



2025

SURVEYORS'
Conference

Deed & Plan Research When is Enough Enough?

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DEED & PLAN RESEARCH **When is Enough Enough?**

Workshop 102 / 1:00-2:30 PM / January 13, 2025

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DISCLAIMER / BACKGROUND

- I am not:
 - ❖ An Attorney
 - ❖ Professor / Educator / Teacher, etc.
 - ❖ Author
 - ❖ Expert
 - ❖ Knud Hermansen
- I am:

- ❖ A PLS with an Associate Degree in Surveying Technology from PSU, Mont Alto in 1967 and registered in 1972.
- ❖ Founded Carl Bert & Associates in 1973 with just myself growing to a staff of 25 with multiple PLS's and PE's doing Boundary, Subdivision and Land Development projects in the Shippensburg area.
- ❖ Business is sold so no more meetings, deadlines, payroll, etc. Just me passing on what I have learned and hopefully providing footprints for others to follow.
- ❖ **One of only 1,614 who have an active PLS license in PA per the State Registration Board as of December 2024.**

BOUNDARY LINES ARE ON THE GROUND

- Let's be very clear here. **BOUNDARY LINES ARE ON THE GROUND, IN THE FIELD, AND NOT ON PAPER.**
- Deeds, plans, parole evidence and documents are important, but they only point and guide us to that Boundary Line in the field.

The role of a Boundary Line Surveyor is to

DISCOVER / DETERMINE / DOCUMENT / DISCLOSE

Discover

- Discover What's on Paper
- Discover What's on the Ground

Determine

- Make a Determination based on what you Discovered

Document

- Document what you Discovered and Determined
- Leave Footprint

Disclose

- Disclose what you Determined and Discovered so others know what you did.

PARTICIPANTS

- I recognize we have many levels of participants in age and exposure to boundary surveying which makes this difficult.
 - ❖ Those who know little about Boundary Surveying.
 - ❖ Those in the middle with "some" Boundary Survey experience but feeling like they need more mentoring.
 - ❖ Experienced boundary line surveyors who ought to be leading this session and passing on what they know.
- The focus here on those in the middle to **help the next generation** understand & become boundary surveyors as many of us old guys are retiring, and someone needs to be taking our place.

FOCUS OF THIS SESSION

- This is about research to **re-establish previously created** boundary lines, not about creating new ones.
- **The intent is to:**
 - ❖ Remind us of our uniqueness, importance and value we bring to our communities as we are the only people qualified, permitted and certified to do what we do.
 - ❖ Understand that Boundary Line Determination, in particular Deed & Plan Research, is truly an Art that can be acquired and developed with effort through experience, mentorship, continued use and jumping in head first.
 - ❖ Hopefully present a simple / practical outline of research needed to perform Boundary / Property Surveys in our day-to-day operation on typical projects.
 - ❖ Remind & challenge every one of us to “think” about what, extent, level of care, etc. of research is needed regardless of our level of experience or survey discipline.
 - ❖ Understand we are responsible anytime we use a boundary line for any purpose. It does matter if we get it in the wrong location.
 - ❖ We must pay attention to the source of evidence via research.
 - ❖ **LET ME CATCH THE ATTENTION OF EVERYONE.** We must recognize we regularly use plans not intended to be Boundary Survey plans yet show a boundary line, so we need to question the source. This is critical as we may be staking a house, utilities, sewage systems, cell tower, gas well, etc., etc., etc. where setbacks / isolation distances matters. Most everything we do relates to a boundary line, so we need to know where it came from.
- **It is not nor is it intended to address:**
 - ❖ Collection of field evidence
 - ❖ Making professional decisions as to the completeness, quality, applicability of evidence. That’s for you to decide!!!!!!!!!!!!
 - ❖ How to make a determination based on evidence collected. That’s for you to determine.
 - ❖ Be all inclusive. Every project is different and guaranteed there will be **EXCEPTIONS or THINGS MISSED** so don’t beat me up too bad.
- Things here are in a random order but they are not individual items and all tie together. One thing does affect the other.

SIMPLE ANSWER AS TO WHEN IS ENOUGH ENOUGH?

- It is when you have sufficient information to make an informed / professional decision as to the correct location of a previously created boundary line.
- The bottom line is that I really don’t know that answer, but it is one of the most important professional decisions we make in performing Boundary & Property Surveys. We must get this right.

TYPES OF SURVEYS

- For the purpose of this presentation, we are talking about:
 - ❖ **Recon Surveys** (my terminology)
 - Deeds, plans, tax maps, lines of possession, monumentation of client and adjoining properties all match and “look” right.
 - Typically, in a recent subdivision by a competent surveyor and deeds written from recorded plan.
 - Research limited to current documents.
 - The client wants corners confirmed or re-established and lines marked to build a fence, swimming pool, shed, etc.
 - There are no encroachments or disputes.
 - Use your wisdom. If these conditions are not met, you may need a Boundary Survey.
 - ❖ **Boundary Surveys**
 - Conditions / criteria for a Recon Survey are not met.
 - Client wants / needs:
 - Corners / lines confirmed, re-established, and clearly marked.
 - New Metes & Bounds Description for whatever reason.
 - Signed, sealed, certified Boundary Survey Plan as something varies from documents on record or field monumentation.
 - Client does not want or need:
 - Improvements, easements, utilities, etc. determined, located or shown on the Boundary Survey Plan.
 - Research can be limited to whatever is necessary to determine & document boundary.
 - Referenced as a “Boundary Survey”
 - ❖ **Property Surveys**
 - Same as a Boundary Survey PLUS everything affecting use such as easements, utilities, setbacks, etc., etc.
 - **Key is it includes any and everything affecting use of property.**
 - Obviously requires extensive research.
 - Typically required for Title, Mortgage, Subdivision, Land Development, etc.
 - Referenced as a “Property Survey”
 - ❖ **ALTA Surveys**
 - Different animal and not included in this presentation.
- The reality is that many of our projects are a hybrid of these, so we need to be very, very careful and clearly define / state the Purpose, what is and is not included and Scope of each project. Must be in written that client signs and acknowledges.
- The request and type of survey greatly affects the amount / extent of our research.

COMMUNITY SURVEYOR

Know the Geographic Area in which you are working.

- I'm an advocate for the "Community Surveyor" as that is what most in my generation are. However, we are retiring, businesses being terminated or merging with larger, multi-office firms many times out of necessity and we are not being replaced, which is not good for our profession. There is a need and opportunity for the Next Generation to step up and us old guys need to be proactive in mentoring and encouraging you. The bottom line is we are losing the community surveyor, which is not good, but I'm thankful & grateful to those of you in the Next Generation as you take our place and become Community Surveyors.
- The Community Surveyor is the one in his / her area who knows the standard practices as to how Boundary Surveys are documented both in the field and on plans as they do vary from area to area.

I personally would not conduct boundary surveys outside of an area I know and recommend you do not either.

- A Community Surveyor is one who:
 - ❖ Grew up and who lives in the local community.
 - ❖ Knows everything about the local community.
 - ❖ Knows the public & private sources of where and how to find information.
 - ❖ Knows people who can provide valuable knowledge.
 - ❖ **Is known by everyone.**
 - ❖ Is an upstanding / professional person recognized as valuable assist engaged with the community.
 - ❖ Knows and actively interacts with fellow Surveyors, Attorneys, Realtors, and business persons.
 - ❖ Understands the standards and quality of surveys typical and expected in their community.
 - ❖ Knows the history and development of area.
 - ❖ Knows good and bad surveyed areas.
 - ❖ Knows the local courthouse inside out. How & where documents are filed and the corks things with each.
 - ❖ Knows how to and is comfortable with how to navigate grantee, grantor, plan, easement, wills, etc. indexes.
- All these things can be learned by making a concerted effort:
 - ❖ Become involved with church, civic organizations, chamber of commerce, development organizations, coach, attend sporting & social events, volunteer, historical societies, attend municipal meetings, review local ordinances, go to courthouse to view old records, talk to people, etc. etc.
 - ❖ Drive around the area, view google, road maps, utility maps, railroad maps, public lands, and everything you can to build relationships.
- All these things and more provide a wealth of knowledge in determining the extent of deed & plan research. This will help in visualizing relationships with properties, tax maps, photos, etc.

DISCOVER / DISCOVER / DISCOVER

IF WE DON'T FIND IT, NOBODY ELSE WILL

- This cannot be said too forcefully. In fact, no one else will know what they should even be looking for as they don't know what they are missing or even recognize what it is when they do find it.
- Boundary Line Surveyors are special people!!!!!!!!!!
- **DO NOT DEPEND ON OTHERS!!!!!!!!!!!!**
- It is what you do not find that will bite you.
- Do not allow someone else to find something you did not.
- Use your experience and due diligence.
- When mistakes are made, they are usually a result of not finding a document or discovering pertinent evidence.
- What you do not find is as important as what you do find.
- The objective of research is to know everything you need to know to make professional, correct, and informed decisions. You will find information that you do not need or will not use but you still need to know about it.
- Too much info is better than not enough.

WE'RE THE ONES DOING THE RESEARCH / NOT ATTORNEYS – ABSTRACTORS - SETTLEMENT AGENTS

- We are Surveyors, not Attorneys. Surveyors deal with locations while Attorneys deal with title & ownership. Surveyors should not practice law nor Attorneys surveying and we need to be reminded of this from time to time.
- That said, Surveyors should never be ashamed of who we are or take a backseat as we know far more about deed & plan research regards boundary line locations than Attorneys. We do need to always be respectable, professional, and recognize we need each other. All surveyors should have a friend-to-friend relationship with an Attorney and vice-versa. Seek out and cultivate one as they will appreciate it too. You will help them more than they help you.
- Other than ALTA surveys, and many times even then, Surveyors are the ones that do and need to do the research. No one ever walks into our office with a Title Report with a complete set of deeds & plans.
- We are the only ones who know what we need and what we are looking for and how to do it.
- Paralegals or secretaries plot descriptions with their trusty deed plotter, compare things to the “picture” on the tax map and call us only if they perceive something does not “look” right. Settlement agents carry over descriptions from prior deeds and ignore recent surveys. Realtors tell people where their boundary line is located. NOT GOOD but it is what we deal with and there is an ART to handling this situation.
- We are the eyes and ears of the Attorney as they do not go to the field. They only know what we tell them, so we need to know what we are doing. We are the ones who find and interpret things related to locations.
- We need to be pro-active to disclose pertinent documents, our interpretations, etc. Never be bashful or laid back. Attorneys need us and typically do not even know what questions to ask us.

This seminar should have been entitled
DEED, PLAN & PAROLE RESEARCH

- The Deed & Plan part should be obvious as that is what we always think about. Parole evidence is not as apparent but just as important and is part of research.
- Deeds and plans may be recorded or unrecorded. The source does not matter.
- Parole evidence is what people tell us, what we hear from others either verbal or written. It may be hearsay and may be from anyone but do not worry about it. **Hearsay may not be permitted in a courtroom, but it is crucial evidence to us. LISTEN!!!!!!**
- The importance of Parole evidence is what it might point us to, cause us to think about, clarify why something is the way it is or provide a historical record.
- Never ignore it and always document it. Never turn down any old any old scrap of paper. Hand scratching on old documents is important evidence.
- It may be anything that we know as a Community Surveyor from whatever the source and at any prior time.
- All Information is evidence.

MATCH SCOPE WITH BUDGET

- This is not easy and often the one we angst over the most. Our profitability, reputation, quality, and thoroughness are a result of this decision.
- **The extent of our research must not be limited by our budget. Instead, our budget needs to reflect the amount of research needed for the project.**
- We are the professionals here. If we do not know how long something will take or cost, how will anyone else?
- Clearly know and write out the purpose, scope, limitations of the entire project including the extent of research and fixed in your mind. Pass the same to staff working on this project and beat it into them. If not, you will get “scope creep” or not have enough so you need to go back later to get more. Both will kill a budget & moral and frustrate supervisor & staff. However, equip, empower and give leeway to make inform decisions as they do their work. This takes quality mentoring, experience, and trust.
- The Community Surveyor is the one who can best make this match and control the cost of research.
- Do not let anyone else quote your fee (realtors, Attorneys, title personal, etc. Do not reduce your fee if your client gives you documents even though they might help but you need to verify.
- Do not reduce your fee if your client says they do not need, want that or their Attorney did it.
- Do not adjust fee based on Attorney research as they have Title Insurance. Most Title Insurance policies and Sales Agreements have clauses excluding anything that would be exposed by a survey and rarely do our clients know that.

TYPE / EXTENT OF DOCUMENTS

- Remember each project is different and there are exceptions but not as many as you may think. In general, you need to develop the history of each boundary line.
- Here is a simple list of essential documents needed or at a minimum to make a conscience decision as to why not:
 - ❖ Google maps to familiarize yourself with the area.
 - ❖ Tax Maps extended out 3 to 5 properties plus including the parent parcel.
 - ❖ Deeds & plans out 2+ properties and all parcels out of the parent property.
 - ❖ All plans & documents referenced in deeds of both your property and adjoiningers.
 - ❖ Deeds & plans back to when the line was originally created.
 - ❖ Deeds & plans back to and out of parent parcel.
 - ❖ Warrant / Patent Surveys in some cases.
 - ❖ Municipal & Governmental records regard SALDO & Zoning, permits, etc.
- In addition to documents, do:
 - ❖ Familiarize yourself with the area via personal knowledge, google, site visit.
 - ❖ Every site should be visited by the PLS. Muddy Boots.
 - ❖ Visualize the area, tax maps, properties, etc. and fix in your mind so you can see the big picture and how individual properties & features fit together and relate to each other.
 - ❖ Review prior documents in your company files. This is especially important for younger people as us old guys who have been around for ½ a century tend to remember. Chances are there is more information than you may think. Hopefully, it is well indexed and organized.
 - ❖ Immediately plot descriptions, attach to the document and compare to each other and to tax & google maps to see how they fit with lines of possession you see on photos.
 - ❖ Pay attention to “commonality” as you may have enough history.
 - ❖ Develop chain back to time a line was created. There are frequently items mentioned in prior deeds that were “dropped.” Descriptions may have changed, and you need to know that.
 - ❖ Visualize or fit plots together of adverses out of parent parcel paying attention to sequence.
 - ❖ Conduct a Grantor / Grantee search into and out of your property back ??? years. Tax maps frequently only show one reference but there may be more transactions than listed. In other words, do not trust tax maps.
 - ❖ Make a sketch with the date each line was created.
 - ❖ Consult with fellow Surveyors to obtain readable plans, determine their scope, and ask questions. Surveyors should be open to share and not be offended when questioned.
- By obtaining and doing these things, it will help you when you have enough.
- Think, use common sense and trust your gut.

KNOW THE SOURCE

- Everything including all evidence in deeds, on plans, heard, observed both in research and the field came from somewhere / someone. Evidence did not just naturally appear. Someone put it there for a reason.
- It's always good to know where and from whom as you likely know the reliability of that source. This is an area where the Community Surveyor has a great advantage. It may lessen the amount of needed research.
- Knowing the source and realizing you agree is comforting.
- Knowing the source and not agreeing should alert and cause you to question why. It might be a realization to go check if you have missed something.
- If that source is a person still living, go talk to them.

BALANCE RESEARCH WITH FIELD RECON

- Recommend doing a limited amount of research then walk the property looking for boundary, utilities, access paths, etc. as it might help in knowing what to look for in documents.
- Keep research and field recon balanced and don't run one away ahead of the other.

CHARACTERISTICS OF A GOOD RESEARCHER

- Community Surveyor
- Able to see the big picture, thoroughly and quickly
- Relational / bridge builder / connects with people so they are open to share which is a two (2) way street.
- Outgoing / forthcoming / don't make others pull things out of you.
- Explains what a boundary surveyor does and how, in this case, research.
- Enjoys and knowledgeable of legal matters.
- Inquisitive mind
- Not afraid to make mistakes / be wrong / Does not have the Fear of Failure.
- Deals well with conflict between documents.

UNDERSTAND / ANALYZE DOCUMENTS

- Finding / re-covering documents is one thing. Understanding & analyzing them is a totally other matter but one that we must learn but it's not easy to do.
- It seems that newer people to surveying get a deed, plot the bearings & distances and miss what to the experienced researcher are the most important parts of a deed.
- This is why Boundary Line Determination, in particular Deed & Plan Research, is truly an Art and not a science. In fact, in many ways, it is even not surveying as most people think about surveying, as it has nothing to do with measurements and locations.
- It's trying to understand:
 - ❖ All kinds of legal terms
 - ❖ Knowing the difference between "Being" and Being part of"
 - ❖ Grantors / Grantees

- ❖ “Along”, “thorough”, “against”, “in”, “Together with”, “situated in”, “as described on” “including” excluding” “previously conveyed” “rods”, “chains”, etc., etc., etc. The list never ends, that we always are encountering new terms or ways of saying things
- The same concepts apply to understanding / analyzing plans as there are notes, comments, purpose, limitations, references that must be reviewed & understood as it may be pertinent evidence.
- Realize we are looking for footprints to follow and they are likely in deeds and on plans and we can easily go right past them.
- So how do we learn to do this:
 - ❖ Ask your mentor. If they won’t take time, get another mentor. Sometimes it’s best to get someone outside your firm as you may be reluctant to let your boss know you need help when on your resume you listed that you know that.
 - ❖ Talk to your Attorney friend.
 - ❖ Ask others “what they see.”
 - ❖ Check out PSLs resources, participate in seminars, webinars, etc. This is why PSLs makes these available. I’m disappointed how few takes advantage of these. Knud Hermansen materials are good. Talk to me as this is what I like to do.
 - ❖ The ideal situation is to sit with an experienced boundary line surveyor to determine a boundary line location where you look at documents together asking questions.
- This issue related to research is why some PLS’s should not be doing boundary surveys. Having a PLS after your name does not make you a boundary surveyor.

LAW OF COMMONALITY

- Frequently if you are the Community Surveyor, you can shorten your research by what I call the Law of Commonality.
- This is where you do the initial research of your property along with the adjoining and quickly notice that deed descriptions, plans, surveyors you know, dates, level of precision, field monumentation, lines of possession, etc. all match.
- In this situation, you may have all the research you need and be able to move on. However, keep your eyes open.

A BOUNDARY LINE IS ONLY CREATED ONE TIME

- A boundary line is only ever created one time on a specific date with a surveyor describing the location as best he could.
- After that, any subsequent surveyor’s job to re-establish that same line at it’s original location.
- Our research ought to go back to when that line was originally created. There is nothing to be gained by going back farther as it did not exist.
- I suggest having a sketch with a date on each line when it was created.

HISTORY OF BOUNDARY LINE

- It's super important to know the history of the boundary line we are re-establishing. This is different than a Chain of Title although we do use Chain of Title to trace history of a line.
- Unless you are in the interior of a subdivision, it is almost certain that the lines on your property were created at different times under different circumstances.
- Following the original creation, other surveyors likely re-established the same line thinking they were correct even if the bearings and distances changed with each survey and there is a good possibility they were correct. This is all good history to know as to how the original description got to what is now on plans.
- Here is a good frequent example that we need to know:
 The adjoiner on that original line (say 1,200') had lots subdivided at various times by various surveyors who did so using a fence line without going to the end of the 1,200' with the result being that there are now monuments on that line with a slight bend at each lot corner. This is history that we need to know to make a determination as to the location we are going to use on our survey.
- I render no opinion as this session is about discovery and not about making decisions. However, this is knowing history back to the original creation of the 1,200' line.

CHAIN OF TITLE

- Chain of Title deals with ownership but for surveyors it is a way to go back in time to see:
 - ❖ Who owned what when
 - ❖ Did descriptions change and why
 - ❖ Is our property the "same as" or "part of" and have parcels been sold off or added to. Typically, properties get larger as you go back in time so you need to know when and how it may affect Senior / Junior rights.
 - ❖ Have pertinent items gotten dropped as properties came forward in time.
 - ❖ References to prior surveys / plans
 - ❖ Provides us a history of the boundary line as should go back to the creation of each line.
 - ❖ If this is a property survey for which you are determining easements, this should go back to the warrants or whenever you have confidence you have everything. Typically, utilities go back to 1900 +/- in some areas. The search will need to be via Grantors / Grantees for each owner during the extent of their ownership and I recommend through the next following owner as some easements were not recorded until years later. This will likely get back into larger parcels which is not easy.
 - ❖ This is something I believe Title Reports on ALTAs are negligent as many only go back 50 years, but we know utilities started to show up in the late 1800's. Use wisdom knowing scope and knowledge of area.
 - ❖ You need to have a good system to organize and documents in the Chain of Title and that is a challenge.

EASEMENTS

- This is a major issue in Property Surveys and any survey where requested.
- By easements we mean all things affecting the use of the property in any way: Utilities, access, road dedications / vacations.
- This can be time consuming and daunting, but we need to be thorough.
- **Keep in mind that clients come to us “assuming” we as surveyors will Discover then Disclose this as part of the scope even if never stated.**
- Again, a major responsibility and scary.

UNRECORDED BOUNDARY SURVEYS

- This is something we all deal with to which and I have no answer other than do the best you can through client, adjoining, prior owners, fellow surveyors, Attorneys, other projects, etc.

SALDO / ZONING

- We need to have a working knowledge of the Municipality Planning Code (MPC), Subdivision & Land Development Ordinances (SALDO) and Zoning.
- The extent to which we search these records varies depending on the type of project, but it is especially important with Property Surveys where Subdivision or Land Development is anticipated.
- On the Boundary Survey side, there may be a requirement that Lot Additions or Parcels be combined into one unified Metes & Bounds Description.
- On potential Subdivision and Land Development projects, you are looking for and need to disclose anything restricting the use of the land such as:
 - ❖ Variances, Waivers, Conditional Uses, etc.
 - ❖ Set back line, easements (stormwater, utility, grading, slope, PCSM, etc), first floor elevations, clear site triangles.....
 - ❖ These things may be in separately recorded Covenants, Restrictions, HOA's, etc.
- Knowing this information may help understand why lots and lines are as they are.
- A primary source is prior an approved recorded plan, so you need to do a good search in plan indexes than carefully read / analyze plans.

ORGANIZING RESEARCH

- Having a set procedure and way of organizing documents in your filing system is critical as you may have many and you need to be able to recover at a later date plus it helps other staff if everything is filed the same way on each project.
- Good to have a document summarizing what did, why, what you found, what you looked for but did not find, comments, etc.
- All of this is important for efficient use & documentation if questioned plus other projects to save time in the future.

“Go Live the Call”

A Pastor friend said “Go Live the Call” at the end of each message. To us as Boundary Surveyors, we need to “Go Live the Call” to respond to requests for services that **ONLY WE AS LICENSED**

PROFESSIONALS CAN PROVIDE and I sense there are becoming fewer and fewer of us qualified to do so. There are many types of surveyors with differing skills and talents but I'm talking specifically about those who "determine the proper location of boundary lines".

It Is an Art

I call this the "**Art of Boundary Line Determination**", and yes, it is an "Art" totally different from other types of surveys acquired through common sense, experience, practice, listening, asking questions, mentoring, continued learning, wisdom, discernment, relationships, etc. It is not learned in college, reading Knud's books (sorry Knud), seminars, measurements, GPS, or passing a test.

So What Is It?

It is the **skill** to determine the **proper** location of a common line separating properties using the **best** available evidence within a **reasonable** budget which is a challenge but what our clients & communities deserve.

Special Person

This requires a special/unique person with the right character, personality, temperament, gifts, and relationship skills that not all surveyors possess. It needs to be someone who knows and is known by the community (Attorneys, peers, government, business associates), active in the community, knows local history & survey practices, good business person, looked up to and with a legal mind.

Two Buckets

When the Vet first opened, they had a gasoline truck bring in the opposing team's reliever and a firetruck the Phillies reliever. Boundary Surveyors carry two (2) buckets, one with gasoline and the other water. We can see a devil/problem behind each bush OR a solution behind each opportunity. We can cause problems/disputes OR resolution/agreement by our attitudes and things we say & do. We need to use the water bucket and recommend solutions. I'm of the mind set that there are few disputes, just misunderstandings.

Muddy Boots

Boundary lines are on the ground, not on paper. Our job is to translate what is on paper to the ground so it can be clearly observed and that requires us as professionals getting in the field. We should not be depending on AI or things obtained electronically. Remember, we're Boundary Surveyors and boundary lines are on the ground. We need to be proud of our determinations, charge for and not hide them.

When is Enough Enough?

That's the challenge. When have we conducted enough research, collected enough field evidence, talked to the right people, made the right determination, and disclosed the right things all within a reasonable charge for our services? That's why we need experienced/qualified professional Boundary Surveyors. I believe there are policies, procedures, & processes to help answer this question and to get it right for a reasonable fee but that is for another day or article.

Foot Prints

We as Boundary Surveyors are told to follow in the footsteps of the Surveyor before us. The question we need to ask ourselves is "What footprints are we leaving for the next generation?" "Can they trust our work?" "Have we been thorough?" "Is it documented?" "What do people think when they see our name on plans and documents?" Those footprints need to include not only our boundary line determinations & plans but also our legacy, character, reputation, and value added to our clients & community. We old guys are fading away and the young guys need to pull as much as they can out of us.

Passing the Baton

I think we are all aware that we need more skilled, equipped, qualified people coming into our profession and that is especially true with Boundary Surveyors. Many of us old guys, me included, are retiring and

need to “live the call” to pass on our experience, wisdom and knowledge to the next generation. If we don't, who will? I believe this is best done face to face, one on one or in small groups.

Let's “Go Live the Call”

Remember, no one else can do what we do. Let's “Go Live the Call” / meet the challenge. I'd like to hear from you. Give me a call. Let's talk.

As Grampa Bert said: “Live as if You Will Die Tomorrow, Plan as if You Will Live Forever.

Be Good, Have Fun, Enjoy Life. It is a great profession.

A dark blue banner with a topographic map pattern on the right side. The text "SESSION EVALUATION" is written in large, bold, white and orange letters. Below the text is a large QR code. At the bottom left is the logo for the 2025 Pennsylvania Society of Land Surveyors Conference, featuring a red and white circular emblem with a surveying instrument. At the bottom right is the URL "HTTPS://WWW.SURVEYMONKEY.COM/R/2025PSLSEVAL" in white text.

**SESSION
EVALUATION**



 2025 **SURVEYORS'**
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