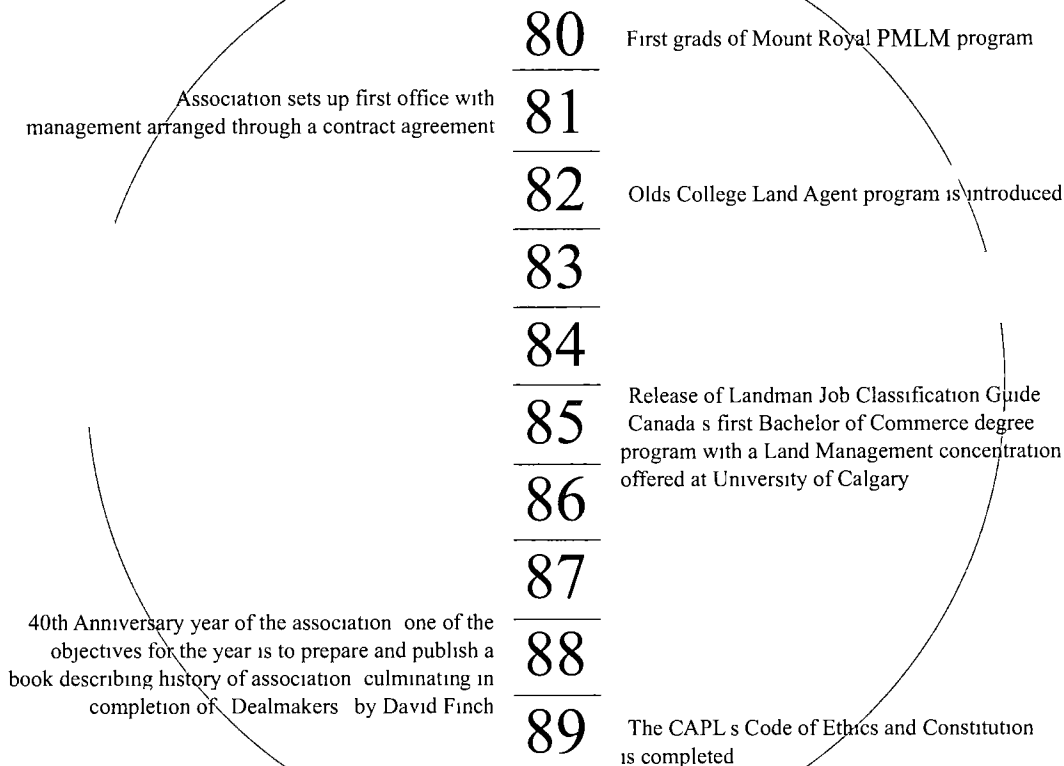
Some information sourced from an article by Laurel Black

1970S

Canadian News
 Prime Ministers Turner and Mulroney O Canada
 is adopted officially New Canadian Constitution and
 Charter of Rights and Freedoms Meech Lake Accord
 Assembly of First Nations founded Calgary hosts Winter
 Olympics GST introduced



World News
 US President Reagan First Space Shuttle Prince
 Charles and Lady Diana wed Ozone hole over
 Antarctic Halley's comet US President Bush



Industry Events
 National Energy Program Supreme Court
 decides Ottawa owns Newfoundland offshore
 rights Ottawa eliminates natural gas price
 controls Oil price falls to \$11



Cultural Highlights
 Post It Notes Cabbage Patch dolls Rubik's Cube
 TV Roseanne Oprah Married With Children
 Movies Gandhi The Breakfast Club Platoon
 Music Madonna Michael Jackson MC Hammer

CAPL Presidents

1980 - L B (Larry) Krause 1981 - C T (Tom) Berg P Land 1982 - L F (Larry) Kanuit 1983 - W G (Wayne) Carter P Land
 1984 - M J (Marv) Rousch P Land 1985 - P P (Peter) Zboya P Land 1986 - W E (Bill) Skorenki
 1987 - A T (Tim) Martin P Land 1988 - G K (Gary) Montgomery P Land 1989 - T R (Tim) Cumming P Land

Talking the Talk, Walking the Walk

Township range surface rights mineral lease These words are common fare in the vocabulary of the landman

That was always a tough thing said Ted Lefebvre who started looking for work in the land industry in 1978 I went around to about 10 companies I'd walk into offices with paper stacked this high and they'd ask Can you speak the language? Do you know what a township or range is? and I'd say Excuse me? They told me that they really needed the help but they didn't have time to train me That was sort of the general story

In the past students interested in land careers were forced to attend programs in the United States Today thanks to the initiatives supported by the CAPL they can attend programs at Olds College Mount Royal College and the University of Calgary

In 1964 the Engineering Department at Mount Royal College approached the CAPL with the idea of creating a landman diploma for students wanting to start their education locally before transferring to the Petroleum Land Management Program at the University of Oklahoma Today the program offers a Petroleum Land Contract and Administration Certificate

The Olds College Land Agent Program was established in 1982 to meet industry needs by supplying land agents with a solid understanding of rural values and agricultural practices The CAPL has assisted with the program through advisory committees mentoring and practicum programs yearly scholarships and funds for instructional assistance Course topics address minerals and administration instruction balanced with

field and agricultural studies as well as regulatory and public consultation Knowing the terminology not just of the land industry but also of the farming community is critical said Brian Christianson an instructor in the Olds College program and a land agent himself

The program at the University of Calgary developed following the forum on professionalism at the 1984 CAPL conference in Regina As with the financial support provided to the other educational programs the CAPL raised over \$600 000 through fundraising CAPL funds and a grant from the Alberta government The monies were sufficient to start and sustain the program with an endowment fund – the first program of its kind within the University of Calgary Instructors are industry members who teach classes in the evenings after work

Right from the start the program worked out well said Bob Schulz Academic Director for the program at the University of Calgary Classes were first offered in the fall of 1985 with 35 students initially enrolled in the program Schulz said that academics are often skeptical of getting pushed around when working so closely with industry on a program but the relationship with the CAPL has been strong from Day One I can't think of an instance that the CAPL exerted undue influence – it's always been about mutual respect

Sweet Inspirations

Ask a question then look out for the flying chocolate bar. This is what happens when you attend one of Jim MacLean's classes.

It's pretty interesting the first time you throw a chocolate bar, said MacLean, a landman at Chevron Canada Resources and an industry instructor. The students just seem so surprised.

MacLean throws chocolate bars to students as a reward for asking questions, an idea passed on to him by his wife, a former elementary school teacher. One of the things I've found really interesting is the degree to which many of the students at the back of the University classrooms try to catch it with one hand. People in the class will boo if someone drops it. The bars really help loosen things up in both the PLM classes and industry seminars and presentations.

Describing himself as an introvert by nature, MacLean said that the CAPL's educational program has given him the chance to do something that has to some extent changed his personality.

To go out and stand in front of an audience and teach forces you to develop certain aspects of your personality. In some ways, this has fundamentally changed the way I approach things and increased my level of confidence. I've found it truly rewarding to the point where I am happiest professionally when I'm teaching.

“The initial foundation of our organization was based on socializing with our fellow landmen and was therefore not a very professional group in many respects. However, with the development of the seminar program over the years and with the advent of our associations with Mount Royal College, the University of Oklahoma, and ultimately with University of Calgary, we have blossomed into an association of very highly respected professionals of which we can all be extremely proud.”

[Chuck Simpson on the educational background of the CAPL]

Speaking Up

The following cable was sent as an active campaign by the CAPL to the Federal Government in response to the Alaska Pipeline debate. In addition to Prime Minister Trudeau, the cable was forwarded to Opposition Leader Joe Clark, NDP Leader Ed Broadbent, Senator Bud Olson and Alberta Premier Peter Lougheed.

Telegram sent by Larry Krause to the Federal Government in July 1980

CNCP TEL EDM
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EXECUCARE CGY

CR031302

FR

CALGARY ALBERTA JULY 15/80

TO PRIME MINISTER P TRUDEAU
HOUSE OF COMMONS
OTTAWA ONTARIO

THE CANADIAN ASSOCIATION OF PETROLEUM LANDMEN WISHES TO EXPRESS ITS DEEP CONCERN OVER THE APPARENT DELAYS IN THE GOVERNMENT'S POSITION OF MAKING A DECISION AND COMMITMENT TO THE PREBUILT SECTION OF THE ALASKA PIPELINE. OUR ASSOCIATION, WITH A MEMBERSHIP OF OVER 800 PROFESSIONAL PEOPLE, BELIEVES STRONGLY THAT THE PREBUILT SECTION IS OF UTMOST IMPORTANCE TO THE CANADIAN ECONOMY AND IS A VITAL COG IN THE OVERALL ABILITY OF CANADA TO OBTAIN SELF SUFFICIENCY IN THE FUTURE.

LARRY KRAUSE
PRESIDENT
CANADIAN ASSOCIATION OF PETROLEUM LANDMEN

EXECUCARE CGY

03 825858

PLEASE NOTE — SAME CABLE ALSO TO BE DELIVERED TO THE FOLLOWING PEOPLE: HOUSE OF COMMONS, OTTAWA, ONTARIO

HON JOE CLARKE, LEADER OF THE OPPOSITION
SENATOR BUD OLSON
HON MEMBER OF PARLIAMENT ED BROADBENT

Herbert Hughes

Herbert Hughes was born in 1920 in Wales and moved to Canada with his family to Edmonton in the 1930s. His career began in the early 1940s when he was hired by the United States Corps of Engineers and worked on the construction of the Alaska Canada Highway. Herb's responsibility was logistics and procurement for construction of the road from a post based at the Municipal Airport of Edmonton. It was a monumental task and a great experience for the young Herb. The highway took only eight months and 12 days to build using more than 10 000 American troops.

Herb joined Northwestern Utilities Limited and the sister company Canadian Western Natural Gas Limited in Edmonton in 1944. His initial responsibility was administering plant records, plans, rights of way and the documentation associated with running the land element of the utility.

He moved south to Calgary in 1958 and became the supervisor of land and contracts for Northwestern Utilities. He joined the Alberta Association of Petroleum Landmen whose roster was around 300 members and quickly became active within the organization.

By 1960 he was secretary of the association and became instrumental in setting up its first educational seminars in 1961. Herb was elected vice president of the Alberta association that same year and then president the following year. He also was the Co-Chairman of the American association's 1962 convention in Banff.

Herb was promoted to land manager at Northwestern Utilities in 1966. In 1969 the AAPL returned to Canada with Herb serving as second vice president for their Jasper convention. In 1970 he became the first and only Canadian to ever serve as president of the AAPL.



Throughout his career in the land industry, Herb was committed to elevating the status of CAPL and landmen in general. He was described by peers as being a good conscientious and sincere person of great integrity. His death on January 16, 1981, was unexpected and a result of complications from open heart bypass surgery, a procedure that was expected to be uneventful. He was set to retire in February of that year.

Established in 1981, the Herb Hughes Memorial Award was designed to honour the memory of a highly respected member of the CAPL and the AAPL. It is awarded to members who demonstrate outstanding professional stature, community involvement, industry leadership and personal conduct. It is considered by members to be the most prestigious award from the CAPL.

Herbert Hughes Memorial Award

1981 J E (Jim) O Byrne
1982 J (Jack) Goth P Land /
J J (Jack) Brown P Land
1983 C T (Bill) Webb Sr
1984 H E (Harlow) Way
1985 J H (Joe) Lefavre
1986 J E (Jim) Chaput
1987 D L (David) MacQuarrie
1988 C T (Tom) Berg P Land
1989 W A (Bill) Cunningham
1990 D M (Bud) McDonald

1991 J B (Jack) Irwin P Land
1992 M L (Merv) Henkelman P Land
1993 M J (Marv) Rousch P Land
1994 G K (Gary) Montgomery P Land
1995 W E (Bill) Skorenki
1996 T R (Tim) Cumming P Land
1997 T L C (Trevor) Williams P Land
1998 C F (Colin) Ogilvy P Land
1999 J A (James) MacLean
2000 L A (Lynn) Dyson P Land
2001 C S (Chuck) Simpson

1980S

THE NEGOTIATOR

The Negotiator

In the mid 1980s landman Scott Nalder initiated the concept of upgrading the CAPL newsletter to a more substantial monthly publication. After receiving support by the CAPL executive of that time, Nalder brought together a dynamic sub-committee charged with making those changes. Sharon Cooper, Sandy Drinnan, Diane Jaques and Jane McKinnon spent many a Saturday creating The Negotiator.

None of us had any experience in doing anything like this before, recalls Diane Jaques, who had recently joined the association at the project's onset. But we knew where we wanted to go with it, developed a unified vision and it ended up being a really healthy experience.

The most rewarding part of the process though was the friendship that resulted from working together on the committee. To this day the four landmen continue to meet for lunch once a month and golf once a week in the summer. They also co-host an annual golf tournament, the CWS Invitational or Chicks With Sticks.

I developed three really great friends that I continue to count on for advice, said Jaques.

Sharon Cooper said the substantial learning process of creating The Negotiator was eased somewhat by the excellent direction from such fellow landmen as Jim Gibney, Tim Martin and Gary

Montgomery who encouraged them to be bold in their decisions. Issues that had to be addressed included potential advertising revenue and the possible need for disclaimers associated with submitted articles. Suggested names for the publication were often quite interesting, laughed Jaques.

The result was the first issue of The Negotiator newsletter in October 1987. For the following year the committee continued working on the preparation and printing of the publication along with Scott Nalder, the first managing editor. Editing deadlines were described as totally chaotic.

Today The Negotiator has evolved into a full colour glossy publication with advertising revenue. The whole experience was a thrill, smiles Cooper. The funny thing is though that sometimes I forget we even worked on it. I'm so used to getting it now that it doesn't seem to me there ever was a time that you didn't.

The Rise of Professionalism

The P.Land Status

Long before the Land Management courses at the University of Calgary became available, landmen measured their status in the industry through field and negotiation experience. Educational backgrounds varied from law degrees to high school diplomas to strictly industry experience.

The rise of professionalism within the association began with an exploration of the topic at the 1984 CAPL conference held in Regina. Conference Chairman Tim Martin, now of Nexen Inc., explains the hesitation by many to the idea. "There was concern about how the program was going to be implemented. Some members were asking, 'How is it going to impact me, my job and my career?' I think their concerns were quite valid and that was part of the process at the conference to get people around the table to discuss it."

Gary Montgomery, CAPL president in 1988 and who was also considerably involved in the professionalism movement, said a lot of the designation's responsibilities lie in the obligation of the member to act professionally. "Our society often equates a professional designation to an educational standard. The truth is a professional designation may in fact be earned but it is only validated by attitude and conduct."

Following the 1984 conference, the majority of members agreed in principle to the concept of professionalism. It was agreed that the program was to be voluntary but strict requirements were to be implemented for acceptance. A Grandfather Clause was created giving senior members a one-time opportunity to write an assignment to receive the designation.

The most notable professionalism achievements reached by the association were a formalized educational program in the Faculty of Management at the University of Calgary, more extensive and better planned continuing education seminars and the certification process to obtain the P.Land designation. To qualify for the P.Land designation, landmen must be a CAPL member for at least one year, have qualifying land experience, complete select industry courses and pass a written exam.

In 1990, the Boards of the CAPL and the AAPL signed a Joint Resolution on Professionalism recognizing each others' professional designation criteria. In 2001, almost 400 of the 1,500 members of the CAPL held P.Land designations. The CAPL continues to promote the professionalism designation as a way for members to declare their achievement of specified ethical and competency standards within the land profession.

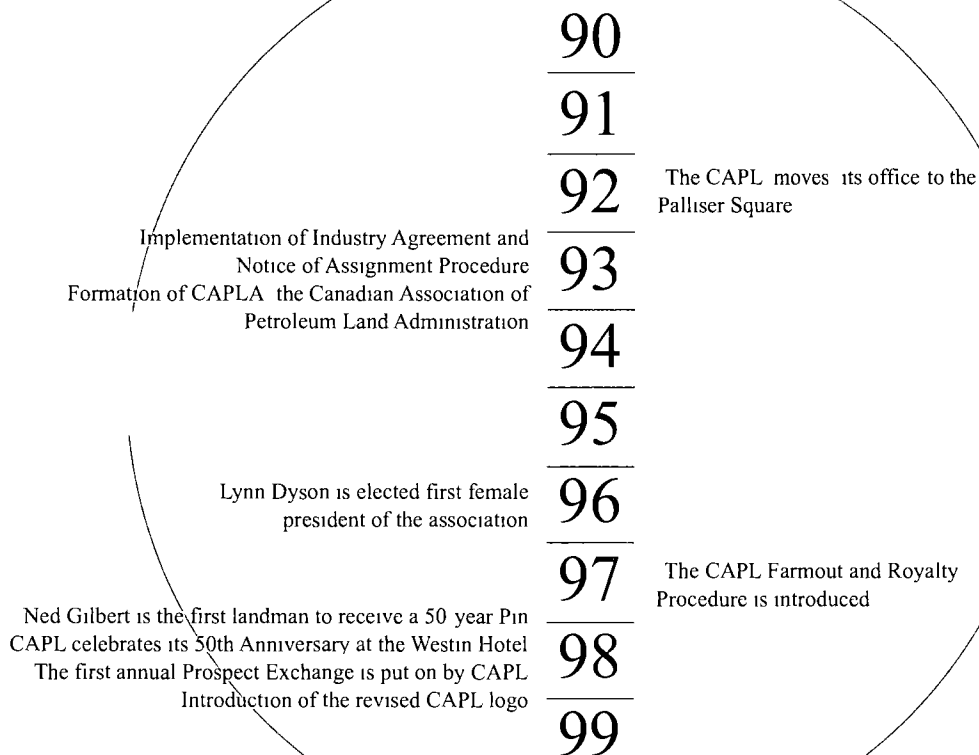
Canadian News

Prime Ministers Campbell and Chretien Meech Lake
 Accord dies North America Free Trade Act signed between
 Canada Mexico and USA Referendum rejects Quebec's
 sovereignty Nunavut achieves territorial status



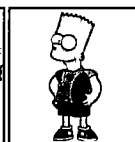
World News

Russian president Yeltsin US President Clinton
 Oklahoma City federal building bombed British
 Prime Minister Tony Blair Hong Kong returned
 to China Y2K preparations



Industry Events

Persian Gulf War NEB moves to Calgary
 Gas prices drop to nearly \$1 per mcf Eco terrorism
 in Alberta Oil prices rebound to mid \$20s



Cultural Highlights

e mail renewed version of Volkswagon Beetle cellphones
 TV Seinfeld The Simpsons Beverly Hills 90210 Teletubbies
 Movies Jurassic Park Forrest Gump The Lion King
 Music Ricky Martin Nirvana Shania Twain

CAPL Presidents

1990 – J D (Denis) McGrath P Land 1991 – J M (Jim) Gibney P Land 1992 – C F (Colin) Ogilvy P Land
 1993 – T L C (Trevor) Williams P Land 1994 – D T (Dwight) Ostrosser P Land 1995 – K L (Ken) McNeill P Land
 1996 – L A (Lynn) Dyson P Land 1997 – A G (Greg) Strachan P Land 1998 – J E (Ted) Lefebvre P Land 1999 – J K (Jim) Moore P Land

Message from PREMIER RALPH KLEIN

On behalf of the Government of Alberta I am pleased to congratulate the Canadian Association of Petroleum Landmen as you celebrate your 50th anniversary

The work of the Alberta landman has shaped this province both physically and economically to the benefit of all Albertans. By making land accessible for exploration the landman has indeed played a key role in Alberta's rise to fame as Canada's energy province.

My sincere best wishes to each of the 1 200 members as you celebrate this significant milestone in the history of the Canadian Association of Petroleum Landmen. Your association has demonstrated commitment to the energy industry in Alberta and we wish you continued success in the future.

Ralph Klein

“The CAPL possesses a spirit that invites participation and cooperation. We have been able to achieve our success through the dynamics of a strong work ethic, effort and volunteerism that few others can match.”

[Greg Strachan on what sets CAPL apart from the rest]

Let's Make a Land Deal

The newest annual association tradition is the CAPL's Prospect Exchange. Modelled after the North American Prospect Expo put on by the AAPL, this Canadian based dealmaker's forum is now entering its fifth year.

The CAPL executive felt a strong desire for our association to put forward an event that would not only showcase our association and its members, but also demonstrate to our industry peers that landmen provide a vital role in the exploration and development of plays and prospects, said Greg Strachan, association president during the prospect exchange's first year.

Jim Moore was charged with the task of being chairman for the first CAPL Prospect Exchange, which ultimately had 58 exhibiting companies and attracted over 1,200 viewers from all disciplines of the industry. It was a monumental task because you're preparing a two-day conference that needs to attract participants, attendees and sponsorship companies, he said. The marketing effort was huge.

But it is a very useful tool. When you consider having to cold call companies that you think might have a prospect, the effort can take many days. This event allows players to do the same over a two-day period.

Energy professionals from all levels of the industry participate, including geologists, geophysicists, engineers and landmen.

It's team on team networking, which is actually quite invigorating, said Moore. Nathan MacBey, Chairman of the Prospect Exchange in 2001, agrees. We look to bring together those showing prospects, those that need prospects, those that want to invest, those that need to be invested in, and it's getting more and more technical. It's really not just a landman's forum.

The event has attracted international recognition as well, with past attendees from such countries as Brazil, Colombia, Australia and New Zealand. A good representation of industry players from the United States is also common.



Life Members

In May 1973 the CAPL created the Life Membership category. Recipients are nominated by the CAPL's Board of Directors and have either received the Herb Hughes Award, been a past president of the CAPL or made significant contributions to the association. Recipients also have a minimum of 25 years in the membership.

G M (Garth) Armstrong P Land
 N H (Norm) Bartley
 E D (Elgin) Bell P Land
 C T (Tom) Berg P Land
 J J (Jack) Brown P Land
 K D (Ken) Cairns P Land
 J E (Jim) Chaput
 J F (Jim) Cowie
 T R (Tim) Cumming P Land
 W A (Bill) Cunningham
 L A (Lynn) Dyson P Land
 E C (Ernie) Gent
 J (Jack) Goth P Land
 J L (Merv) Henkelman P Land
 J B (Jack) Irwin P Land
 D B (Doug) Letch
 J A (James) MacLean
 D M (Bud) McDonald
 G K (Gary) Montgomery P Land
 J R (Jack) Nesbitt
 J E (James) O Byrne
 C F (Colin) Ogilvy P Land
 M J (Marv) Rousch P Land
 C S (Chuck) Simpson
 W E (Bill) Skorenki
 G D (Gordon) Ward
 H E (Harlow) Way
 T L C (Trevor) Williams P Land

And They're Off!

In an effort to raise community awareness of the association, the CAPL purchased a chuckwagon in the Calgary Stampede from 1990 to 1993. The driver for the first two years was Leonard Ross, followed by Norm Cuthbertson in 1992 and Mike Vigen in the final year. Vigen was only 0.50 seconds from becoming the fourth finalist for the 1993 Rangeland Derby.



Apex Awards

The American Association of Petroleum Landmen recognizes excellence within its membership through its annual Apex Awards. The CAPL has been recognized for its contributions on several occasions:

1971
 1999
 1999/2000
 2000
 2000

Special Award
 Best Educational Seminar
 Best Newsletter
 Best President's Communication
 James Moore, President
 Local Association of the Year

The CAPL Office

A Typical Day in the Life...

7 30 am Betty Cousins and Carolyn Lefebvre unlock the CAPL office at the Chevron Plaza building its home since June 2000 Co workers Karin Steers and Denise Grieve file in soon after

Preparations immediately start for the volunteer committee breakfast meeting taking place in the boardroom Following that they set up for a morning seminar in the office classroom Students from all disciplines of the industry begin showing up at the office prior to the 8 30am start time and mill about chatting and talking on cellular phones as Betty registers the 30 participants For the size of the office it can get pretty congested with everyone being all over the place chuckles Grieve the office manager In the first half of 2001 the 3 000 square foot office saw about 450 students attend office based seminars in the classroom which takes up about one third of the office space

8 30 am With the class underway office administrator Karin Steers gets a moment to take on her primary responsibility managing the accounting needs for the CAPL's \$1 5 million

annual operating budget Calls are made to the Director of Finance accounts payable duties are looked after and she keeps on top of the information needed for the monthly and year end financial statements

11 00 am A break in the non stop ringing of the phone lets administrative assistant Betty Cousins get on with one of her major tasks mailing out the monthly Negotiator magazine to approximately 1 500 CAPL members and 150 industry representatives This project is done in conjunction with the coordination and mail out of the upcoming educational seminar brochures to all CAPL members The phones in the CAPL office are always ringing with questions publication orders registrations and other requests One of our favourites is I want to be a landman what should I do?

Later on in the hour work is put on hold by most of the office so preparations can be made for a committee luncheon being held in the boardroom



1000s

1 30 pm With lunchtime meetings over and the morning seminar finished time is taken to clean up after all the office guests. Sometimes we call ourselves the maids chuckles Carolyn Lefebvre. A student of Leisure and Tourism at the University of Calgary her part time job at the CAPL office has turned into a nearly daily one. There's definitely a lot of work. Things can get pretty crazy around here some days and it's hard to get to your own daily jobs. But it's definitely fun and interesting. Carolyn often assists Betty with registration of the more than 40 seminars held annually as well as other tasks to keep the office running smoothly.

4 00 pm The office officially closes shop at 4 30 pm but there are often events taking place afterwards. Denise Grieve juggles her workload of coordinating the activities of the office with committee needs. Things get buzzing when the Annual Conference and Prospect Exchange events approach as these two major events rely heavily on the support of the office employees.

Denise gets ready for the 4 45 pm executive committee meeting today which she will attend. She enjoys interacting with landmen for their personalities and the variety that the association provides.

We get to know pretty well everyone on the committees and they're all really social when they come in. Every year we have a new Board and executive so it's like getting new bosses every year. It's always new. It's pretty neat actually.

“Landmen embellish. When asked a question they don't know the answer to, they answer it with something anyways and many times that answer is wrong or suspect.”

[Jack Brown on the landman's gift of telling a good story]

Canadian News
 Prime Minister Chretien Reform and UA create
 the Canadian Reform Conservative Alliance
 Canadian Armed Forces support war in Afghanistan



World News
 September 11 2001 US President George W Bush
 I Love You computer virus rise and fall of high tech
 stocks Cuban refugee Elian Gonzales Napster

Membership reached 1 500 members
 Completed the standardized Property
 Transfer Procedure

00

Opened new CAPL office complete
 with classroom at the Chevron Plaza

01

Industry Events
 World Petroleum Congress in Calgary
 exploration expands in Northwest Territories



Cultural Highlights
 Scooters Skateboarding Palm Pilots PT Cruisers
 TV Who Wants to Be a Millionaire Survivor Friends
 Movies The Matrix Erin Brockovich Gladiator
 Music The Backstreet Boys Faith Hill Britney Spears

CAPL Presidents

2000 – K F J (Kevin) Burke Gaffney P Land 2001 – C (Colin) McKinnon P Land

Landmen in the Family

Following in their parent's footsteps, many members of the CAPL community are children of landmen. Reasons vary for pursuing careers in land. Some children moved into the industry slowly like Elizabeth Burke Gaffney who started in the land industry with summer work through her father. I was familiar with the lingo and I think I might have shown signs of being a natural dealmaker – I used to make deals with my father when I was young. Elizabeth's brother Kevin is also a landman.

Dwayne Robin and Shawn Irwin, whose father is Jack Irwin, all work as landmen. Shawn entered the land industry after graduating from university with a Commerce degree. I suppose watching my father's career drew me into it and influenced my decision. I've found my work as a landman very rewarding and I know Dad certainly enjoys his work – he retired 10 years ago but is still working, so that says something. Jack's daughter-in-law Carol is also a landman.

Kelly Brown not only followed his father's career path but also switched disciplines in doing so. I'm a recovering engineer, he laughed. While in between engineering jobs, Kelly asked his father Jack if he could pick up some work with him if he got his landman's license. Full-time work with his dad soon followed.

I think Dad still wanted me to pursue my engineering as he kept pointing out engineering positions in the career section of the newspaper every Saturday. But eventually I said, 'You know I don't want to be an engineer. I like what I'm doing now – I enjoy coming to work every day.'

The career switch was also positive for Kelly in terms of his relationship with his father.

We worked in the field together for eight years and my dad has lots of stories to tell about those years together. We shared a lot of experiences out there and it's developed into a very special relationship.



Jack Brown welcomes his future co-worker son Kelly into the working world.

A Friend in Need

Everybody needs a friend And in the land industry helping out a fellow landman is a common practice

Andy Gibson relates times when he was able to phone up even those from competing companies and without going into specifics give them a situation in which he was seeking advice

It s great to bounce ideas around In earlier days Gibson leaned on the wisdom of fellow landman Jim O Byrne on many occasions He was always available I could always phone him up and say I don t understand this I have this situation and ask how he would interpret it

Trevor Williams concurs saying that even within the same company it s important for people to support one another

Some of my landmen come into my office and ask have you ever seen this issue before And what makes it very interesting is to have another set of eyes looking at a problem so you both come up with new ideas or solutions

Recognizing the value of mentoring the CAPL and the Petroleum Landman Undergraduate Society (PLUS) at the University of Calgary set up a mentoring program where fourth year students are matched with landmen downtown Part of the mentorship agreement involves the student completing an assignment in conjunction with their mentor The mentors enjoy it because they get to talk about what they do explains Ted Lefebvre and they look at things they may not have done for a long time so the landmen get to sharpen up too It s a win win partnership

Indeed many students get hired by their mentors or are able to network for job openings through the relationships they build with CAPL members prior to graduation And once in the industry peer support remains valuable Even those who have been in the industry for maybe only 5 years become buddies and you look after each other and share tricks of doing deals said Nathan MacBey

My first deal I did was with a more senior member and he was great because he said Nathan I m going to explain to you why this is a good deal By explaining the deal to me like that we all have a better understanding and then we all add value to our companies

Timely Advice

Dr Robert Gates former Director of the Central Intelligence Agency spoke to landmen at the 2001 CAPL conference in Vancouver Originally slated to speak on a different perspective on negotiating Dr Gates delivered a more timely presentation on the issues at hand following the terrorism attack on the World Trade Centre in New York on September 11 2001



Giving Back to the Association

Countless unpaid hours Saturday morning meetings and tireless dedication are what make things happen for the CAPL. Volunteers accept the tasks set out and dedicate themselves to delivering the best product possible. This is why the association is what it is today.

We're a very efficient group and pay attention to detail," said Lynn Lehr, who has volunteered on several different CAPL committees. "You see how much effort goes into the association when you work on a committee."

The added bonus is that you have the opportunity to meet other CAPL members who you otherwise might not meet through your business contacts. It helps keep up the network.

Most members are fortunate to have the support of their employers while in various volunteering roles. Many hours are spent at the copier and fax machines during office time.

Lynn Dyson of Gascan Resources Ltd. has served on several committees and was elected president in 1996. She said despite the one-year term that many positions have, it's important to remember association events or milestones often take many years of planning and several different committees to come to fruition.

There are a lot of seeds planted in individual years that result in key accomplishments for the CAPL. A lot of work of past volunteers can be forgotten because they've dropped off a committee but their contribution is still very valuable.

Another past president of the CAPL, Ted Lefebvre, found he spent about half his time doing association work. "The phone calls are tremendous and it's a big responsibility," he said. "Our company was bought out in the last two months that I was CAPL president. I ended up consulting for 12-hour days. What I discovered was that I was only billing five hours to my clients and that's when I realized how much time I actually put into this."

Lefebvre recognizes the volunteering nature of landmen goes beyond the industry as demonstrated by the many hours put into the community. A few I can think of: "Kevin" Burke Gaffney coached the swim team for the Special Olympics. Bill Birt is the chairman of the world softball little league series that's coming to Calgary in 2002. Jim Moore is one of a three-person timing crew for infield events during the Stampede. Andy Gibson and Sandy Drinnan are also very active with the Calgary Stampede and the Grey Cup committee.

It's amazing what some of these people do but that's what landmen do—jump in with both feet.

"I think everyone comes away learning new things, different experiences that can be applied to your life."

[Lynn Dyson on the fringe benefits of volunteering]

What's in the Future for the CAPL?

Some observations by current CAPL members on future directions for the association

I guess I would say doing business on a more global perspective particularly with the US energy policy wanting a continental energy policy. Also a lot of the Canadian arms of US companies are the ones that go international.

There are only two kinds of oil companies now: small companies and the big guys. As soon as an intermediate gets anywhere the big shark comes along. I think the challenge that the CAPL will deal with is meeting the needs of both the landman in a giant company and the guy working for ABC small company where he does multiple jobs.

I've done deals by voice mail where we haven't even spoken to each other. That's the impact of new technology. It's almost an embarrassment because if you have an experience like that you should at least know that person when you pass them on the street. It's about respect.

I think one of the biggest things we have to do is look for ways to take work out of the system. Just as technology is our friend, technology is our enemy because of information overload. So we have to look for ways to retain the control and influence we have on the key business variables while drastically simplifying the way we do the remainder of our work.

Land people are often at the forefront of projects particularly when industry is dealing with the aboriginal communities and development up North. We have the opportunity to go in and create a positive impression for all of industry because we truly are ambassadors in what we do.

I think that the degree that the CAPL will be successful will be a function of how we make the transformation from being landmen to businessmen. The more successful we are at influencing the business process on a broader perspective in our organization, the more vibrant the CAPL is likely to be as an organization.

New landmen have a bit of a hill to climb as a lot of them are working with people five to ten years their senior and in technical positions. We need to continue encouraging younger and newer members to get in there and be involved and stand up within the association. This is especially important as it helps in networking and finding mentors.

From an educational perspective it's our responsibility to keep up to date and as landmen it's our responsibility to promote ourselves as that—that we're not just paperpushers. If you look around, landmen are leading companies and departments. We need to keep encouraging that.

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