

***** AGENDA *****
Tuesday, September 1, 2026
****START TIME 6:30 p.m.****

Council meetings are held at 2381 Highway 654, Township of Nipissing Community Centre

1. Recognition of Riley Bell's Accomplishments at the Canada Special Olympics Summer Games.
2. Disclosure of pecuniary interest.
3. Staff and Committee Reports.
4. Resolution: Adopt the Minutes of the August 11, 2026 Council Meeting and the August 20, 2026 Special Council Meeting.
5. Resolution: Request received for donation of Community Centre use for a Candidate's event.
6. Resolution: Authorize an Application to the Emergency Management Grant.
7. Resolution: Support for Modernizing Ontario's Invasive Plants Rules to Protect Taxpayers, Municipal Lands, Agriculture, Natural Heritage and Local Gardens (Town of Halton Hills).
8. Correspondence.
9. Accounts to pay.
10. By-Law: Confirming Proceedings of Council at its meeting held September 1, 2026.
11. Adjournment.

Council meetings will be held in person at 2381 Highway 654, Township of Nipissing Community Centre and virtually utilizing the Zoom platform; and will be livestreamed to the Township of Nipissing YouTube channel.

<https://www.youtube.com/channel/UC2XSMZqRNHbwVppelfKcEXw>

MINUTES

TOWNSHIP OF NIPISSING
Tuesday, August 11, 2026

A regular meeting of the Township of Nipissing Council was held on Tuesday, August 11, 2026, starting at 6:30 p.m. The meeting was held in person at the Township of Nipissing Community Centre, and livestreamed to the Township of Nipissing YouTube Channel.

Present: Mayor Dave Yemm and Councillors Shelly Foote, Stephen Kirkey, James Scott and Lisa Chalapenko.

Staff: Fire Chief-MLEO-CEMC Will Bateman; Land Planning and Technology Administrator John Paul Negrinotti; Deputy Clerk-Administrative Assistant Kristin Linklater; Deputy Treasurer-Office Assistant Kim Turnbull and Municipal Administrator-Clerk-Treasurer Kris Croskery-Hodgins.

Disclosure of pecuniary interest: None.

Staff and Committee Reports:

Councillor James Scott: Nipissing Township Museum Heritage Day event.

Councillor Stephen Kirkey: Nipissing Township Museum Board.

Deputy Treasurer-Office Assistant Kim Turnbull presented an update on the Landfill Electronic Card transition.

R2026-163 S. Foote, S. Kirkey:

THAT the minutes of the regular Council Meeting held July 14, 2026, be adopted as published.

Carried.

R2026-164 L. Chalapenko, J. Scott:

THAT we accept the Quote from J&J Equipment Repair Inc. for the purchase of a Country Clipper Commercial Zero Turn Mower;

Cost: \$20,340.00 including applicable taxes. **Carried.**

R2026-165 J. Scott, S. Foote:

THAT we authorize the submission of a grant application to the Fire Protection Grant for the 2026-2027 allocation provided by the Ministry of the Solicitor General;

AND THAT this Grant will be used to provide cancer prevention training and supplies to the Township of Nipissing Fire Department. **Carried.**

R2026-166 S. Kirkey, L. Chalapenko:

THAT we accept the Quote from Best Choice Plumbing for the supply and installation of a UV System for water treatment at the Township of Nipissing Community Centre.

Cost: \$3,164.19 plus applicable taxes. **Carried.**

R2026-167 S. Foote, J. Scott:

THAT we dedicate the remainder of the Northern Ontario Resource Development Support Fund for 2026- and the 2027 allotment to the joint project of replacing the multiplate culvert on Hart Road shared with the Municipality of Callander;

AND THAT the Municipality of Callander will take the lead on the project. **Carried.**

R2026-168 S. Kirkey, J. Scott:

THAT we pass By-Law Number 2026-30, being a By-Law to stop up, close and sell Part of Road Allowance in front of Part Lot 10, Concession 18, designated as Part 1 on Plan 42R11490 in the Township of Nipissing, District of Parry Sound (Fletcher).

Read a first, second and third time and passed this 11th day of August, 2026. **Carried.**

Discussion: Updates to the Appointment Procedure for Filling Vacancy on Council were provided for Council discussion.

R2026-169 S. Kirkey, S. Foote:

THAT we pass By-Law Number 2026-31, being a By-Law to establish a Procedure for the Appointment of an Eligible Elector to Fill a Council Vacancy under the Municipal Act for the Corporation of the Township of Nipissing.

Read a first, second and third time and passed this 11th day of August, 2026. **Carried.**

R2026-170 L. Chalapenko, S. Foote:

That we receive the correspondence report as presented. **Carried.**

#5 on Correspondence list to be included for support on the September 1, 2026 Council Agenda.

R2026-171 J. Scott, S. Kirkey:

That the statement of accounts dated: July 18, 21, 23, 28, 29, and August 1, 2026.

Totaling \$1,127,409.85 be approved. **Carried.**

R2026-172 L. Chalapenko, J. Scott:

THAT we pass By-Law No. 2026-32, being a By-Law to confirm the proceedings of Council at its meeting held on August 11, 2026.

Read the first, second and third time passed this 11th day of August, 2026. **Carried.**

R2026-173 S. Kirkey, S. Foote:

THAT the meeting be adjourned. Time: 7:05 p.m.

Next regular Council meeting to be held September 1, 2026. **Carried.**

Mayor:

Municipal Administrator:

Minutes prepared as per Section 228 (1)(a) of the Municipal Act, S.O. 2001, c. 25.

Clerk to record, without note or comment, all resolutions, decisions and other proceedings of the council.

Minutes to be approved by Council at the next regular Council Meeting.

MINUTES

TOWNSHIP OF NIPISSING
Thursday, August 20, 2026

A special meeting of the Township of Nipissing Council was held on Thursday, August 20, 2026, starting at 6:00 p.m. The meeting was held in person at the Township of Nipissing Community Centre, and livestreamed to the Township of Nipissing YouTube Channel.

Present: Mayor Dave Yemm and Councillors Shelly Foote, James Scott and Lisa Chalapenko.

Staff: Fire Chief-MLEO-CEMC Will Bateman; Operations Superintendent Dan MacInnis and Municipal Administrator-Clerk-Treasurer Kris Croskery-Hodgins.

Zoom: Councillor Stephen Kirkey.

The Municipal Administrator-Clerk-Treasurer presented a Staff Report providing explanations about the funding of a recent lawn mower purchase, the reserves funds and how transfers are made.

R2026-174 S. Kirkey, J. Scott:

THAT Council receives and accepts the Staff Report provided by the Municipal Administrator-Clerk-Treasurer on the Reserves and Transfers for the recent purchase of a non-budget item;
AND THAT we support the recommendations presented to help clarify these situations moving forward. **Carried.**

R2026-175 S. Foote, L. Chalapenko:

That this part of our meeting will be closed to the public as authorized by Section 239.(2)(b) personal matters about an identifiable individual, including municipal or local board employees; and (f) advice that is subject to solicitor-client privilege, including communications necessary for that purpose.
Purpose of this Closed Session: Council to receive information from the municipal solicitor regarding a Human Relations matter. Time: 6:13 p.m. **Carried.**

Councillor Kirkey signed off of Zoom. Will Bateman left the meeting.

R2026-176 L. Chalapenko, S. Foote:

That we resume to an open public meeting. Time: 7:06 p.m. **Carried.**

Councillor Kirkey signed on to the Zoom meeting. Will Bateman returned to the meeting.

R2026-177 S. Foote, L. Chalapenko:

WHEREAS Procurement By-Law 2020-51 sections 5.2.g. and Schedule C were not followed by Staff in the recent purchase of a lawnmower;

AND WHEREAS Council requires open and transparent financial transactions following By-Law 2020-51 and have met with Staff to discuss these discrepancies and how to safeguard the process in the future;

NOW THEREFORE Council has directed Staff to provide a thorough review of Procurement By-Law 2020-51 with updates to include:

1. The declaration of surplus equipment and method of disposal be included in the bid acceptance Resolution of Council.
2. Trade-in amounts for surplus equipment be provided in the bid document for Council review.
3. A standard template be prepared and utilized for all requests for quotations, tenders and proposals to ensure all information required is captured each time.

AND THAT a draft for review be prepared and provided to Council during the October 6, 2026 Council meeting for comment. **Carried.**

R2026-178 J. Scott, S. Foote:

THAT we pass By-Law No. 2026-33, being a By-Law to confirm the proceedings of Council at its meeting held on August 20, 2026.

Read the first, second and third time passed this 20th day of August, 2026. **Carried.**

R2026-179 S. Foote, S. Kirkey:

THAT the meeting be adjourned. Time: 7:10 p.m.

Next regular Council meeting to be held September 1, 2026. **Carried.**

Mayor:

Municipal Administrator:

Minutes prepared as per Section 228 (1)(a) of the Municipal Act, S.O. 2001, c. 25.

Clerk to record, without note or comment, all resolutions, decisions and other proceedings of the council.

Minutes to be approved by Council at the next regular Council Meeting.

Kris Croskery-Hodgins

From: Julie Mahoney
Sent: August 14, 2026 2:06 PM
To: admin@nipissingtownship.com
Subject: Requesting a Candidates Event

Dear Mayor and Members of Nipissing Town Council,

My name is Julie Mahoney, and I am writing to request the use of the Nipissing Community Centre for a candidates event to be held on the evening of Wednesday, September 16, 2026.

As the wife of one of the candidates, Shawn Mahoney, I would like to organize an opportunity for residents of Nipissing to meet the candidates, hear their views, and ask questions about the issues that are important to our community. I believe this would be a valuable opportunity for residents to become informed and engaged in the upcoming election.

I would respectfully ask Council to consider waiving the rental fee for the Nipissing Community Centre for this event. As this is a community-focused, non-partisan event intended to provide residents with an opportunity to hear from the candidates, I hope Council would consider making the facility available at no cost.

Thank you for considering my request. I appreciate your time and consideration and look forward to hearing from you.

Sincerely,

Julie Mahoney



TOWNSHIP OF NIPISSING

RESOLUTION

DATE: September 1, 2026

NUMBER: R2026-

Moved by

Seconded by

WHEREAS Council passed the Use of Municipal Resources During an Election Campaign, Rules and Procedures on April 7, 2026, Resolution R2026-79;

AND WHEREAS the Procedure states that a Councillor shall not use the facilities, equipment, services or other resources of the Township of Nipissing for any election campaign or campaign-related activities;

AND WHEREAS Council has received a request for use of the Township of Nipissing Community Centre for the evening of Wednesday, September 16, 2026 and to waive all fees associated with the use by Julie Mahoney, spouse of a Certified Candidate for a candidate event including all certified candidates in the municipal election;

NOW THEREFORE Council agrees that a candidate event is in the best interest of the residents of the Township and grants the request for use of the Community Centre and to waive the fees for rental, acknowledging the use for all Certified Candidates, including current Council members.

For Against

CHALAPENKO
FOOTE
KIRKEY
SCOTT
YEMM

Carried

Mayor: Dave Yemm

**Ministry of Emergency
Preparedness and Response**

25 Morton Shulman Ave, Toronto,
ON M3M 0B1

**Ministre de la Protection civile et de
l'intervention en cas d'urgence**

25, av. Morton Shulman, Toronto
(Ontario) M3M 0B1



Date: August 19, 2026

Memorandum to: Community Emergency Management Coordinators
First Nations Emergency Management
Coordinators/Professionals

Subject: Community Emergency Preparedness Grant Round 4

I am pleased to share that the Ministry of Emergency Preparedness and Response is now accepting applications for a fourth round of the [Community Emergency Preparedness Grant \(CEPG\)](#). Through an additional **\$5 million investment**, the CEPG will help strengthen local resilience by providing communities and organizations with the resources and equipment needed to both prepare for and respond to emergencies.

For this round, those eligible for funding include small and medium-sized municipalities, local services boards, Indigenous communities and Indigenous organizations, and fire protection service providers in territories without municipal organization. To ensure more communities benefit from the program, recipients who received funding previously are not eligible for funding this year.

Grants ranging from \$5,000 to \$50,000 are available and can be tailored to support local emergency preparedness priorities and needs. Program details, eligibility requirements, and application guidelines are available at ontario.ca/EmergencyGrant.

Applications must be submitted by **October 7, 2026, at 4:00 p.m. ET**. The ministry will host an information session on Tuesday, September 15, 2026 from 12:00 p.m. to 1:00 p.m. to help guide applicants through the process. Interested participants are required to [register in advance](#).

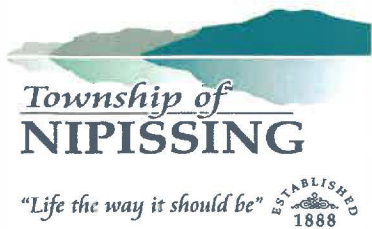
For any questions, please contact EMOCommunityGrants@ontario.ca.

Thank you for your continued commitment to keeping the province safe, practiced, and prepared.

Sincerely,

Original signed

Matthew Pegg
Deputy Minister and Commissioner of Emergency Management



TOWNSHIP OF NIPISSING

RESOLUTION

DATE: September 1, 2026

NUMBER: R2026-

Moved by

Seconded by

THAT we authorize the submission of an application for the Emergency Management Grant 2026-2027 for purchase of emergency management equipment.

For Against

CHALAPENKO
FOOTE
KIRKEY
SCOTT
YEMM

Carried

Mayor: Dave Yemm



TOWNSHIP OF NIPISSING

RESOLUTION

DATE: September 1, 2026

NUMBER: R2026-

Moved by

Seconded by

WHEREAS invasive plants are identified as a concern locally and provincially;

AND WHEREAS the Town of Halton Hills Resolution No. 2026-0107 captures all of the concerns, provides solution-based recommendations and is written to encompass all areas of the Province of Ontario;

NOW THEREFORE the Council of the Township of Nipissing supports the Town of Halton's Resolution Number 2026-0107;

AND directs Staff to place a link to the Ontario Invasive Plan Council's website which includes a Northern Grow Me Instead guide on the Township of Nipissing website to share information and assist residents on this matter.

For Against

CHALAPENKO
FOOTE
KIRKEY
SCOTT
YEMM

Carried

Mayor: Dave Yemm



TOWN OF
HALTON HILLS

THE CORPORATION
OF
THE TOWN OF HALTON HILLS

Resolution No.: 2026-0107

Title: Modernizing Ontario's Invasive Plants Rules to Protect Taxpayers, Municipal Lands, Agriculture, Natural Heritage and Local Gardens

Date: June 1, 2026

Moved by: Councillor J. Brass

Seconded by: Councillor C. Garneau

Item No. 12.3

WHEREAS invasive plants, shrubs, vines, groundcovers, ornamental species, seeds and nursery stock can cause significant damage to municipal infrastructure, roadsides, stormwater systems, parks, trails, natural heritage areas, agricultural lands, woodlots, shorelines, private property and local biodiversity;

AND WHEREAS Ontario municipalities and conservation authorities are estimated to spend approximately \$50.8 million annually managing invasive species, and the average annual cost per Ontario municipality has been estimated at \$218,148, with approximately 80% of expenditures directed toward control and management rather than prevention; (Invasive Species Centre)

AND WHEREAS these costs are ultimately borne by local taxpayers, conservation authorities, property owners, farmers, volunteers and community groups who are often left to manage invasive species after they have already been introduced, sold, planted, escaped cultivation and spread;

AND WHEREAS the Province of Ontario, through the Invasive Species Act, 2015, which allows species to be listed as prohibited or restricted, and which can make it illegal to import, possess, transport, propagate, buy, sell, lease or trade listed invasive species; (Invasive Species Centre)

AND WHEREAS the concern is not with plants that are already clearly prohibited or restricted, but with invasive species and seeds and nursery stock that may

continue to be sold or distributed before modernized provincial rules, public guidance and retail practices have fully caught up with current science and local experience;

AND WHEREAS garden centres, nurseries, landscape suppliers, seed distributors, online retailers, landscapers and residents all have an important role to play in preventing the spread of invasive plants before they become a costly municipal and environmental problem;

AND WHEREAS the Ontario Invasive Plant Council's Grow Me Instead program promotes native and non-invasive alternatives for healthy, diverse and wildlife-friendly gardens, and its updated Southern Ontario guide includes additional invasive plants and alternatives to help residents, gardeners and landscapers make better choices; (Ontario Invasive Plant Council)

AND WHEREAS recent local reporting in Halton Hills has highlighted the importance of choosing native alternatives to invasive garden plants, including through Grow Native Halton and the Ontario Invasive Plant Council's Grow Me Instead resources;

AND WHEREAS the continued sale and distribution of invasive ornamental plants undermine the work of municipalities, conservation authorities, environmental organizations, horticultural societies, local volunteers and residents who are investing time and taxpayer dollars to remove and manage these same species;

AND WHEREAS prevention at the point of sale is more cost-effective, more practical and more respectful of taxpayers than asking municipalities and property owners to pay for removal after invasive species have spread across property lines and municipal boundaries;

AND WHEREAS invasive plants do not recognize municipal boundaries, and effective prevention requires coordinated action by the Province of Ontario, the Government of Canada, municipalities, conservation authorities, Indigenous communities, agricultural organizations, the nursery and landscape sector, retailers, landowners and residents;

NOW THEREFORE BE IT RESOLVED THAT Council for the Town of Halton Hills respectfully request that the Province of Ontario, in consultation with municipalities, AMO, ROMA, conservation authorities, the Ontario Invasive Plant Council, Indigenous communities, agricultural organizations, environmental organizations, horticultural societies, the nursery and landscape sector, garden centres and other relevant stakeholders, undertake a review and modernization of Ontario's invasive plant regulatory framework;

AND FURTHER THAT this review include consideration of expanding and regularly updating the list of prohibited and restricted invasive plant species, including invasive plants, shrubs, vines, groundcovers, ornamental species,

seeds and nursery stock that pose a risk to Ontario's natural heritage, agriculture, municipal infrastructure, parks, trails, roadsides, stormwater systems and private property;

AND FURTHER THAT the Province of Ontario be requested to prohibit the sale, distribution, propagation and trade of listed invasive plant species through garden centres, nurseries, landscaping suppliers, online retailers, seed distributors and other commercial pathways;

AND FURTHER THAT the Province of Ontario be requested to develop clear labelling, public education and retailer guidance requirements so that residents, gardeners, landscapers and retailers can easily identify invasive species and choose native or non-invasive alternatives;

AND FURTHER THAT the Province of Ontario be requested to work with the nursery, garden centre and landscape sectors on a practical transition plan that supports compliance, protects small businesses, promotes native and non-invasive alternatives, and prevents invasive plants from continuing to enter communities through ordinary consumer purchases;

AND FURTHER THAT the Government of Canada be requested to review and strengthen, where appropriate, federal import, border, labelling and online sales rules related to invasive plants, seeds and nursery stock entering Canada, so that provincial prevention efforts are not undermined by interprovincial or international trade;

AND FURTHER THAT the Province of Ontario and Government of Canada be requested to support municipalities, conservation authorities and community partners with stronger prevention tools, updated science-based lists, public education materials and funding programs that prioritize prevention over costly long-term control and removal;

AND FURTHER THAT a copy of this resolution be forwarded to the Premier of Ontario, the Ontario Minister of Natural Resources, the Ontario Minister of Agriculture, Food and Agribusiness, the Ontario Minister of Municipal Affairs and Housing, the Ontario Minister of the Environment, Conservation and Parks, the federal Minister of Environment and Climate Change, the federal Minister of Agriculture and Agri-Food, Halton-area MPs and MPPs, the Region of Halton, HRFA, OFA, Conservation Halton, Credit Valley Conservation, Grand River Conservation Authority, AMO, ROMA, FCM, the Ontario Invasive Plant Council, Landscape Ontario, the Canadian Nursery Landscape Association, and all Ontario municipalities for their consideration and support.



Mayor Ann Lawlor



The Town of The Blue Mountains Council Meeting

File:

Justine Brotherston, Municipal Clerk, Township of Puslinch

Date:

Monday, July 13, 2026

Time:

6:23 PM

Moved by:

Councillor Maxwell

Seconded by:

Councillor McKinlay

THAT Council of the Town of The Blue Mountains receives for information the June 5, 2026, correspondence from Justine Brotherston, Municipal Clerk, Township of Puslinch, regarding Support for Halton Hill's March 24, 2026 Resolution Regarding Modernizing Ontario's Invasive Plants Rules to Protect Taxpayers, Municipal Lands, Agriculture, Natural Heritage and Local Gardens;

AND THAT Council directs staff to provide a staff report in response to the resolution regarding invasive species;

AND THAT Council directs staff to circulate this resolution of support to the Premier of Ontario, the Minister of Municipal Affairs and Housing, Minister of Agriculture, Food and Agribusiness, Local Members of Provincial Parliament, the Association of Municipalities (AMO) and all Ontario Municipalities for consideration and support

YES: 6

NO: 0

ABSENT: 1

The motion is Carried

YES: 6

Deputy Mayor Bordignon Councillor Ardiel
Councillor McKinlay Councillor Porter

Councillor Hope

Councillor Maxwell

NO: 0

ABSENT: 1

Mayor Matrosovs



Hon. Mike Harris
Ministry of Natural
Resources
Suite 1802
438 University Avenue
Toronto, ON M5G 2K8
VIA EMAIL:
mike.harrisco@pc.ola.org

Hon. Trevor Jones
Minister of Agriculture,
Food and Agribusiness
11th Floor
77 Grenville St.
Toronto, ON M7A 1B3VIA
EMAIL:
trevor.jones@pc.ola.org

Township of Puslinch
7404 Wellington Road 34
Puslinch, ON N0B 2J0
www.puslinch.ca

June 30, 2026

Hon. Rob Flack
Ministry of Municipal
Affairs and Housing
17th Floor
777 Bay St.
Toronto, ON M7A 2J3
VIA EMAIL:
rob.flack@pc.ola.org

Hon. Todd J. McCarthy
Ministry of Environment,
Conservation and Parks
5th Floor
777 Bay St.
Toronto, ON M7A 2J3
VIA EMAIL:
todd.mccarthy@pc.ola.org

RE: 6.16 Halton Hills Modernizing Ontario's Invasive Plants Rules to Protect Taxpayers, Municipal Lands, Agriculture, Natural Heritage and Local Gardens

Please be advised that Township of Puslinch Council, at its meeting held on March 24, 2021 considered the aforementioned topic and subsequent to discussion, the following was resolved:

Resolution No. 2026-202:

S

Moved by Councillor Bailey and
Seconded by Councillor Sepulis

That the Consent Agenda item 6.16 be received for information; and

Whereas Council supports the Towns of Halton Hills' resolution;

That Council direct staff to send a support resolution accordingly.

CARRIED

TOWNSHIP OF NIPISSING

CORRESPONDENCE

September 1, 2026

- 1.** District of Parry Sound Municipal Association (DPSMA) – 2026 Fall Meeting to be held September 25, 2026.
- 2.** Federation of Northern Ontario Municipalities (FONOM) – FONOM and Workplace Planning Boards Identify Municipal Workforce Challenges Across Northeastern Ontario.
- 3.** Federation of Northern Ontario Municipalities (FONOM) – Celebrates Municipal Services and Those Stepping Forward in 2026.
- 4.** Town of Latchford – Funding for Official Plan and Comprehensive Zoning By-Law Reviews.
- 5.** City of Belleville – ALTO – Protecting Municipal Interests and Local Decision-Making Motions.
- 6.** Township of Armour – Council of the Township of Armour petitions the Government of Ontario, through the Ministry of Tourism, Culture and Gaming, to substantially increase and provide sustainable, predictable operating funding for Ontario's Public Libraries.
- 7.** Nipissing Township Museum Board of Management Meeting Minutes held August 5, 2026.



District of Parry Sound Municipal Association

c/o Township of McKellar, 701 Hwy 124 McKellar, ON P0G 1C0

President: Lynda Carleton

Secretary-Treasurer: Karlee Britton

Fall 2026 Agenda – 173rd Meeting – Friday, September 25, 2026

Hosted by the Township of Carling

Carling Community Centre; 4 Carling Bay Rd W, Carling, ON P0G 1G0

- 8:15-9:00** Registration / Coffee sponsored by **The Citta Group, RBC Dominion Securities Inc.**
- 9:00-9:10** Singing of O Canada
Introduction of the Head Table
Welcome and Opening Remarks from the Township of Carling
- 9:10-9:50** **Keynote Speaker: Jeff Lehman**, Chair of the District Municipality of Muskoka, with Q&A
- 9:50-10:05** **How 'Cross Border Network' Got Its Start: Telling the Stories of Municipal Leaders Across Canada** presented by *Christopher Brown, Editor-in-Chief, Cross Border Network*
- 10:05-10:25** **AI in Action: Practical Uses of Artificial Intelligence in Municipal Government** presented by *Forrest Pengra, Director of Strategic Initiatives, Township of Seguin*
- 10:25-10:45** Coffee break sponsored by **Planscape**
- 10:45-11:05** **Planning Ahead: New Official Plan Formats & Other Emerging Planning Topics** presented by *Stefan Szczerbak, MCIP, RPP, Principal* and *Debbie Vandemakker, MCIP, RPP, PMP, Manager of Planning, Planscape*
- 11:05-11:25** **Building Age-Friendly Communities: Updates from the District of Parry Sound Age Friendly Committee** presented by *Samantha Docherty, Community Health Promoter, North Bay Parry Sound District Health Unit*
- 11:25-11:40** **Making Municipal Dollars Work: Investing for Long-Term Financial Sustainability** presented by *Anthony Modugno, Associate Investment Advisor, RBC Dominion Securities Inc.*
- 11:40-12:00** **Financing Municipal Infrastructure, Big & Small: Opportunities Through Infrastructure Ontario** presented by *Sunjit Grover, Vice President, Client Relationship Management*; and *Mark Da Silva, Senior Vice President, Head of Lending, Infrastructure Ontario*
- 12:00-1:00** Enjoy a delicious chicken parmesan lunch prepared and served by **Jim Macoubrey**.
- 1:00-2:00** **Municipal Stories That Matter: Conversations from Communities Across the District of Parry Sound** facilitated by Cross Border Network featuring a panel discussion.
- 2:00** **Resolutions / Business Meeting**
- Adoption of the Minutes of the Spring 2026 Meeting
 - Treasurer's Report January 1, 2026 to August 1, 2026
 - Updates to DPSMA Constitution
- Draw for Mystery Door Prize: Must be present to claim!
- Date and Host of Next Meeting:** Friday, May 28, 2027 hosted by the Municipality of Magnetawan
- Adjournment

Cross Border Network at the DPSMA Fall 2026 Meeting

The District of Parry Sound Municipal Association is pleased to welcome Cross Border Network to the Fall 2026 Meeting. Cross Border Network is the municipal affairs network dedicated to speaking with Municipal Leaders and stakeholders from across Canada about their role in Municipal Government, and the day to day issues facing municipal governments across Canada. Check out their YouTube channel [here](#).

Cross Border Network is attending the meeting as an independent media organization, and speaker. The Association is reimbursing reasonable travel expenses and providing compensation for attendance only. Cross Border Network retains full editorial independence and sole discretion over its coverage and interview selection.

A panel discussion on municipal issues and regional governance in the District of Parry Sound will be featured during the afternoon session, bringing together delegates who have been acclaimed in the upcoming election; who are not seeking re-election; or are not running in the District of Parry Sound. The discussion will focus on key matters of municipal governance, public policy, and the experiences and perspectives of elected officials across the region. The session will air on a future episode of *Municipal Affairs* which will air across all Cross Border Network Platforms, and RogersTV across Canada.

Campaign messaging or election-related advocacy will not be permitted during the panel discussion, if captured during filming, will not be included in the final production.

Cross Border Network is also seeking up to (8) eight delegates to participate in an individual interview of approximately 10 minutes, for episodes of *Cross Border Interviews* to be conducted during the morning of the meeting in a separate room.

Questions will be provided in advance and will focus on municipal governance and regional issues, and your views on the role of municipal government in 2026. **All registered delegates are welcome to express their interest directly to Cross Border Network.** Interview participants will be selected solely at Cross Border Network's editorial discretion.

The District of Parry Sound Municipal Association does not direct or influence Cross Border Network's reporting or interview selection and is not providing a platform for election campaigning.

To schedule please contact:

crossborderphotography@gmail.com

or

Chris@crossbournetwork.ca



District of Parry Sound Municipal Association
c/o Township of McKellar

701 Hwy 124, McKellar, ON P0G 1C0
President: Lynda Carleton | Secretary-Treasurer: Karlee Britton

DPSMA 2026 Fall Meeting

The Spring Meeting of the District of Parry Sound Municipal Association will be held on **Friday, September 25, 2026** hosted by the Township of Carling. The location of the meeting is at the **Carling Community Centre**, 4 Carling Bay Road West Nobel, ON P0G 1G0.

Registration/coffee begins at 8:15 am with the Meeting starting at 9:00 am.

The cost is **\$50.00** per person and includes lunch and refreshment breaks. Please notify if a vegan, vegetarian or other dietary restriction option is needed.

_____ will be sending (Name of Municipality/Organization)

_____ delegates @ \$50.00 each, for a total of _____.

The following delegates will be attending:

Please confirm attendance on or by Friday, September 11, 2026, so that catering arrangements can be finalized.

Registration can be made by:

Email: clerk@mckellar.ca | Fax: 705-389-1244 | Phone: 705-389-2842 x4
By mail: 701 Highway 124 P.O. Box 69 McKellar, ON P0G 1C0

Payment to follow registration.

Cheques - please send cheques in the mail or bring to the event; payable to 'District of Parry Sound Municipal Association'

EFT - *new* please email Karlee your organization's vendor form to arrange payment

Payment is expected for all delegates registered, regardless of whether they attend, as meal payment is based on the registration.

FOR IMMEDIATE RELEASE

August 12, 2026

**FONOM AND WORKFORCE PLANNING BOARDS IDENTIFY
MUNICIPAL WORKFORCE CHALLENGES ACROSS NORTHEASTERN ONTARIO**

Machar Township - The Federation of Northern Ontario Municipalities (FONOM), in partnership with the four Northeastern Ontario Workforce Planning Boards, has released a new report examining the recruitment, retention and workforce development challenges facing municipalities across the region.

The Municipal Workforce Development and Job Vacancies Survey was launched at the 2026 FONOM Conference in Timmins. It gathered 61 responses from municipal representatives across the districts of Algoma, Cochrane, Manitoulin, Nipissing, Parry Sound, Sudbury and Timiskaming.

The findings demonstrate that workforce pressures are affecting municipalities of every size. Ninety-four per cent of respondents reported difficulty attracting qualified candidates, either generally or for specific positions. The positions most frequently identified as difficult to fill were senior management, public works and finance, followed by administrative, by-law enforcement and water and wastewater positions.

“Municipal employees deliver the essential services that residents and businesses rely on every day. When a community cannot recruit a treasurer, public works employee, building official or senior administrator, the impacts are felt throughout the municipality,” said **FONOM President Dave Plourde**. “Northern Ontario continues to be an economic engine for the province, but our communities need a strong and sustainable municipal workforce to support that growth. FONOM looks forward to working with the Province and our workforce planning partners on practical solutions.”

Smaller municipalities reported particularly difficult circumstances due to limited financial resources, smaller candidate pools, geographic isolation and a lack of dedicated human resources capacity. Municipalities also face increasing competition from mining operations, other public-sector employers and larger communities for skilled and experienced employees.

Three-quarters of respondents indicated that their municipality had increased salaries or adjusted pay scales to remain competitive. However, the report concludes that compensation alone will not resolve the challenge. Municipalities identified salary benchmarking, centralized recruitment resources, shared human resources support, improved training opportunities and assistance with succession planning as important regional priorities.

“This survey gives us valuable, on-the-ground information directly from municipal leaders and staff,” said **Stacie Fiddler, Executive Director of the Labour Market Group**. “The results confirm that

recruitment and retention pressures are widespread, but they also point us toward practical areas for collaboration. Better labour market information, expanded access to training and certification, and stronger workforce planning tools can help municipalities prepare for both their immediate and long-term staffing needs.”

The report also found that leadership and management abilities, regulatory and technical knowledge, and skilled trades certifications are among the most evident skills gaps. Respondents highlighted the need for more accessible training, including opportunities outside the largest Northern centres, streamlined certification pathways and increased support for succession planning.

“Northeastern Ontario municipalities are competing for workers in a challenging labour market, often with fewer resources and fewer qualified candidates available locally,” said **Julie Joncas, Executive Director of the Far Northeast Training Board**. “This partnership provides a stronger regional understanding of those pressures. By working together, we can develop solutions that reflect the realities of Northern communities and help build the workforce needed to support municipal services and future economic growth.”

FONOM and the four Workforce Planning Boards will use the findings to support continued regional collaboration and discussions with the Ontario government. The partners will explore opportunities to improve municipal recruitment, retention, training, succession planning and workforce development across Northeastern Ontario.

“Municipalities are doing everything they can to adapt, but this is a regional and provincial challenge that requires a coordinated response,” added Plourde. “Supporting the municipal workforce is an investment in strong communities, reliable public services and the continued economic success of Northern Ontario.”

The four participating Workforce Planning Boards are:

The Labour Market Group;
Algoma Workforce Investment Corporation;
Far Northeast Training Board; and
Workforce Planning for Sudbury & Manitoulin.

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Media Contact:

Dave Plourde, President,
Federation of Northern Ontario Municipalities
705-335-1615 | fonom.info@gmail.com

Workforce Development and Job Vacancies

FEDERATION OF NORTHERN ONTARIO MUNICIPALITIES

STACIE FIDDLER

FEDERATION OF NORTHERN MUNICIPALITIES – WORKFORCE DEVELOPMENT AND JOB VACANCIES

Introduction

Small Northern municipalities face unique workforce development challenges that can affect their ability to deliver essential services, support economic growth, and remain resilient in the face of demographic and labour market changes. Limited populations, geographic isolation, competition for skilled workers, and constrained organizational capacity often make it more difficult to recruit, retain, and develop employees than in larger urban centres.

Better understanding these challenges is important to provide evidence-based insights that can inform targeted strategies, strengthen local workforce capacity, and help ensure Northern communities are well positioned to meet current and future service and economic development needs.

Methodology

In the spring of 2026, the Federation of Northern Ontario municipalities (FONOM) partnered with the four Northeastern Ontario Workforce Planning Boards on a new initiative focused on better understanding the workforce challenges facing municipalities across Northeastern Ontario.

A survey tool was developed to gather real, on-the-ground information related to recruitment and retention, hard-to-fill positions, succession planning, skills shortages, and the broader pressures communities are facing in attracting and keeping skilled workers.

The survey was launched at the Spring FONOM conference in Timmins from May 11-13, 2026. The survey was open for a total of 3 weeks and garnered 61 responses from FONOM’s 109 member municipalities.

The responses were received from the following regions:

District of Sudbury:	5 out of 10 members	50%
District of Manitoulin:	1 out of 9 members	1%
District of Temiskaming:	5 out of 23 members	22%
District of Nipissing:	6 out of 11 members	54%
District of Algoma:	10 out of 21 members	47%
District of Parry Sound:	12 out of 22 members	55%
District of Cochrane:	4 out of 13 members	30%

Overview

In total, 61 responses to the survey were received. These included seven instances where two individuals replied from the same municipality, and one instance where three individuals replied from the same municipality.

In a perfect world, one would eliminate the duplicate responses, so as not to give additional weight to those municipalities that contributed more than one response. But survey respondents can sometimes provide inaccurate responses. It is not possible to determine which of the multiple responses is accurate. The value of collecting more responses is that the overall average is more likely to reflect the accurate result. For this reason, all responses, including multiple responses, have been relied upon in this analysis.

Profile of respondents

The 61 respondents primarily represented small municipalities with populations under 5,000 residents (Table 1).

Table 1: Survey respondents by municipality population

Municipal population	Number
Under 1,000	22
1,000-5,000	28
5,000-10,000	6
10,000-50,000	1
50,000 plus	4

Number and type of employees

Respondents were asked to provide their staffing numbers by different categories of employees. Table 2 provides the responses, by different sizes of municipalities.

Table 2: Average number of employees by employment type and by size of municipality

	Full-time	Part-time	Contract	Seasonal
Under 1,000	7	2	1	3
1,000-5,000	18	5	1	5
5,000-10,000	91	14	8	13
10,000-50,000	95	52	1	20
50,000 plus	887	443	240	136

Not surprisingly, the larger the municipality, the greater the number of employees. Some other patterns are apparent as well:

- Larger municipalities have a proportionately higher number of part-time employees; among municipalities with 10,000 or more residents, the part-time workforce is approximately 50% to

55% as large as the full-time workforce, while among the smaller municipalities, that proportion of between 15% and 29%

- The largest municipalities (50,000 or more residents) have a proportionately higher number of contract workers compared to the size of their full-time workforce, but municipalities with under 1,000 residents come second in terms of the proportion comparison of their contract workers to full-time workers
- These small municipalities also hire a proportionately larger number of seasonal employees compared to their number of full-time employees

Presence of HR staff

Respondents were asked whether they had a designated HR department or a dedicated staff position whose primary focus is HR (hiring, firing and so on). Table 3 presents the results by size of municipality.

Table 3: Presence of HR department or dedicated staff position

	HR presence			Comment
	Yes	No	Other	
Under 1,000	32%	68%	0%	
1,000-5,000	14%	79%	7%	We have an HR Committee comprised of the clerk and 2 members of council; CAO/Clerk
5,000-10,000	83%	0%	17%	Payroll person has partial HR duties while our CAO also shares a big portion of HR duties
10,000-50,000	100%	0%	0%	Dedicated staff position that assists with HR and payroll
50,000 plus	75%	25%	0%	

In general, larger municipalities are more likely than smaller municipalities to have an HR department or dedicated HR staff position.

Table 4: Presence of union

	Union presence		
	Yes	No	Other
Under 1,000	41%	59%	0%
1,000-5,000	43%	57%	0%
5,000-10,000	50%	33%	17%
10,000-50,000	100%	0%	0%
50,000 plus	100%	0%	0%

The likelihood of a unionized workplace increases with the size of the municipality. Indeed, municipalities with over 10,000 residents all had a unionized workplace, whereas in the case of those with less than 10,000 residents half or less had a unionized workplace. The one instance of an “Other” response was because the workplace represented a mix of unionized and non-unionized workers.

Job vacancies and job candidate recruitment

Respondents were asked how many municipal staff positions were vacant at the time the survey was being completed, as well as the nature of the position. The average responses are presented in Table 5.

Table 5: Average number of job vacancies, by type of position and by size of municipality

	Union Positions	Non-Union Positions	Skilled Trades	Permanent	Temporary	Professional
Under 1,000	0.4	0.3	0.1	0.2	0.2	0.1
1,000-5,000	0.7	0.7	0.7	0.8	0.6	0.7
5,000-10,000	0.5	0.5	0.3	0.5	0.0	0.0
10,000-50,000	1.0	1.0	0.0	0.0	1.0	0.0
50,000 plus	1.0	1.0	1.0	1.0	0.8	1.0

While there were more vacancies among larger municipalities than among smaller ones, the magnitude of the difference was not nearly as much as one might expect. For example, municipalities with 50,000 or more residents have more than 100 times the number of full-time employees as municipalities with 1,000 or less employees, yet they only have at most 10 times the number of job vacancies in any given category.

Duration of job vacancies

Respondents were asked how long job vacancies remained unfilled. The responses by size of municipality are shown in Table 6.

Table 6: Duration of job postings by size of municipality

	ALL	Under 1,000	1,000-5,000	5,000-10,000	10,000-50,000	Over 50,000
Less than 1 month	29%	29%	32%	20%	0%	25%
1-3 months	19%	10%	18%	40%	100%	25%
3-6 months	7%	10%	7%	0%	0%	0%
More than 6 months	5%	5%	4%	20%	0%	0%
More than 1 year	3%	10%	0%	0%	0%	0%
None of the above	22%	29%	25%	0%	0%	0%
Other	15%	10%	14%	20%	0%	50%

By and large. Job postings last from zero to three months. What is more difficult to interpret is what respondents may have meant by selecting “none of the above,” as the time frames offered would seemed to have covered all the options. Their comments submitted under the “Other” category may shed some light here. In most instances, respondents indicated that the answer to this question varied by the type of occupation. Also, some positions are permanently posted (the example given was lifeguards and temporary front desk clerks).

One can compare those answers that selected a specific time frame to the available data on duration of job vacancies, available through the Job Vacancy and Wage Survey. Table 7 compares the results. The Job Vacancy and Wage Survey data represents the average duration over the last five reported quarters for all Ontario. It is striking that the values are virtually identical.

Table 7: Reported duration of job postings, FONOM survey and Ontario data

	FONOM	ONTARIO
Less than 1 month	46%	49%
1-3 months	30%	29%
3-6 months	24%	22%

Ontario data from Statistics Canada, Table 14-10-0443-01

Hardest to fill positions

Respondents were asked which positions were hardest to fill by selecting from a set of occupational categories. Table 8 shows the results by size of municipality and is ordered from the most to least difficult among all municipalities.

Table 8: Hardest to fill positions by size of municipality

	ALL	Under 1,000	1,000-5,000	5,000-10,000	10,000-50,000	Over 50,000
Senior Management	38%	36%	39%	50%	0%	25%
Public Works	31%	45%	21%	33%	0%	25%
Finance	31%	14%	39%	50%	0%	50%
Administrative/Clerical	25%	27%	25%	33%	0%	0%
By-Law Enforcement	20%	14%	18%	50%	0%	25%
Water/Wastewater	18%	5%	18%	33%	0%	75%
Fire Services	8%	5%	11%	17%	0%	0%
Recreation	5%	0%	7%	17%	0%	0%
None of the above	5%	5%	7%	0%	0%	0%
Other	26%	27%	21%	17%	100%	50%

The positions most often cited as most difficult are senior management, public works and finance.

A medium number of municipalities expressed high recruitment difficulty with positions relating to administrative/clerical, by-law enforcement and water/wastewater.

Few municipalities expressed high levels of difficulty recruiting for positions in fire services and recreation.

Under the “Other” category, seven municipalities named Chief Building Official, Building Inspector, Building Official or Building Department, three mentioned Planners or Planning, and two mentioned IT. A few mentioned employment categories such as part-time, casual or seasonal, and then there were half a dozen individual positions mentioned, each by one respondent, from Transfer Station Attendant to Chief Administrative Officer.

Identifying and assessing recruitment methods

The next two questions asked about recruitment methods, firstly, about which methods were used, then about which worked best. In asking about recruitment methods, respondents were provided with a list of the typical recruitment activities. The survey was set up in such a way that only one method could be selected. The method with the largest number of responses (one out of three respondents) was “Other,” where they were allowed to write in their response. In almost all instances, the answer was that they used some multiple of these options, and quite a few indicated that they used a majority or all of them. For this reason, Table 9 illustrating the responses has labelled the “Other” selection as “Multiple/All.” The table is ordered from the method with the most responses to the least, followed by none of above.

Table 9: Recruitment methods by size of municipality

	ALL	Under 1,000	1,000-5,000	5,000-10,000	10,000-50,000	Over 50,000
Multiple/All	33%	23%	36%	17%	100%	75%
Municipal website	20%	18%	29%	0%	0%	0%
Social Media	18%	18%	18%	33%	0%	0%
Other online job boards	18%	23%	11%	50%	0%	0%
Local newspapers	3%	9%	0%	0%	0%	0%
Indeed	3%	5%	4%	0%	0%	0%
Word of mouth/ community networks	3%	0%	4%	0%	0%	25%
Colleges/Universities	0%	0%	0%	0%	0%	0%
LinkedIn	0%	0%	0%	0%	0%	0%
None of the above	2%	5%	0%	0%	0%	0%

Some respondents did specify which multiple methods they used. Among those which received many mentions were social media, job boards and the municipal website. Methods which were mentioned that were not part of the survey list included professional associations, Municipal World for management positions and local employment services offices.

Respondents were next asked which of these recruitment methods worked best. The survey asked that they write in their response. In some cases, the respondents entered two responses or provided a comment. Several respondents noted that a different method was used depending on the occupation. To reflect all the input, where a response has two entries it was treated as two responses and all the answers were aggregated for all sizes of municipalities. In total, there were 74 entries, counting the multiple responses mentioned earlier.

By far, social media received the most mentions with 20, followed by on-line job boards (11) and the municipal website (8). Seven respondents specifically mentioned Indeed, although only four cited it as the best method, while three commented that it attracted many applicants but also many more unqualified candidates. Six respondents mentioned professional associations or industry associations (AMCOT, OBOA). Another six cited a variety of local resources (local advertising, local job boards, local media, and local employment services).

In cases where a comment was provided, it is usually explained that the best method depended on the position, requiring a more targeted approach for a professional position, whereas social media, the municipal website or local media was relied upon for other positions.

Challenges relating to job recruitment

With regard to recruitment challenges, respondents were first asked whether they had difficulty attracting qualified candidates. In the closed-ended question, respondents were provided with several possible responses to choose from:

- Yes
- Yes, for some positions
- No
- None of the above
- Other (please specify)

No respondent chose “none of the above” or “other.” Table 10 shows the remaining responses.

Table 10: Difficulty in attracting qualified candidates

	ALL	Under 1,000	1,000-5,000	5,000-10,000	10,000-50,000	Over 50,000
Yes	51%	68%	50%	17%	0%	25%
Yes, for some positions	43%	27%	43%	67%	100%	75%
No	7%	5%	7%	17%	0%	0%

Very few respondents expressed no difficulty in attracting qualified candidates – only 7% (four of 61 responses). Half said they experienced difficulty, while slightly over four in ten qualified the difficulty, saying it was present for some positions. It appears that smaller municipalities were more likely to experience difficulty overall, while larger municipalities were much more likely to limit the difficulty to some positions.

Respondents were next asked the extent to which competition with other industry sectors impacted their ability to recruit job candidates. The answers (measured in percentages) are shown in Table 11.

Table 11: Extent to which competition with other industry sectors impacts ability to recruit

ALL	< 1,000	1,000-5,000	5,000-10,000	10,000-50,000	> 50,000
54%	49%	53%	70%	---	59%

There were no replies from municipalities with 10,000 to 50,000 residents

Perhaps the best way to express the result is that municipalities face a moderate degree of competition with other industry sectors in attracting job candidates. It is worth diving deeper into the responses, however. Among municipalities with 5,000 or fewer residents, where the overall rating around 50% (49% and 53%), the actual answers fall into three distinct categories: approximately one-third express a high level of competition (a score of 65% or more); around one-third score it as medium (41% to 63%) and one-third score it as low (30% or less). In short, municipalities experience the recruitment competition to significantly different degrees, from high through moderate to low, where the average rating is moderate.

Respondents were further asked which industries they felt they were competing against for employees. Respondents were required to write in their responses, and the results are presented in Table 12, divided by the degree of competition respondents felt from other industry sectors for job applicants.

Table 12: Industries that provide competition for employees

High level of competition from other employers		Moderate level of competition from other employers		Low level of competition from other employers	
Industry	#	Industry	#	Industry	#
Mining	12	Mining	5	Mining	2
Other public sector	7	Other public sector	7	Other public sector	6
All industries	4	All industries		All industries	
Other	5	Other	8	Other	4
Don't know	1	Don't know	4	Don't know	4

The two sectors most likely to be named as competitors for employees were other public sector (usually expressed as other municipalities, but also included other public services or agencies, provincial parks, and First Nations governments) and mining. Mining was by far most often cited among municipalities that experienced a high level of competition from other employers (who also were the only category to feel that the competition came from all industries). Otherwise, other public sectors were more often named by those municipalities who experienced a moderate or low degree of competition from other industries. These latter municipalities were also more likely to say they did not know which industries were providing recruitment competition or they did not provide an answer.

Respondents were next specifically asked which positions were most affected by salary competition with mining operations. In total, 49 respondents provided an answer:

- One-third (35%) said there was no impact or that it was not applicable (several indicating there was no mining operation close by)
- Over four in ten (43%) named public works primarily, or equipment operators or labourers
- The larger municipalities (over 10,000 residents) specifically cited mechanics, engineers and other skilled trades positions

Questions relating to wages, pension and benefits as part of the attraction package

The next set of questions inquired about strategies relating to wages, as well as how pension and benefits may influence recruitment outcomes.

The first question asked whether the municipality had increased salaries or adjusted pay scales to remain competitive. In most cases (75% of all respondents), said they had (Table 13). As shown in Table 13, approximately one in eight (12%) indicated it was not possible within their budget (all were municipalities with fewer than 10,000 residents), while one in ten (10%) said no.

Table 13: Increasing salaries or adjusting pay scales to remain competitive

	ALL	Under 1,000	1,000-5,000	5,000-10,000	10,000-50,000	Over 50,000
Yes	75%	67%	79%	83%	0%	100%
Not possible within budget	12%	14%	11%	17%	0%	0%
No	10%	10%	11%	0%	100%	0%
Considering it	3%	10%	0%	0%	0%	0%

Those municipalities that answered yes were asked to indicate what adjustments were made. The 45 responses fell into numerous categories:

- Cost of living increased
- Added benefit (s) (e.g. vacation time)
- Offered a bonus
- Increased starting rates of positions
- Increased wage for specific positions to remain competitive or retain staff
- Pay increased to attract candidates with experience or with desired educational credentials
- Some increased for certain positions based on comparisons with neighbouring municipalities or market levels
- Increased the wage grid
- Increased wages through collective agreement negotiations
- Pay equity increased
- Review of all positions together with a labour market survey
- Periodic salary reviews
- Compensation review by outside consultant

Next, all respondents were asked whether they believed job candidates understood the value of the OMERS or municipal pension plan. The responses are provided in Table 14.

Table 14: Job candidates' understanding of value of municipal pension plan

	ALL	Under 1,000	1,000-5,000	5,000-10,000	10,000-50,000	Over 50,000
Yes	33%	38%	21%	67%	0%	50%
No	27%	10%	46%	0%	0%	25%
Not certain	28%	33%	21%	33%	100%	25%
Other	12%	19%	11%	0%	0%	0%

While there are large variations in the responses by size of municipality, there is no obvious pattern of response by size. The overall results for all respondents better reflect reality; one-third (33%) say that job candidates do understand, just under one-third (27%) say they do not, and a similar proportion (28%) are uncertain. Those municipalities that answered “Other” as a response usually had no pension plan or only had it for certain positions. In a few other instances, the “Other” response was used to express the view that young people are less concerned about preparing for their retirement.

Further on the topic of pensions as part of the compensation package, respondents were asked what challenges they faced in promoting pension value to younger or mid-career applicants. The answer relied on respondents writing in their reply.

Of the 50 comments entered, almost half (24, or 48%) said some variant of “younger workers are more interested in the immediate pay cheque.” This included such observations as “the future is too far away for younger workers,” “younger workers have immediate cash needs, such as saving for a house, as opposed to saving for retirement,” or “they feel it represents a large cut into their pay cheque (every dollar counts).” Most suggest this immediate-term attitude is particularly prevalent among this generation of youth, although a couple of respondents said that it has always been this way.

Eight respondents (16%) said they had no challenges in communicating about the benefits, while another five (10%) said the question was not applicable. A further five (10%) said that current workers are less interested in or committed to employment for the long-term. Another three (6%) felt that the workers did not understand the mechanics of how a pension worked.

Respondents were asked how they communicated pension and benefit information to applicants. Table 15 provides the results.

Table 15: How pension and benefit information is provided to applicants

	ALL	Under 1,000	1,000-5,000	5,000-10,000	10,000-50,000	Over 50,000
Job posting	35%	29%	39%	50%	0%	25%
Interview stage	25%	29%	25%	33%	0%	0%
Offer letter	12%	19%	11%	0%	0%	0%
Website	2%	0%	0%	0%	0%	25%
None of the above	3%	10%	0%	0%	0%	0%
Other	23%	14%	25%	17%	100%	50%

A little over one third (35%) of all respondents provide this information in the job posting and another quarter (25%) convey it during the interview stage. Almost a quarter (23%) chose “Other,” which when asked to specify, meant all of the above options or some mix of most of the options. In one instance, a respondent indicated that they communicated this information during onboarding.

Finally, respondents were asked whether tools or benefits from FONOM would help better communicate about these benefits. Only one-quarter (27%) said yes, while two-thirds were uncertain; that high level of uncertainty was consistent across all sizes of municipalities (Table 16). One possible reason for the uncertainty might be that it is unclear what that support from FONOM could look like.

Table 16: Would communication tools from FONOM help?

	ALL	Under 1,000	1,000-5,000	5,000-10,000	10,000-50,000	Over 50,000
Yes	27%	40%	18%	33%	0%	25%
No	7%	0%	14%	0%	0%	0%
Uncertain	66%	60%	68%	67%	100%	75%

Skill gaps and addressing workforce and recruitment challenges

Respondents were asked to identify the most evident skills gap by selecting from a list of options. Table 17 presents the answers. They are listed from highest to lowest percentage response among all responses.

Table 17: Most evident skills gaps

	ALL	Under 1,000	1,000-5,000	5,000-10,000	10,000-50,000	Over 50,000
Leadership/management	21%	15%	25%	33%	0%	0%
Regulatory/technical knowledge	17%	15%	18%	33%	0%	0%
Skilled trades certifications	16%	15%	11%	0%	0%	100%
Soft skills (communication, reliability)	12%	15%	14%	0%	0%	0%
Heavy equipment operation	10%	10%	7%	33%	0%	0%
Digital/IT skills	2%	5%	0%	0%	0%	0%
Other	17%	20%	18%	0%	100%	0%
None of the above	5%	5%	7%	0%	0%	0%

Three skills top the list (between one in five and one in six of respondents): leadership/management; regulatory/technical knowledge; and skilled trades certifications. Two other skills attracted around one in ten respondents: soft skills (communication, reliability) and heavy equipment operation. Digital/IT skills received a small number of responses and only among municipalities with under 1,000 residents.

Among those who selected “Other,” four in ten indicated that all of the listed options represented skills gaps, while two others selected two options from the list.

Additional comments were:

- Many municipal staff obtain training once hired as opposed to coming with a municipal education
- There is a lack of skills for any municipal management positions: i.e. Clerk, Treasurer, CBO, Fire Chief. As these people retire, it is getting harder to find replacements. Often "stealing" from other municipalities.

Respondents were next asked what specific supports or policy changes would help their municipality address workforce challenges. The question invited respondents to write in their response. Of the 40 comments offered, 15 were either “don’t know,” “unsure” or “unknown.” The largest substantive cluster of responses involved six comments supporting training, notably soft skills training at the high school and post-secondary levels, more funding to support training (in relation to DZ or AZ license, or heavy equipment certification), including more classrooms beyond the five biggest cities in the North to improve access, and streamlined qualification and certification pathways. Two other comments specifically targeted more promotion of skilled trades, another two desired more support with succession planning, and two sought policies encouraging migration to the North or expanding housing options for people wishing to work in the North.

More specifically, respondents were next asked what they saw as the primary barrier to successful recruitment in their municipality. The 55 respondents often cited more than one barrier; the three most common issues (each mentioned by around a third of respondents) were:

- Salary: the inability to offer a competitive wage, in relation to other municipalities, other employers and the fact that the job sometimes involves multiple hats; some noted that either their council was skeptical about the need for higher wages or their tax base precluded higher wages
- Lack of candidates: This was often expressed as a lack of qualified or skilled/educated candidates, often related to their smaller population base and remote location, and the consequent competition for qualified staff with other employers (often combined with the issue of a less than competitive salary)
- Location: A more remote location not only limited the job candidate pool, but it could also be less attractive as a draw for people to relocate for a position; several simply stated theirs was a rural location less enticing to younger staff, others noticed the limited availability of public services, retailers, restaurants and other amenities available in larger urban settings

Several respondents also mentioned either the cost or limited availability of suitable housing, combining this with the remote location and/or less competitive salary barrier.

A couple of respondents noted the challenge of competing for qualified bilingual staff or the difficulties of working in an environment that attracts more public scrutiny. Only two respondents said they were not facing recruitment difficulties.

The next question asked respondents which supports from FONOM would be most helpful when recruiting qualified individuals for municipal positions. The survey offered a set of possible responses, with the results shown in Table 18, in order of the highest to lowest scores among all respondents.

Table 18: Preferred supports from FONOM for recruiting qualified job candidates

	ALL	Under 1,000	1,000-5,000	5,000-10,000	10,000-50,000	Over 50,000
Salary benchmarking data	31%	24%	32%	33%	100%	50%
Centralized job posting platform	19%	33%	11%	17%	0%	0%
Shared HR resources	7%	10%	7%	0%	0%	0%
Recruitment best practices guide	5%	0%	11%	0%	0%	0%
Pension/benefits communication toolkit	3%	0%	0%	33%	0%	0%
Template job descriptions	2%	5%	0%	0%	0%	0%
Other	24%	24%	29%	17%	0%	0%
None of the above	9%	5%	11%	0%	0%	50%

The support which was clearly the most preferred was salary benchmarking data, which increased in preference the larger the municipality. Second was a centralized job posting platform, but mainly of interest to municipalities with fewer than 10,000 residents. The remaining options received limited support. Nearly one-quarter of respondents selected “Other” with most indicated that they would have chosen all of the available options.

Finally, respondents were asked if they wished to provide any further comments relating to the workforce development challenges they are facing. Of the fourteen comments made, only one topic was referenced by three respondents, that is, the challenge of managing with a small staff team. In their view, it meant individuals taking on multiple roles, which can pose availability, scheduling and workload management challenges (especially with respect to seasonal demands or emergencies), create difficulties for training and succession planning, cause disruptions due to staff leaves or retirements, and make it difficult to find job candidates with the necessary skills, experience and versatility. It also generates compounded pressures arising from increased administrative and regulatory requirements.

The other comments were:

- Rising transportation costs for employees
- Use FONOM to host sessions to train new councillors or to develop a roster of consultants for staff training
- Sharing with others that succession planning was very useful to them
- Cannot always guarantee enough hours for part-time staff
- Retention is an issue too; younger staff come to build their resumes, but then some move on

- Council sometimes goes beyond their role and gets too involved in operational issues
- Sometimes a toxic dynamic may develop with some members of council or the public
- Firefighter training is a big burden for small municipalities
- Have had hires who turned out to have been less qualified than they stated, resulting in people being let go soon after they are hired

In closing, respondents were asked if they would be willing to participate in a follow-up interview or discussion about workforce development challenges. Three in ten said yes, another three in ten said no, and four in ten said maybe.

Conclusion

The survey findings demonstrate that workforce recruitment and retention remain significant challenges for municipalities across Northeastern Ontario, regardless of community size. While the nature and scale of these challenges vary, respondents consistently identified difficulty attracting qualified candidates, competition from other employers, succession planning pressures, and limited organizational capacity as key barriers to building and sustaining a stable municipal workforce.

Smaller municipalities face particularly complex challenges. Limited financial resources, smaller candidate pools, geographic isolation, and fewer dedicated human resources supports often make it more difficult to compete for skilled workers. At the same time, respondents highlighted increasing competition from mining, other public sector employers and larger municipalities, particularly for technical, skilled trades, public works, finance and senior management positions.

The findings also demonstrate that municipalities are actively adapting their recruitment strategies through salary adjustments, broader advertising approaches, and enhanced benefits. However, many respondents indicated that compensation alone is insufficient to address long-term workforce shortages. Sustainable solutions will require continued investment in workforce development, skills training, succession planning and strategies that improve the attractiveness of municipal careers.

Respondents identified several areas where regional collaboration could strengthen municipal workforce capacity. Salary benchmarking information, centralized recruitment resources, shared human resource supports, and improved access to training and certification opportunities were among the most frequently identified priorities. These findings suggest that coordinated regional approaches, supported by organizations such as FONOM and workforce planning partners, can help municipalities respond more effectively to shared labour market challenges.

Overall, the survey provides valuable evidence of the workforce realities facing Northern Ontario municipalities. The findings establish a foundation for future workforce planning initiatives and highlight opportunities to strengthen recruitment, retention and workforce development strategies that support resilient municipal services and sustainable community growth across the region.

FOR IMMEDIATE RELEASE

Thursday, August 20, 2026

FONOM Celebrates Municipal Service and Those Stepping Forward in 2026

The Federation of Northern Ontario Municipalities (FONOM) is recognizing the municipal leaders who have decided not to seek re-election this fall, while thanking all new and returning candidates who have put their names forward to serve their communities.

Serving on a municipal council requires a significant commitment of time and energy. Municipal leaders are often called upon to make difficult decisions that directly affect their neighbours, local businesses and the future of their communities.

“On behalf of FONOM and our 110 member municipalities, I want to sincerely thank every mayor, councillor and municipal leader who has decided not to seek another term,” said FONOM President Dave Plourde. “Whether they served one term or several, each of them stepped forward because they cared about their community. Their contributions deserve to be recognized and appreciated.”

FONOM also recognizes three members of its Board of Directors who will be stepping away from municipal office this year: Councillor Sandra Hollingsworth (Sault Ste. Marie), Deputy Mayor Renée Carrier (French River), and Deputy Mayor Danny Whalen (Temiskaming Shores).

“Sandra, Renée and Danny have each brought a strong community voice and a valuable Northern perspective to the FONOM Board,” Plourde said. “Their knowledge, commitment and willingness to speak up for Northern Ontario have made FONOM a stronger organization. We thank them for their service to their municipalities, to FONOM and to communities throughout the North.”

Plourde also thanked the entire FONOM Board for its hard work during the current four-year municipal term, including Maggie Horsfield (City of North Bay), Lynn Watson (Echo Bay), Al MacNevin (NEMI), Lynda Carleton (Township of Machar), Terry Kelly (Township of East Ferris), Lorne Feldman (City of Timmins), Paul Lefebvre and alternate Mark Signoretti (Greater City of Sudbury).

“FONOM’s advocacy is a team effort,” said Plourde. “Our Board members bring forward the priorities of their communities and work together to develop practical Northern solutions. I am proud of the respectful and determined way our Board has represented our 110 member municipalities over the past four years.”

During the current term, the FONOM Board has advanced several major Northern Ontario priorities.

While progress has been made, there is still much more advocacy work ahead, and FONOM will continue pressing for action on the following issues: Improving the safety and capacity of Highways 11, 17 and 69;

- Seeking a dedicated Northern Ontario Policing Grant to address rising municipal policing costs;
- Calling for changes to Ontario's Mental Health Act to provide compassionate intervention for individuals experiencing severe substance use disorders;
- Supporting Northern Ontario's forestry and natural resource sectors;
- Advocating for fair and predictable municipal infrastructure funding;
- Addressing Northern housing, homelessness and community infrastructure needs;
- Supporting improvements to Northern air, rail and transportation services; and
- Working with regional partners to identify municipal workforce, recruitment and retention challenges.

"These files require persistence, partnerships and a strong, united Northern voice," Plourde said. "Every member of the FONOM Board has contributed to that work, and I thank them for their commitment."

FONOM also recognizes those who have put their names forward as new or returning candidates in the 2026 municipal election.

"Running for municipal office takes courage," Plourde added. "It means putting your ideas, your experience and yourself before the public. We thank every new and returning candidate who is willing to take on that responsibility and contribute to the future of their community."

FONOM supports the goals of the Association of Municipalities of Ontario's Healthy Democracy Project, including encouraging greater participation in local democracy, attracting candidates with different backgrounds and perspectives, promoting respect for those involved in the democratic process, and increasing awareness of the important role municipal governments play in people's daily lives.

"Healthy local democracy depends on people being willing to run, residents being engaged and everyone participating in a respectful way," Plourde said. "We encourage candidates to focus on the issues, listen to their residents and treat one another with respect throughout the campaign."

FONOM also encourages Northern Ontario residents to learn about their local candidates and participate in the municipal election.

"Regardless of the final results, everyone who allows their name to appear on a municipal ballot is making a contribution to local democracy," Plourde concluded. "We wish all candidates well, thank



those who have served and look forward to working with the municipal councils elected across Northern Ontario.”

-30-

Media Contact:

Mac Bain

Executive Director

Federation of Northern Ontario Municipalities

705-498-9510

info.fonom@gmail.com

About FONOM

The Federation of Northern Ontario Municipalities represents 110 municipalities across Northeastern Ontario. FONOM works to improve residents' quality of life and ensure Northern Ontario's future prosperity by advocating on behalf of its member municipalities.

Phone: (705) 676-2416
Fax: (705) 676-2121
Box 10, Latchford, On. P0J 1N0
www.latchford.ca



Premier Doug Ford
Premiers Office, Room 281
Main Legislative Building, Queen's Park
Toronto, ON
M7A 1A5

Sent via email: premier@ontario.ca

August 20th, 2026

Re: Funding for Official Plan and Comprehensive Zoning By-law Reviews

Dear Premier Ford,

On behalf of the Council of the Corporation of the Town of Latchford, I am writing to provide you with a copy of Resolution No. 26/150, adopted by Council on August 18, 2026.

Small, rural and northern municipalities require current Official Plans and Zoning By-laws to support housing, attract investment, encourage economic development and responsibly plan for infrastructure and municipal services. However, completing comprehensive reviews of these documents can place a significant financial burden on municipalities with limited tax bases, staffing capacity and financial resources.

The Town of Latchford recently applied to the Northern Ontario Heritage Fund Corporation for assistance with modernizing its land-use planning framework. The Town was advised that stand-alone studies are not eligible under the current program guidelines. This funding gap may force smaller municipalities to delay necessary planning updates or redirect limited municipal funds away from other essential services.

Council is respectfully requesting that the Government of Ontario establish a dedicated, sustainable and recurring funding program to assist municipalities with the costs of reviewing and updating Official Plans and Comprehensive Zoning By-laws. The program should recognize the differing financial and administrative capacities of municipalities and provide enhanced assistance to small, rural, northern and lower-tier municipalities.

Eligible expenses should include professional planning services, technical studies, public and Indigenous consultation where applicable, mapping and geographic information system updates, growth analyses, servicing and infrastructure assessments, and other supporting work required to develop modern and effective planning documents.

We respectfully ask your government to recognize Official Plans and Zoning By-laws as critical housing-enabling and economic development infrastructure. Providing municipalities with the resources to complete this important work will help remove barriers to development, create greater certainty for residents and investors, and better position communities across Ontario for responsible and sustainable growth.

Thank you for your consideration of this request. We would welcome the opportunity to discuss this matter further with you or the appropriate provincial representatives.

Kindest Regards,

MRobinson

Malorie Robinson
CAO/Clerk-Treasurer
Town of Latchford

Cc:

Minister of Municipal Affairs and Housing, Rob Flack minister.mah@ontario.ca

Minister of Finance, Peter Bethlenfalvy minister.fin@ontario.ca

Minister of Economic Development, Job Creation and Trade, Vic Fedeli, medict.minister@ontario.ca

Minister of Northern Economic Development and Growth, George Pirie mnedg.minister@ontario.ca

Federal Economic Development Agency for Northern Ontario, Patti Hadju patty.hajdu@parl.gc.ca

MP Nipissing – Timiskaming, Pauline Rochefort pauline.rochefort@parl.gc.ca

MPP Timiskaming – Cochrane, John Vanthof jvanthof-gp@ndp.on.ca

Association of Municipalities of Ontario (AMO) resolutions@amo.on.ca

Federation of Northern Ontario Municipalities (FONOM) fonom.info@gmail.com

Rural Ontario Municipal Association (ROMA) roma@roma.on.ca

Northwestern Ontario Municipal Association (NOMA) admin@noma.on.ca



CORPORATION OF THE TOWN OF LATCHFORD RESOLUTION

Resolution No.: 26/150

Date: August 18th, 2026

MOVED BY: Councillor Newell

SECONDED BY: Councillor McDonald

Whereas, municipalities are required to plan for responsible growth, housing, economic development, infrastructure, environmental protection and the long-term needs of their communities through comprehensive land-use planning documents, including Official Plans and Zoning By-laws;

And whereas, Official Plans and Zoning By-laws must be periodically reviewed and updated to ensure they remain consistent with current provincial legislation, policies, community needs, development pressures and opportunities for economic growth;

And whereas, the cost of undertaking comprehensive Official Plan and Zoning By-law reviews can represent a significant financial burden, particularly for small, rural and northern municipalities with limited tax bases, staffing capacity and financial resources;

And whereas, outdated planning documents can create barriers to residential, commercial and industrial development, limit a municipality's ability to respond to changing economic opportunities, and make it more difficult to identify and prepare lands for future growth;

And whereas, modern and current planning documents provide municipalities, residents, businesses and investors with greater certainty regarding where and how development can occur and allow municipalities to proactively plan for housing, employment lands, infrastructure and municipal services;

And whereas, investment in municipal planning is an investment in economic development, housing readiness and community growth, as updated Official Plans and Zoning By-laws can help municipalities remove unnecessary barriers to development and establish clear policies to support new investment;

And whereas, the Town of Latchford applied to the Northern Ontario Heritage Fund Corporation (NOHFC) for assistance with the modernization of its land-use planning framework and was advised that stand-alone studies are ineligible under the current NOHFC program guidelines;

And whereas, municipalities should not be required to choose between funding essential municipal services and undertaking the comprehensive planning work necessary to position their communities for future housing and economic growth;

Now therefore be it resolved that, the Council of the Corporation of the Town of Latchford hereby calls upon the Government of Ontario to establish a dedicated and

sustainable funding program to assist municipalities with the costs associated with reviewing, updating and modernizing Official Plans and Comprehensive Zoning By-laws;

And further that, such a funding program recognize the differing financial and administrative capacities of municipalities and provide enhanced funding opportunities for small, rural, northern and lower-tier municipalities where the cost of comprehensive planning reviews can represent a disproportionate burden on the municipal tax base;

And further that, eligible costs include, but not be limited to, professional planning services, technical studies and background reports required to support Official Plan and Zoning By-law reviews, public and Indigenous consultation where applicable, mapping and geographic information system updates, growth and development analysis, infrastructure and servicing assessments, and other supporting work necessary to establish modern and effective municipal planning documents;

And further that, the Province recognize municipal Official Plans and Zoning By-laws as critical economic development and housing-enabling infrastructure that provide the regulatory foundation necessary to support investment, development and sustainable community growth;

And further that, consideration be given to establishing a recurring funding intake so municipalities can undertake required planning reviews proactively rather than delaying necessary updates because of financial constraints;

And finally that, a copy of this resolution be circulated to the Premier of Ontario; the Minister of Municipal Affairs and Housing; the Minister of Finance; the Minister of Economic Development, Job Creation and Trade; the Minister of Northern Economic Development and Growth; the Minister of Infrastructure; the Federal Economic Development Agency for Northern Ontario (FedNor); John Vanthof, MPP for Timiskaming—Cochrane; Pauline Rochefort, MP Nipissing-Timiskaming; the Association of Municipalities of Ontario (AMO); the Federation of Northern Ontario Municipalities (FONOM); the Northwestern Ontario Municipal Association (NOMA); the Rural Ontario Municipal Association (ROMA); and all municipalities in Ontario, requesting their support and endorsement of this resolution.

CARRIED



CORPORATE SERVICES DEPARTMENT
TELEPHONE 613-968-6481
FAX 613-967-3206

City of Belleville

169 FRONT STREET
BELLEVILLE, ONTARIO
K8N 2Y8

August 7, 2026

The Honourable Steve McKinnon
Federal Minister of Transportation

Delivered by e-mail
Steven.MacKinnon@parl.gc.ca

Dear Minister McKinnon:

**RE: ALTO – Protecting Municipal Interests and Local Decision Making
Motions
13.1. Belleville City Council Meeting, July 27, 2026**

This is to advise you that at the Council Meeting of July 27, 2026, the following resolution was approved.

Whereas the proposed ALTO High Speed Rail Project may significantly affect municipalities, agricultural and farmland, residents, businesses, municipal infrastructure, emergency services, local economies and the natural environment across Ontario and Quebec;

And Whereas municipalities require complete information and meaningful consultation before decisions are made that may affect our communities;

Now Therefore Be It Resolved That the City of Belleville calls upon the Government of Canada and ALTO to publicly release the project plan, business case, costs, routes, impacts, alternatives, mitigation measures, and a detailed municipal impact assessment, and to undertake meaningful consultation before any advancement of the project;

And Further That the City of Belleville opposes any project activity that would negatively impact residents, businesses, agricultural operations, municipal infrastructure, emergency services, property access or local decision making, including expropriation, road closures, road dead-ending, grade separations, access restrictions, or infrastructure modifications;

And Further That the City of Belleville opposes the downloading of project-related costs onto municipal taxpayers and requests that all municipal costs associated with the project be borne by the project proponent;

And Further That the City of Belleville shall not voluntarily provide access to City-owned lands, infrastructure, records, studies, data, or other municipal assets, nor enter into voluntary agreements with ALTO, unless authorized by Council;

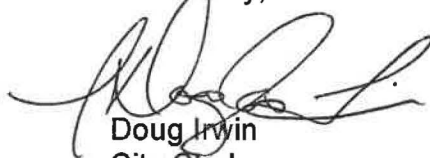
And Further That requests from ALTO involving municipal property, information, studies, surveys, testing, access, agreements, or cooperation be reported to Council and, where Council authorization is required, refer to Council for consideration;

And Further That the City of Belleville reserves all rights available to protect municipal interests throughout the planning, review, approval, construction, and operations of the ALTO project;

And Further That a copy of this resolution be forwarded to The Honourable Mark Carney, Prime Minister of Canada, The Honourable Steve McKinnon, Federal Minister of Transportation, The Honourable Heath McDonald, Minister of Agriculture, MP Shelby Kramp-Neuman, MP Chris Malette, The Honourable Doug Ford, Premier of Ontario, MPP Ric Bresee, MPP Tyler Allsopp, Honourable Christine Fréchette, Premier of Quebec, Martin Imbleau, President of ALTO, the Association of Municipalities of Ontario, the Federation quebecoise des municipalités, the Union des municipalités du Québec, the Eastern Ontario Wardens Caucus and all Municipalities in Ontario.

Thank you for your attention to this matter.

Yours truly,



Doug Irwin
City Clerk

DI/nh

Pc: Honourable Mark Carney, Prime Minister of Canada
Honourable Heath McDonald, Minister of Agriculture
MP Shelby Kramp-Neuman, Hastings – Lennox and Addington - Tyendinaga
MP Chris Malette, Bay of Quinte
Honourable Doug Ford, Premier of Ontario
MPP Ric Bresee, Hastings – Lennox and Addington
MPP Tyler Allsopp, Bay of Quinte
Honourable Christine Fréchette, Premier of Quebec
Martin Imbleau, President of ALTO
AMO
Federation Quebecoise des Municipalities
Union des Municipalities du Quebec
Eastern Ontario Wardens Caucus
All Ontario Municipalities



DISTRICT OF PARRY SOUND

56 ONTARIO STREET
PO BOX 533
BURK'S FALLS, ON
POA 1C0

(705) 382-3332

(705) 382-2954

Fax: (705) 382-2068

Email: admin@armourtownship.ca

Website: www.armourtownship.ca

Date: August 11, 2026

Motion # 2026-236

WHEREAS public libraries provide essential services including literacy, education, technology access, employment resources, and community programming;

AND WHEREAS the Burk's Falls, Armour & Ryerson Union Public Library serves the residents of the Township of Armour and surrounding communities;

AND WHEREAS the provincial funding received by the Burk's Falls, Armour & Ryerson Union Public Library has remained at \$13,914 annually since 1990, despite significant increases in the cost of providing library services;

AND WHEREAS the Township of Armour's contribution to library services has increased from \$14,097.99 in 2001 to \$98,722 in 2026, placing an increasing financial burden on municipal taxpayers;

AND WHEREAS the Ontario Library Association and Federation of Ontario Public Libraries have called for increased and sustainable provincial funding for public libraries;

NOW THEREFORE BE IT RESOLVED THAT the Council of the Township of Armour petitions the Government of Ontario, through the Ministry of Tourism, Culture and Gaming, to substantially increase and provide sustainable, predictable operating funding for Ontario's public libraries;

AND BE IT FURTHER RESOLVED THAT copies of this resolution be forwarded to the Premier of Ontario, the Minister of Tourism, Culture and Gaming, the local Member of Provincial Parliament, the Association of Municipalities of Ontario (AMO), the Ontario Library Association (OLA), and the Federation of Ontario Public Libraries (FOPL) for their support and advocacy;

AND BE IT FURTHER RESOLVED THAT this resolution be circulated to municipalities across Ontario for their consideration and support.

Moved by:

Blakelock, Rod	☐
Brandt, Jerry	☐
Haggart-Davis, Dorothy	☒
Ward, Rod	☐
Whitwell, Wendy	☐

Seconded by:

Blakelock, Rod	☐
Brandt, Jerry	☒
Haggart-Davis, Dorothy	☐
Ward, Rod	☐
Whitwell, Wendy	☐

Carried / Defeated

Declaration of Pecuniary Interest by:



DISTRICT OF PARRY SOUND

56 ONTARIO STREET
PO BOX 533
BURK'S FALLS, ON
POA 1C0

(705) 382-3332

(705) 382-2954

Fax: (705) 382-2068

Email: admin@armourtownship.ca

Website: www.armourtownship.ca

Date: **August 11, 2026**

Recorded vote requested by:

Recorded Vote:

Blakelock, Rod

Brandt, Jerry

Haggart-Davis, Dorothy

Ward, Rod

Whitwell, Wendy

For

☐☐☐☐☐

Opposed

☐☐☐☐☐

MINUTES

Nipissing Township Museum Board of Management August 5, 2026

A regular meeting of the Nipissing Township Museum Board of Management was held on Wednesday, August 5, 2026 starting at 6:00 p.m.

The meeting was held in person at the Township of Nipissing Community Centre, 2381 Hwy 654.

Present: Chair Jane Aultman, Gladys Bateman, Councillor Stephen Kirkey, Alma Rice and Mayor Dave Yemm.

Staff: Gillian Bernas, Museum Manager; Kim Turnbull, Deputy Treasurer-Office Assistant, Secretary to the Museum Board

Regrets: Mary Heasman and Debbie Rennette

Disclosure of pecuniary interests – none

MOTION NUMBER 2026-14

Moved by: Dave Yemm

Seconded by: Steve Kirkey

That we approve the Minutes of the Nipissing Township Museum Board Meeting held July 8, 2026 as presented. **Carried.**

Staff Updates:

- **Financial and Visitor Statistics**

Revenue & Financial Statistics

Candy	Merchandise	Donations	Special Events	Total
\$ 222.75	\$ 472.00	\$ 619.90	\$ 310.00	\$ 1,624.65

Including the donation from Knox Church, this puts the total revenue to date for 2026 at \$6,624.65.

Workshop Costs and Revenue Breakdown

The total revenue from both the butter and ice cream workshops was \$310.00 while the total costs for both were \$259.09.

Discussion – Knox United Church: the church will be closing and have donated \$5000.00 to the Nipissing Township. The church advised they have items to donate to the Museum. Discussion to appoint members of the Board and staff to review the items from the church.

Dave advised the Board that he and Mary went through the items in the church 2 years ago and indicated which items the Museum would accept to the artifact collection.

Action – to provide the list of accepted items to the Board at the September meeting.

Visitor Statistics

	Both	Museum	Store	Total
June & JULY TOTAL	157	19	22	198

The week of July 13-20th when Highway 534 was shut down there were limited visitors. However, this past week visitor numbers did increase to regular levels.

- **Building and Maintenance**

- No updates at this time.

- **Event Planning**

- **Heritage Day** – one of the students will be demonstrating an exhibit in the gift shop and the other student will be working in the gift shop throughout the day.
 - Request for Board members to assist in the Hardware Store, Church and the BBQ table.
 - Craft vendors – 4 confirmed vendors, there is still space for more vendors
 - No entries for the Kids Craft Fair – next year look at changing the format, no age limit in order to receive entries.
 - Silent Auction - local businesses have donated items or experiences to the auction and minimum bids have been set for higher value items.
- **Rope Craft Workshop** – a few registrants for the rope basket making, no registrants for the rope coasters.

MOTION NUMBER 2026-15

Moved by: Alma Rice

Seconded by: Gladys Bateman

THAT the Rope Coaster event on August 13, 2026 be postponed due to a lack of registration. Carried.

- **Collections/Artifact Status Report**

- Discussion about a motor donation that was not available for the Board's consideration.
- Rearranging the Storage Room to make items more accessible to change exhibits and for inventory purposes.

- **Exhibits**

- Progressing on the Waterways and Remembrance Day exhibits.

- **Strategic Plan**

- Next year, recommend focus on building the current exhibits at the Museum rather than creating a new exhibit.
- The workshops have brought new and returning visitors to the museum. Continue to utilize the workshops in 2027.

- **Board Discussion – New Business and Future Events**

- Review the current Strategic Plan at the next meeting and determine what the board has accomplished during this term. Identify items that are still outstanding.
- Initial discussion about planning stages for the 2027 season.
- Process for next term of the Nipissing Museum Board members.

MOTION NUMBER 2026-16

Moved by: Dave Yemm

Seconded by: Gladys Bateman

THAT the Board meeting is hereby adjourned at 6:33p.m. Next meeting will be held Wednesday, September 2, 2026 at 6:00 p.m. **Carried.**

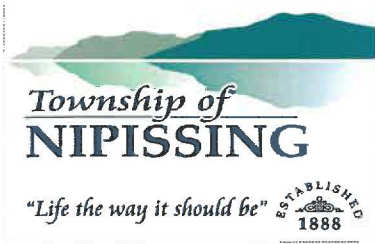
Chairperson:

Secretary:

Minutes prepared as per Section 228 (1)(a) of the Municipal Act, S.O. 2001, c. 25.

Clerk to record, without note or comment, all resolutions, decisions and other proceedings of the council.

Minutes to be approved by the Board at the next scheduled Board Meeting.



TOWNSHIP OF NIPISSING

RESOLUTION

DATE: September 1, 2026

NUMBER: R2026-

Moved by

Seconded by

**That the statement of accounts dated:
August 14, 15, 24, 26, 27 and 29, 2026**

Totaling \$461,292.99 be approved.

For	Against
------------	----------------

YEMM	
CHALAPENKO	
FOOTE	
KIRKEY	
SCOTT	

Carried

Mayor: Dave Yemm