

CORPORATION OF THE TOWNSHIP OF MCKELLAR

April 21, 2026 – 6:30 p.m.

AMENDED AGENDA

Topic: Regular Meeting of Council

Time: April 21, 2026, 6:30 P.M. (Closed Session @ 5:30 p.m.)

Location: Council Chambers, 701 Highway 124, McKellar, ON P0G 1C0

Join Zoom Meeting

<https://us06web.zoom.us/j/84755270140>

Dial by your location
+1 647 374 4685 Canada
+1 647 558 0588 Canada

26-
2026-21

1st Resolution
1st By-law

1. CALL TO ORDER
2. ROLL CALL
3. DECLARATIONS OF PECUNIARY AND/OR PERSONAL INTEREST AND GENERAL NATURE THEREOF
4. ADOPTION OF AGENDA
5. CLOSED SESSION
 - 5.1 Minutes of Closed Session – April 7 & 15, 2026
 - 5.2 Advice subject to solicitor-client privilege; pursuant to Ontario Municipal Act Section 239(2)(f) – Proposed Consent Application on Dockside Drive
 - 5.3 Personal matters about an identifiable individual, including Municipal employees or local board members; pursuant to Ontario Municipal Act Section 239(2)(b) – By-law Enforcement Contract
6. CALL TO ORDER
7. RESPECT AND ACKNOWLEDGMENT DECLARATION

In the spirit of reconciliation and co-operation, we wish to acknowledge that the land on which we gather is the traditional territory of the Anishinaabe and Mississauga people. Its boundaries fall within the Robinson-Huron Treaty of 1850 and the Williams Treaty of 1923. We are grateful to live here and we thank all the generations of people who have taken care of this land for thousands of years. To honour the suffering of Indigenous people and the love and wisdom they have carried for thousands of years, we pledge to work in community and harmony with each other and the environment we inhabit and work towards Truth and Reconciliation.
8. ROLL CALL - REGULAR SESSION 6:30pm (Public can join via Zoom)

9. DECLARATIONS OF PECUNIARY AND/OR PERSONAL INTEREST AND GENERAL NATURE THEREOF

10. PUBLIC MEETING

11. DELEGATIONS AND PRESENTATIONS

11.1 Deborah Loosemore, CEO, West Parry Sound Health Centre Foundation
– Update on Foundation Activities and Upcoming Event “Walk-Run-Pole”

11.2 Jeremy Beamer – H&G Control – Introduction of Waste Management Facility Program

12. COMMITTEE OF THE WHOLE

13. MOTION TO REVIEW A PREVIOUS MOTION

14. ADOPTION OF MINUTES OF PREVIOUS MEETING(S)

14.1 Minutes of the April 7, 2026, Regular Meeting of Council and April 15, 2026, Special Closed Meeting of Council

15. PLANNING MATTERS

15.1 Consent Application – B07-2026 (McK) Le Blanc

16. COMMITTEE/BOARD MINUTES WITH RECOMMENDATIONS FOR APPROVAL

16.1 District of Parry Sound Social Services Administration Board – Chief Administrative Officer’s Report – March 2026

16.2 McKellar Whitestone Planning Board Meeting Minutes – February 23, 2026

17. STAFF REPORTS WITH RECOMMENDATIONS FOR APPROVAL

17.1 ADMIN-2026-04 Balsam Road Telecommunications Tower

17.2 ADMIN-2026-05 Historical Walking Trail Report for 2027-2028

17.3 PW-2026-01 – Tender 2026-05-LC Liquid Calcium, Tender 2026-06-Gravel Quarried Crushed Granular “A” Gravel and Granular “B” Gravel, Tender-2026-07 Washed Granular Screenings

17.4 Accounts Payable Preliminary Cheque Run Report for March 2026

17.5 ADMIN-2026-06 Vehicle Procurement

18. MAYOR’S REPORT

19. CORRESPONDENCE FOR CONSIDERATION

20. MOTION AND NOTICE OF MOTION

- 20.1 Appointment to the West Parry Sound OPP Detachment Board
- 20.2 Appointment to the Township of McKellar Volunteer Fire Department
- 20.3 Deem Self-Contained Breathing Apparatus (SCBAs) Surplus

21. BY-LAWS

- 21.1 By-law 2026-21 Being a By-law to Amend By-law 2023-08 Being a By-law to establish rules governing the proceedings of Council, the calling of Meetings and the conduct of Members, Staff and the Public (Procedural By-law)
- 21.2 By-law No. 2026-19 - Being A By-Law to Adopt the Estimates of All Sums Required During the Year 2026 (Yearly Budget) Third Reading
- 21.3 By-law 2026-23 – Being a By-law to Authorize the Transfer of Ownership and Liability of a Telecommunications Tower and to Authorize the Execution of a Lease Agreement with Spectrum Telecom Group Ltd. (10 Balsam Road)

22. UNFINISHED BUSINESS

- 22.1 Unfinished Business as of April 21, 2026

23. NEW BUSINESS

24. PUBLIC NOTICES, ANNOUNCEMENTS, INQUIRIES AND REPORTS BY COUNCIL MEMBERS

25. CONSENT AGENDA – CORRESPONDENCE

- 25.1 The Labour Market Group – Local Labour Market Plan 2026
- 25.2 AMO Watchfile - April 02, 2026 & April 9, 2026
- 25.3 Resolution 2026-040 – Support Coordinated Provincial Bail Notification Program
- 25.4 Ministry of Municipal Affairs and Housing – Municipal Buy Ontario Procurement Directive – Phased Implementation Dates – April 10, 2026
- 25.5 Regional Municipality of Waterloo – Notice of Motion, Councillor C. James re: Community Safety and Well-Being Plan – April 2, 2026
- 25.6 Ministry of Northern Economic Development and Growth – Tourism Campaign Northern Ontario Communities – April 9, 2026
- 25.7 Response for Jones Island Rear Range – National Defence Headquarters – April 10, 2026
- 25.8 Resume Regular Property Assessment Cycle in the Province – Ryan

26. QUESTION/COMMENT PERIOD (RELATED TO ITEMS ON AGENDA)

27. CONFIRMING BY-LAW

- 27.1 By-law 2026-24 Confirming the Proceedings of Council

28. ADJOURNMENT

Instructions for Joining the Council Meeting

1. Please try to sign in between 6:20 p.m. to 6:30 p.m. if possible; you are still welcome to sign in after 6:30 p.m. if necessary.
2. Please wait to be let in the 'meeting room'; this won't take long.
3. Please have your mic and video on mute unless you are speaking; this ensures there are no distractions or background noise to disrupt the meeting.
4. When you sign in, please sign in with your full name (first and last), not a company name.
5. A question-and-answer opportunity will be available at the end of the meeting, as per normal protocol, or during the Public Meeting.
6. If you have permission to speak please identify yourself (first and last name).
7. Please respect meeting protocol and do not interrupt the meeting. The Municipality reserves the right to remove attendees who are disruptive or disrespect meeting protocol.



SCHEDULE "E"

Township of McKellar

701 Hwy 124, P.O. Box 69, McKellar, ON P0G 1C0

Phone: 705-389-2842

Fax: 705-389-1244

Request for Delegation/Deputation before Council

Pursuant to By-law No. 2019-25 as amended, any person wishing to make a deputation before Council shall submit a request in writing to the Clerk no later than 1:00 p.m. on the Tuesday prior to the meeting at which they wish to be heard. The written request shall be a detailed written submission which clearly outlines the matter that the deputation wishes to present to Council including the nature of the business to be discussed and the person(s) named to make the deputation. The detailed written submission, together with this form, shall be circulated with the Council agenda. Please note that Deputations are limited to 10 minutes in length.

PLEASE PRINT CLEARLY

Name of Person to Appear: <u>DEBORAH LOOSEMORE, CEO</u>	
Address: <u>6 ALBERT ST. Parry Sound ON P0A 3A4</u>	
Phone: Home: _____ Business: _____	Cell: [REDACTED]
Name of Group or Person(s) being represented (if applicable): _____	
<u>WEST PARRY SOUND HEALTH CENTRE FOUNDATION</u>	
Meeting date requested to appear before Council: <u>APRIL 21, 2016</u>	
Subject Matter of Deputation: <u>TO PROVIDE AN UPDATE ON ACTIVITIES AT THE FOUNDATION & DISCUSS OUR UPCOMING COMMUNITY EVENT 'WALK-RUN-ROLE' BEING HELD ONLINE THROUGHOUT THE MONTH OF MAY WITH AN IN-PERSON COMPONENT AT THE STOCKEY CENTRE ON JUNE 07, 2016</u>	
Detailed written submission must be attached or submitted to the Clerk by 1:00 p.m. the Wednesday prior to the Council meeting.	
Signature: <u>[Signature]</u>	Date: <u>Mar 10/26</u>

SCHEDULE "E"

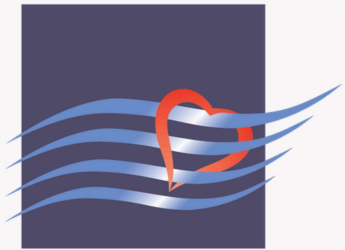
Reminder: A signed detailed written submission must be provided to the Clerk's Office by 1:00 on the Tuesday prior to the meeting. Failure to provide a signed detailed written submission by the Tuesday prior to the Council meeting will result in the deputation not being placed on the Council's agenda.

Decorum dictates respect for all opinions and individuals are reminded there is zero tolerance for coarse language and inappropriate behaviour. By submitting this Form you have indicated agreement with this requirement.

Personal Information on this form is collected under the legal authority of the Municipal Act, S.O. 2001, c25 as amended. The information is collected and maintained for the purpose of creating a record that is available to the general public pursuant to Section 27 of the Municipal Freedom of Information and Protection of Privacy Act.

Correspondence to Council and Committee meeting agenda, minutes and correspondence are public documents and are published on the Township of McKellar website. When corresponding with the Township of McKellar, please be aware that personal correspondence or delegation materials (together with names, addresses, email addresses and phone numbers) may be included on the Council or Committee meeting agenda and subsequently appear on the corporate website.

If you feel there is a compelling reason that your correspondence to Council should not be included on the agenda and released to the public, please notify the Clerk's office.



WEST PARRY SOUND HEALTH CENTRE FOUNDATION

PRESENTATION TO THE MCKELLAR TOWN COUNCIL
April 21, 2026

Deborah M. Loosemore CEO

Website:



Our 'Why'

To know that whenever you need health care at the West Parry Sound Health Centre, you can trust that your health care team has the equipment and technology to provide the best possible care.

Our Mission →

To raise the vital funds required to meet the evolving health care needs of everyone who lives, works and vacations in our beautiful region.

Our Values →

We are dedicated to improving health outcomes for all.
Together, we can make a difference.
We embrace new ideas to enhance health care delivery.
We are committed to transparency and responsible stewardship of your contributions.



**Awesome
Support!**



**Apr 1 2020 - Mar 31 2025
\$17,819,315 raised**

8,437 donors

**\$16,281,347 transferred
to the hospital and to the
endowment.**

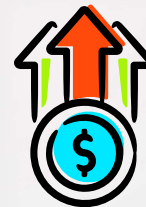
Our Strategic Direction



Meet the ongoing and special project capital needs of the WPSHC



Eliminate the backlog of deferred purchases by 2029



Grow the endowment fund to \$30 million by 2050



Ensure strong governance and accountability policies and practices.

Connecting With Our Communities Across the Region



Walk, Run, Pole

JUNE 7

Total raised:
last 5 years: \$426,441



**MooseFM
Radiothon**

AUGUST

Total raised
last 5 years: \$288,392



**Classic Boat Tour
& Auction**

MAY 14-28 - auction
JULY 25 - live event

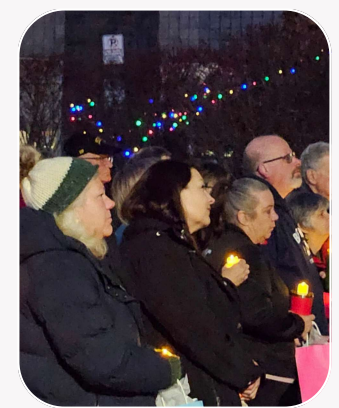
Total raised
last 5 years: \$50,836



**Driving for
Diagnostics**

SEPTEMBER 19

Total raised
last 5 years: \$346,336



Lights of Love

TBD

Total raised
last 5 years: \$7,867

What's Next?



- Innovation and growth
- Future-proofing
- Relationships
- Accountability



June 10, 2025

Thank You!

WEST PARRY SOUND HEALTH CENTRE FOUNDATION



DEBORAH LOOSEMORE CEO
DLOOSEMORE@WPSHC.COM
CELL: 705-774-6571

WWW.WPSHCF.COM





SCHEDULE "E"

Township of McKellar Request for Delegation/Deputation before Council

Pursuant to By-law No. 2023-08, any person wishing to make a deputation before Council shall submit a request in writing to the Clerk no later than 1:00 p.m. on the Tuesday prior to the meeting the following week at which they wish to be heard. The written request shall be a detailed written submission that clearly outlines the matter that the deputation wishes to present to Council including the nature of the business to be discussed and the person(s) named to make the deputation. The detailed written submission, together with this form, shall be circulated with the Council Agenda. Please note that Deputations are limited to ten (10) minutes in length.

PLEASE PRINT

Name of Person to Appear: Jeremy Beamer			
Address: 61 Lambeth Square, Toronto, ON M1W3B3			
Phone: 1-888-241-9948	Home	Cell [REDACTED]	Business
Name of person requesting appearance: (if different from the person preparing the request) Zulfiqar Moorraj			
Phone: [REDACTED]	Home	Cell	Business
Name of Group or Person(s) being represented (if applicable) H&G Control			
Meeting Date requested to appear before Council 4/21/26			
Subject Matter of Deputation: <u>Introduction of waste management facility program</u>			
Detailed written submission must be attached or submitted to the Clerk (by 1:00 p.m. the Tuesday of the week prior to the Council Meeting).			
Signature: [REDACTED]		Date: 4/1/26	



H & G CONTROL

a division of Andark Control Systems Inc.

March 2026

Good day,

As the President of H&G Control, I would like to take a moment of your time to introduce our organization, as well as a technology we have developed that can revolutionize the fields of energy and waste management in Canada.

Since 1965, H&G Control has been an Ontario-based, well-reputed manufacturer of electrical control panels, providing our customers with automation and control solutions. Our products and services have been used in such industries as refrigeration, cooling towers and industrial heating, water treatment, dust collection, diesel generators, emergency power switching, industrial process machinery, and a host of other applications. Our commitment to total quality has led to most customers providing repeat business for more than fifteen years and treating H&G Control as an imbedded extension of their own business.

Our company recognizes that the planet is facing a growing crisis, as landfills are rapidly running out of capacity, and developed nations are simply carting their waste off to other countries for disposal. Ontario alone sends more than twelve million tonnes of waste to landfills every single year. Our organization has teamed with engineering experts in the fields of machine and plant design, as well as pyrolysis – a method of non-combustion decomposition of organic materials – to create a state-of-the-art facility that will transform the waste management industry.

This process sorts and breaks down commercial and residential waste into its base components, with recyclable materials being resold to end users, and organic materials being converted into energy that can run not only the plant itself, but can help heat and power homes in the area. Facilities such as these will create jobs to support local economies, and can also generate revenue through waste management agreements with nearby municipalities. This system can even be used to process existing landfill sites, and reclaim the land for other uses.

We would like the opportunity to speak with you directly, to discuss how this technology can be used to benefit your municipality. We can be reached through our consultant, Jeremy Beamer of GTA Strategies, at 888-241-9948 ext. 2, or at jeremy@gtastrategies.com.

Thank you very much for your time – we look forward to working with you.

Sincerely,

Zulfiqar Mooraj

Zulfiqar Mooraj | President

H & G Control

zmooraj@handgcontrol.com



H & G CONTROL

a division of Andark Control Systems Inc.



The H&G Process

Disrupt the way we convert waste



About H&G and the Team



Since 1965, H&G Control has been a Mississauga, Ontario-based, well-reputed manufacturer of electrical control panels, providing its customers with automation and control solutions. Our commitment to total quality has led to most customers providing repeat business for more than fifteen years and treating H&G CONTROL as an imbedded extension of their own business.



Leading the H&G Team, Zulfiqar Mooraj is an Engineer with over 30 years of experience, primarily in the field of automation and control, having worked in Canada as well as internationally in Germany and in the Middle East.



Heinrich Höhl, an Engineer with 35 years of experience in Machine Construction and Plant Engineering and design, primarily with Raw Materials and Energy.



Philipp Hagemann, an Engineer (Process Engineering) with over 20 years of experience in Pyrolysis, a major part of our proposed project.

The Gravity of the Problem

- **Auditor General of Ontario**

- 2021 report: estimated that **all existing landfill capacity** in Ontario will be exhausted in the next **11 to 14 years** (from 2021). So that points to around 2032-2035 depending on scenario.
- The same report noted that about **12 million tonnes** of non-hazardous waste are generated each year in Ontario (residential, business, industrial sectors)



The Current Situation & the H&G Process

- Ontario is facing a crisis. Landfills will run out of capacity in 8-10 years.
- Ontario residents send 12 Million T/yr to landfills.
- Canada also exports waste for disposal to USA.
- The H&G process is sustainable and generates clean energy.
- All products are saleable.
- Excess heat can also be used.





H&G brings to the world a disruptive solution for Waste Treatment



The H&G Process is a new way to process waste and convert it to energy and other saleable products.



Industry disrupting technology that will impact our lives, the recycling and the waste disposal industries.



First plant with this technology to be built in Canada.

The H&G Process

Unsorted waste is received at the plant. A critical change to today and lowering of costs.

This waste is fed into the processing plant (WPP) starting with the Ball Mill at the start.

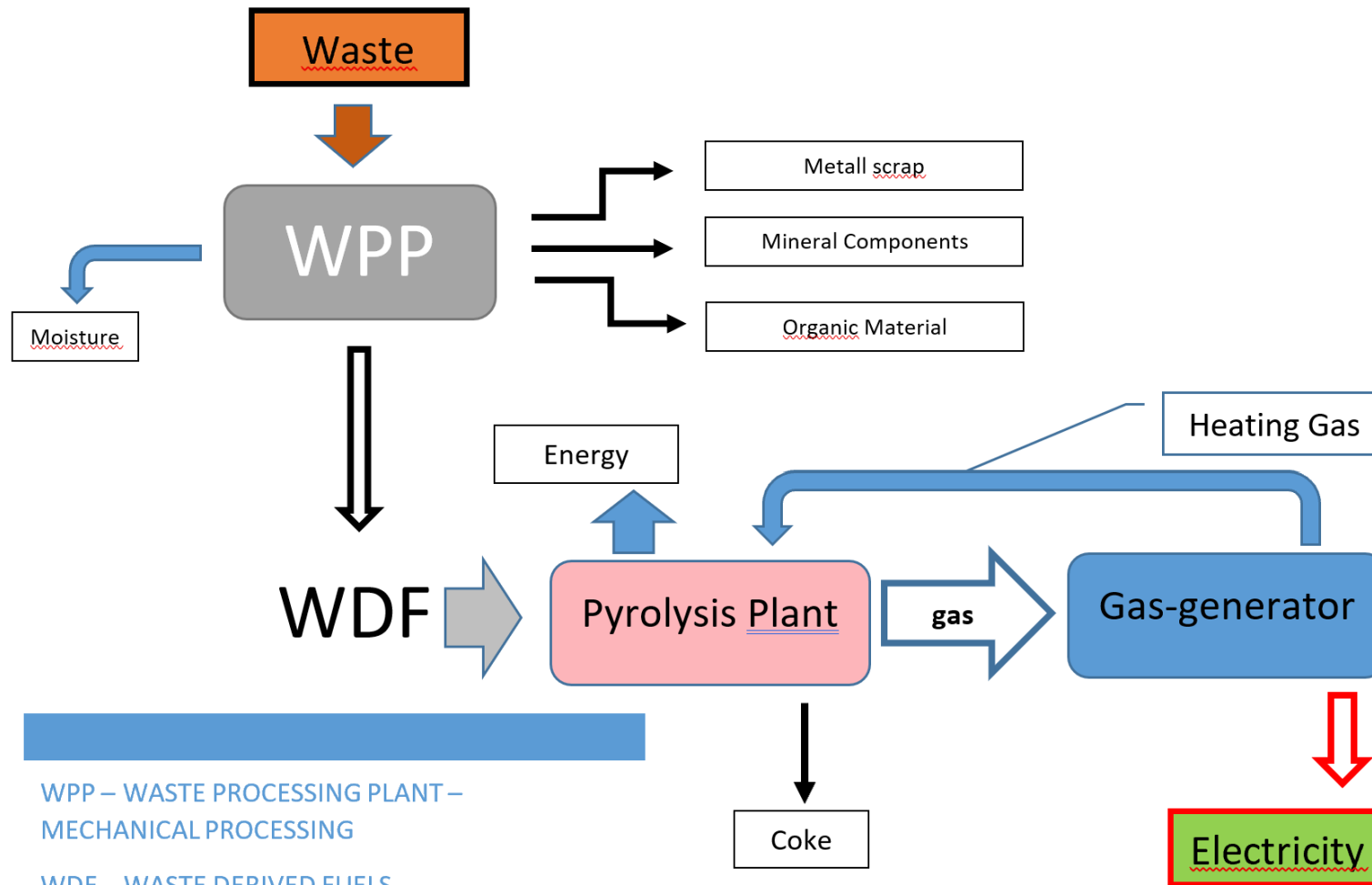
At the exit of the WPP on the one side are sorted recycled materials are ready for sale

At the other side of the WPP exit is the WDF – waste derived fuels which are fed into a pyrolysis reactor and converted into gas and coke (saleable)

The gas from the pyrolysis reactor is used to drive gas generators for electricity.

Even the heat from the gas generator is used. Nothing goes to landfills or is wasted.

Schematic Representation of the H&G Process



Benefits for Municipalities

Build & Own the plant with funding from crown corporations.

We can manage and operate the plant on assignment

Create **between 70-100 jobs** directly. More if supply chain is considered.

Use the low-cost electricity and sell to the grid.

Revenue from agreements with nearby towns for waste management.

Sale of many recycled products.

Advantages of the H&G Process

Economic use of all ingredients.

Increase efficient use of resources and save natural resources.

Reduced costs for waste handling and management.

Reduction in the cost of energy.

Reduction in pollution and green house gases.

Advantages of the H&G Process

Simplified collection of waste. No waste separation needed

Electricity generation substituting fossil fuel.

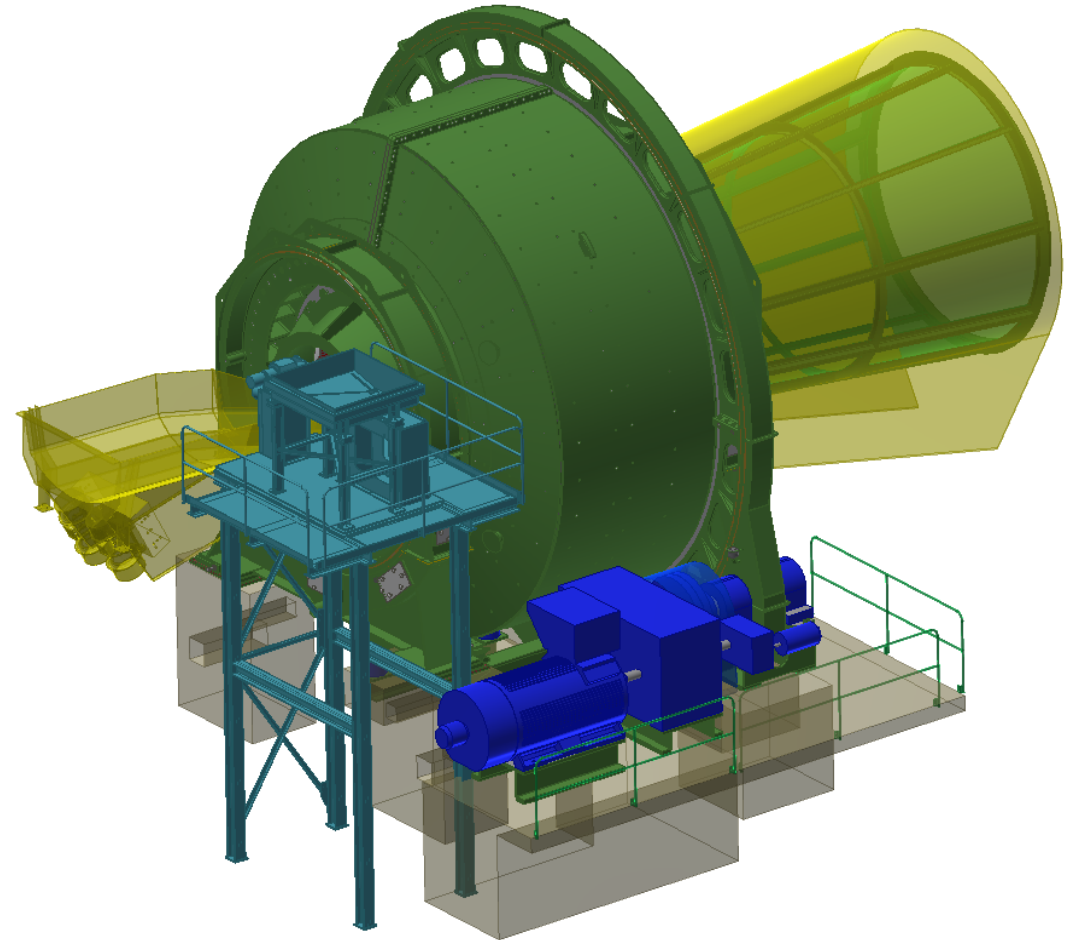
Protect land from outgassing (e.g. CH₄). Dismantle landfills

Composting organic matter and reduce artificial fertilizer.

No residual for landfills and dismantle existing Landfills

Technology Partner - Loesche

- A German based premium supplier of Mills to the industry since 1906
- Engineering solutions for the designing, installation and upgrade of new state-of-the-art equipment and existing plant constructions.
- The Mill is designed for unsorted waste and any kind of garbage.
- More information about the company is available on www.loesche.com



H & G CONTROL

www.handgcontrol.com

Email:
zmooraj@handgcontrol.com
Cell:647 628 8604

**Together we can
make it a better
world**



**CORPORATION OF THE TOWNSHIP OF MCKELLAR****Council Meeting Minutes**

April 7, 2026

Mayor Moore called the meeting to order at 4:30 p.m.

ROLL CALL

Mayor Moore took Roll Call.

Present: Mayor David Moore
Councillors Mike Kekkonen, Nick Ryeland, Morley Haskim, and Debbie Zulak

Staff: Clerk/Administrator, Karlee Britton
Deputy Clerk, Mary Smith

DECLARATIONS OF PECUNIARY AND/OR PERSONAL INTEREST AND GENERAL NATURE THEREOF – Councillor Morley Haskim declared a Conflict of Interest for Item 19.2.

Moved by: Councillor Morley Haskim
Seconded by: Councillor Debbie Zulak

26-132 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby approve the Agenda for this Regular Meeting of Council, as circulated.

Carried

Moved by: Councillor Nick Ryeland
Seconded by: Councillor Mike Kekkonen

26-133 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar, pursuant to the Ontario Municipal Act, S.O. 2001, as amended, move into closed session at 4:31 p.m. to discuss the following items:

- 5.1 Minutes of Closed Session – March 3 & 11, 2026
- 5.2 Labour relations or employee negotiations; pursuant to Ontario Municipal Act Section 239(2)(d) – review candidates for Public Works Equipment Operator-Truck Driver Position
- 5.3 Litigation or potential litigation; pursuant to Ontario Municipal Act Section 239(2)(e) – review of Solicitors for potential litigation and legal review of an agreement between the Township and a Board.
- 5.4 Personal matters about an identifiable individual, including Municipal employees or local board members; pursuant to Ontario Municipal Act Section 239(2)(b) – appointments to West Parry Sound OPP Detachment Board & Firefighter Appointment.
- 5.5 Advice subject to solicitor-client privilege; pursuant to Ontario Municipal Act Section 239(2)(f) – Proposed Consent Application on Dockside Drive

Carried

Moved by: Councillor Debbie Zulak
Seconded by: Councillor Morley Haskim

26-134 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby reconvene into regular open session of Council at 6:30 p.m.

Carried

Moved by: Councillor Mike Kekkonen
Seconded by: Councillor Nick Ryeland

26-135 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby accept the reports, recommendations and directions arising from the closed session held on April 7, 2026.

Carried



CORPORATION OF THE TOWNSHIP OF MCKELLAR

**Council Meeting Minutes
ROLL CALL**

April 7, 2026

Mayor Moore took Roll Call

Present: Mayor David Moore
Councillors Mike Kekkonen, Nick Ryeland, Morley Haskim, and Debbie Zulak
Staff: Clerk/Administrator, Karlee Britton
Deputy Clerk, Mary Smith

DECLARATIONS OF PECUNIARY AND/OR PERSONAL INTEREST AND GENERAL NATURE THEREOF – Councillor Morley Haskim declared a Conflict of Interest for Item 19.2.

RESPECT AND ACKNOWLEDGEMENT DECLARATION

In the spirit of reconciliation and co-operation, we wish to acknowledge that the land on which we gather is the traditional territory of the Anishinaabe and Mississauga people. Its boundaries fall within the Robinson-Huron Treaty of 1850 and the Williams Treaty of 1923. We are grateful to live here and we thank all the generations of people who have taken care of this land for thousands of years. To honour the suffering of Indigenous people and the love and wisdom they have carried for thousands of years, we pledge to work in community and harmony with each other and the environment we inhabit and work towards Truth and Reconciliation.

**Moved by: Councillor Morley Haskim
Seconded by: Councillor Debbie Zulak**

26-136 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby approve the Minutes of the March 11, 2026, Special Meeting of Council, March 17, 2026, Regular Meeting of Council and March 27, 2026, Special Budget Meeting of Council, as circulated.

Carried

**Moved by: Councillor Nick Ryeland
Seconded by: Councillor Mike Kekkonen**

26-137 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby receive the District of Parry Sound West Belvedere Heights Board of Management Meeting Minutes for December 10, 2025, and January 28, 2026, for information purposes.

Carried

**Moved by: Councillor Debbie Zulak
Seconded by: Councillor Morley Haskim**

26-138 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby receive the Township of McKellar Recreation Committee Meeting Minutes for February 26, 2026, for information purposes.

Carried

**Moved by: Councillor Mike Kekkonen
Seconded by: Councillor Nick Ryeland**

26-139 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby receive the Township of McKellar Lake Stewardship and Environmental Committee Meeting Minutes for February 26, 2026, for information purposes.

Carried

**Moved by: Councillor Morley Haskim
Seconded by: Councillor Debbie Zulak**

26-140 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby receive the Township of McKellar Historical Committee Meeting Minutes for March 4, 2026, for information purposes.

Carried



CORPORATION OF THE TOWNSHIP OF MCKELLAR

Council Meeting Minutes

April 7, 2026

Moved by: Councillor Nick Ryeland

Seconded by: Councillor Mike Kekkonen

26-141 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby receive the ADMIN-2026-03 Township Logo Survey Results Report from Deputy Clerk, Mary Smith, for information purposes and further that the current Township Logo remain the same.

Carried

Moved by: Councillor Debbie Zulak

Seconded by: Councillor Morley Haskim

26-142 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby receive T-2026-06 – Proposed Budget Version 2 Report from Treasurer, Roshan Kantiya, for information purposes.

Carried

Moved by: Councillor Mike Kekkonen

Seconded by: Councillor Nick Ryeland

26-143 **WHEREAS** the Parry Sound Area Community Business & Development Centre (CBDC) provides community-based lending, business advisory services, and economic development initiatives that support local businesses, job creation, and long-term economic resilience within the area;

AND WHEREAS the CBDC has requested municipal support in the amount of \$500.00 for its 2026 operating year;

AND WHEREAS Council recognizes that municipal investment in the CBDC contributes to maintaining professional, community-based business support services that are responsive, flexible, and aligned with local economic priorities;

NOW THEREFORE BE IT RESOLVED THAT the Council of the Corporation of the Township of McKellar does hereby approve a donation of \$500.00 to the Parry Sound Area Community Business & Development Centre (CBDC) for the 2026 operating year.

Carried

Councillor Morley Haskim left the meeting at 6:55 pm after declaring a conflict of interest for Item 19.2.

Moved by: Councillor Debbie Zulak

Seconded by: Councillor Mike Kekkonen

26-144 **WHEREAS** the Broadbent Snowbugs Committee, in partnership with the McKellar Recreation Committee, is organizing a Canada Day celebration including a barbecue and fireworks display on Saturday, June 27, 2026, at the Broadbent Ballpark;

AND WHEREAS the Broadbent Snowbugs Committee is undertaking fundraising efforts to purchase consumer fireworks for this community event and has requested financial support from the Township of McKellar;

NOW THEREFORE BE IT RESOLVED THAT the Council of the Corporation of the Township of McKellar does hereby approve a donation in the amount of \$1,000.00 to the Broadbent Snowbugs to assist with the purchase of fireworks for the 2026 Canada Day celebration at Broadbent Ballpark.

Carried



CORPORATION OF THE TOWNSHIP OF MCKELLAR

Council Meeting Minutes

April 7, 2026

Councillor Morley Haskim returned to the meeting at 6:59 pm.

Moved by: Councillor Nick Ryeland

Seconded by: Councillor Mike Kekkonen

26-145 **WHEREAS** Near North Crime Stoppers is hosting its 28th Annual Charity Golf Tournament to raise funds in support of community safety initiatives;

AND WHEREAS Near North Crime Stoppers has, for over three decades, contributed to the prevention and resolution of crime in the districts of Nipissing and Parry Sound by empowering residents to provide anonymous information, resulting in arrests, drug seizures, and recovery of property;

NOW THEREFORE BE IT RESOLVED THAT the Council of the Corporation of the Township of McKellar does hereby approve a donation of \$150.00 in support of Near North Crime Stoppers.

Carried

Moved by: Councillor Debbie Zulak

Seconded by: Councillor Morley Haskim

26-146 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby receive the letter dated March 16, 2026, from the Parry Sound High School Commencement Awards Committee; and

FURTHER direct staff to ascertain the number of 2026 graduates from McKellar Township who have applied, in order to adjust the scholarship budget accordingly.

Carried

Moved by: Councillor Mike Kekkonen

Seconded by: Councillor Nick Ryeland

26-147 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby receive the letter dated March 1, 2026, from Goldie Ladd, Central Treasurer of the McKellar Dunchurch Pastoral Charge of the United Church of Canada, requesting relief on the 2026 Property Tax on the Manse; and

FURTHER THAT Council does hereby instruct the Treasurer to write off the 2026 taxes on the United Church Manse, 2 Lakeshore Road (Roll No. 003-24000).

Carried

Moved by: Councillor Morley Haskim

Seconded by: Councillor Debbie Zulak

26-148 **WHEREAS** the Township of McKellar has received a grant application from Sail Parry Sound requesting financial assistance to support the annual maintenance of its fleet of sailboats and associated equipment; and

WHEREAS Sail Parry Sound provides youth and community sailing programs that promote water safety, outdoor recreation, and regional tourism within the West Parry Sound area; and

WHEREAS Council recognizes the recreational and educational opportunities provided to residents and seasonal visitors, and the broader community benefits of accessible sailing programming;



CORPORATION OF THE TOWNSHIP OF MCKELLAR

Council Meeting Minutes

April 7, 2026

NOW THEREFORE BE IT RESOLVED THAT the Council of the Corporation of the Township of McKellar does hereby approve a contribution in the amount of \$1,000.00 to Sail Parry Sound in support of its fleet and equipment maintenance program.

Defeated

Moved by: Councillor Nick Ryeland
Seconded by: Councillor Mike Kekkonen

26-149 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby authorize Karlee Britton, Clerk Administrator, to attend the AMCTO Zone 7 Spring Meeting in Sudbury, Ontario, from May 7 to 8, 2026; and

FURTHER THAT all applicable expenses be paid by the Township.

Carried

Moved by: Councillor Debbie Zulak
Seconded by: Councillor Morley Haskim

26-150 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby give By-law No. 2026-13, being a By-law to Amend By-law 2025-43 (Cemetery By-law) to Update Appendix "C" Tariff of Rates, a **Third** reading and **Pass** in open Council this 7th day of April 2026.

Carried

Moved by: Councillor Mike Kekkonen
Seconded by: Councillor Nick Ryeland

26-151 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby give By-law No. 2026-18, being a By-law to Establish Fees and Charges for Services or Activities Provided or Done by or on Behalf of the Township of McKellar and Repeal By-law 2025-41, a first and second reading;

AND FURTHER give a Third reading and Pass in open Council this 7th day of April 2026.

Carried

Moved by: Councillor Morley Haskim
Seconded by: Councillor Debbie Zulak

26-152 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby give By-law No. 2026-19, being a By-law to Adopt the Estimates of All Sums Required During the Year 2026 (Yearly Budget), a first and second reading.

Carried

Mayor Moore opened the meeting to the public for comments regarding the first and second reading of the 2026 Budget. Lawrence Rubin commented via Zoom.

Moved by: Councillor Nick Ryeland
Seconded by: Councillor Mike Kekkonen

26-153 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby receive the consent agenda as presented.

Carried

QUESTION/COMMENT PERIOD (RELATED TO ITEMS ON THE AGENDA)

Lawrence Rubin commented on Items related to the Agenda via Zoom.



CORPORATION OF THE TOWNSHIP OF MCKELLAR

Council Meeting Minutes

April 7, 2026

Moved by: Councillor Debbie Zulak

Seconded by: Councillor Morley Haskim

26-154 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby give By-law No. 2026-20, being a By-law to Confirm the Proceedings of Council, a first and second reading;

AND FURTHER give a **Third** reading and **Pass** in open Council this 7th day of April 2026.

Carried

Moved by: Councillor Mike Kekkonen

Seconded by: Councillor Nick Ryeland

26-155 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar adjourn this meeting at 7:53 p.m. to meet again on April 21, 2026, for a Regular Meeting of Council, or at the call of the Mayor.

Carried

David Moore, Mayor

Karlee Britton, Clerk/Administrator

DRAFT



CORPORATION OF THE TOWNSHIP OF MCKELLAR

Council Meeting Minutes

April 15, 2026

Mayor Moore called the meeting to order at 4:30 p.m.

ROLL CALL

Mayor Moore took Roll Call.

Present: Mayor David Moore
Councillors Mike Kekkonen, Nick Ryeland, Morley Haskim, and Debbie Zulak
Staff: Deputy Clerk, Mary Smith
Public Works Superintendent, Thomas Stoneman

DECLARATIONS OF PECUNIARY AND/OR PERSONAL INTEREST AND GENERAL NATURE THEREOF – None

Moved by: Councillor Nick Ryeland
Seconded by: Councillor Mike Kekkonen

26-156 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby approve the Agenda for this Special Closed Meeting of Council, as circulated.

Carried

Moved by: Councillor Mike Kekkonen
Seconded by: Councillor Nick Ryeland

26-157 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar, pursuant to the Ontario Municipal Act, S.O. 2001, as amended, move into closed session at 4:31 p.m. to discuss the following items:

- 5.1 Labour relations or employee negotiations; pursuant to Ontario Municipal Act Section 239(2)(d) – Interviews for Public Works Equipment Operator-Truck Driver Position

Carried

Moved by: Councillor Nick Ryeland
Seconded by: Councillor Mike Kekkonen

26-158 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby reconvene into a regular open session of Council at 7:43 p.m.

Carried

Moved by: Councillor Debbie Zulak
Seconded by: Councillor Morley Haskim

26-159 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby accept the reports, recommendations and directions arising from the closed session held on April 15, 2026.

Carried

Moved by: Councillor Morley Haskim
Seconded by: Councillor Debbie Zulak

26-160 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby give By-law No. 2026-22, being a By-law to Confirm the Proceedings of Council, a first and second reading;

AND FURTHER give a **Third** reading and **Pass** in open Council this 15th day of April 2026.

Carried



CORPORATION OF THE TOWNSHIP OF MCKELLAR

Council Meeting Minutes

April 15, 2026

Moved by: Councillor Debbie Zulak

Seconded by: Councillor Morley Haskim

26-161 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar adjourn this meeting at 7:45 p.m. to meet again on April 21, 2026, for a Regular Meeting of Council, or at the call of the Mayor.

Carried

David Moore, Mayor

Mary Smith, Deputy Clerk

DRAFT

PARRY SOUND AREA PLANNING BOARD - APPLICATION FOR CONSENT
1 Mall Drive, Unit #2, Parry Sound, Ontario P2A 3A9 (Phone 705-746-5216)

No. B 07/2026(McK)

1. Applicant Information

Name of Applicant Krista Le Blanc
 Address PO BOX 74
McKELLAR, ON
 Postal Code P0G 1C0
 E-mail Address _____

Home Tel No. ()
 Business Tel No. ()
 Home Fax Tel No. ()
 Business Fax Tel No. ()

Note: By providing your E-mail address you consent to receiving correspondence regarding this file by E-mail.

1.2 Name of Owner(s) (if different from the applicant). An owner's authorization is required in Section 12, if the applicant is not the owner.

Name of Owner _____
 Address _____
 Postal Code _____
 E-mail Address _____

Home Tel No. ()
 Business Tel No. ()
 Home Fax Tel No. ()
 Business Fax Tel No. ()

Note: By providing your E-mail address you consent to receiving correspondence regarding this file by E-mail.

1.3 Name of the person who is to be contacted about the application, if different than the applicant. (This may be a person or firm acting on behalf of the applicant.)

Name of Contact _____
 Address _____
 Postal Code _____
 E-mail Address _____

Home Tel No. ()
 Business Tel No. ()
 Home Fax Tel No. ()
 Business Fax Tel No. ()

Note: By providing your E-mail address you consent to receiving correspondence regarding this file by E-mail.

2. Purpose of this Application (check appropriate box)

2.1 Type and purpose of transaction for which application is being made

creation of a new lot lot additions easement right-of-way lease
 correction of title charge other (specify, e.g., partial discharge of mortgage)

Explain: _____

3. Name of person(s) (purchaser, lessee, mortgage, etc.) to whom land or interest is intended to be transferred, charged or leased, if known and specify relationship to present owner, if any.

3.1 Lot 1 _____ Lot 2 _____ Lot 3 _____

4. Location of the Subject Land Roll / PIN No.(s) 492800000305301/PIN 521270422 492800000305301/PIN 521270422

4.1 Municipality McKellar Lot(s) No.(s) 23 ncession No. A
 Street Name and No. 746 & 758 Highway No. 124 M-Plan No. _____ Lot(s) _____
 Registered Plan No. Part(s) PART 1 & 2, 42R-14049 Parcel No. _____

5. Easements or restrictive covenants

5.1 Are there any easements or restrictive covenants affecting the subject land? NO YES
 If YES, describe the easement or covenant and its effect:

6. Description of Lands to be Divided and Servicing Information (Complete each subsection)

6.1

	Frontage (m)	Depth (m)	Area (ha)	Existing Uses	Proposed Uses	Existing Structures	Proposed Structures
Retained Lot	226.4	217	2.8	Commercial	Commercial	Storage Structures	Unknown
Lot Addition	86.5	313	2.5	Vacant	Residential	None	Unknown
Right-of-way	12	101	0.12	Driveway	Driveway	None	None
Benefiting Lot	--	263	2.4	Residential	Residential	Dwelling	Unknown
Severed Lot 1	100	314.2	1.6	Residential	Residential	Dwelling	Unknown
Severed Lot 2							
Severed Lot 3							

6.2 Access (check appropriate space)

	Name	Retained	Benefiting Lot	Sever (Lot 1)	Sever (Lot 2)	Sever (Lot 3)
Provincial Highway	Highway No 124	X				
Municipal (maintained all year)						
Municipal (Seasonal)						
Other public road						
Right of way				X		
Water Access						

If Water Access Only

	Retained	Benefiting Lot	Sever (Lot 1)	Sever (Lot 2)	Sever (Lot 3)
Parking and docking facilities to be used					
Approximate distance of these facilities from the subject land					
The nearest public road					

6.4 Water Supply (enter in appropriate space - **E** for Existing or **P** for Proposed)

	Retained	Benefiting Lot	Sever (Lot 1)	Sever (Lot 2)	Sever (Lot 3)
Publicly owned and operated piped water system					
Privately owned and operated individual well	E	E	E		
Privately owned and operated communal well					
Other public road					
Lake or other waterbody					
Other means					

6.5 Sewage Disposal - enter in appropriate space - **E for Existing or P for Proposed**

	Retained	Benefiting Lot	Sever (Lot 1)	Sever (Lot 2)	Sever (Lot 3)
Publicly owned and operated sanitary sewage system					
Privately owned and operated individual septic tank	E	E	E		
Privately owned and operated communal well					
Privately owned and operated communal septic system					
Privately owned and operated communal septic system					
Privy					
Other means					

7. Official Plan

7.1 What is the current designation of the subject land in the Official Plan: Waterfront

8. Current Application

8.1 Has the land ever been the subject of an application for approval of a plan of subdivision under section 51 of the Planning Act.

YES NO UNKNOWN

If **YES**, and if known, specify the appropriate file number and status of application and/or Plan No.

8.2 Has the land ever been the subject of a consent under section 53 of the Planning Act.

YES NO UNKNOWN

If **YES**, and if known, specify the appropriate file number and status of application.

8.3 Is the subject land currently the subject of an official plan amendment, zoning by-law, a Minister's zoning order, a minor variance, an approval of a plan of subdivision or a consent.

YES NO UNKNOWN

If **YES**, and if known, specify the appropriate file number and status of application.

8.4 Are there additional consents being applied for on these holdings simultaneously with this application, or being considered for the future?

YES NO UNKNOWN

9. Original Parcel

9.1 Has any land been severed from the parcel originally acquired by the owner of the subject land.

YES NO UNKNOWN

If **YES**, and if known, specify the date of the transfer, the name of the transferee and the land use on the severed land. _____

10. Affidavit / Sworn Declaration

The contents of the application and appendices shall be validated by the Applicant (or authorized agent) in the form of the following Affidavit / Sworn Declaration before a Commissioner or other person empowered to take Affidavits.

Dated at the Town of Parry Sound this 1st day of April 2026

I, John Jackson of the Municipality of M. Deser in the County/District/Regional Municipality of Parry Sound solemnly declare that all the statements contained in this application are true, and I make this solemn declaration conscientiously believing it to be true, and knowing that it is of the same force and effect as if made under oath and by virtue of the **CANADA EVIDENCE ACT.**


Signature of Applicant or Agent

DECLARED BEFORE ME at the Town of Parry Sound in the District of Parry Sound this 1st day of April 2026.


A Commissioner of Oaths

Patrick James Christie, a Commissioner, etc.,
Province of Ontario, for
Parry Sound Area Property Consulting Inc.
Expires September 4, 2027

11. Authorizations

11.1 If the applicant is not the owner of the land that is the subject of this application, the written authorization of the owner that the applicant is authorized to make the application must be included with this form or the authorizations set out below must be completed.

Authorization of Owner for Agent to Make the Application


I, Krista Le Blanc, am the owner of the land that is the subject of this application for Consent and/or Zoning By-law Amendment and I authorize John Jackson Planner Inc. to make this application on my behalf.

Date April 1, 2026  Signature of Owner

11.2 If the applicant is not the owner of the land that is the subject of this application, complete the authorization of the owner concerning personal information set out below.

Authorization of Owner for Agent to Provide Personal Information

I, _____, am the owner of the land that is the subject of this application for Consent and for the purposes of the **Freedom of Information and Protection of Privacy Act**, I authorize _____, as my agent for this application, to provide any of my personal information that will be included in this application or collected during the processing of the application.

Date April 1, 2026  Signature of Owner

12. Consent of the Owner (this section must be completed for the application to be processed)

12.1 Complete the consent of the owner concerning personal information set out below.

Consent of the Owner to the Use and Disclosure of Personal Information

I, Krista Le Blanc, am the owner of the land that is the subject of this application and for the purposes of the **Freedom of Information and Protection of Privacy Act**, I authorize and consent to the use by or the disclosure to any person or public body of any personal information that is collected under the authority of the **Planning Act** for the purposes of processing this application.

Date April 1, 2026

Signature of Owner 

13. Additional Fees

The applicant hereby agrees:

- (a) to reimburse the Parry Sound Area Planning Board for any costs incurred in processing this application which are above and beyond the amount of the application fee; and
- (b) to pay all costs legal and otherwise, that may be incurred by the Parry Sound Area Planning Board with respect to an OLT Hearing, that may be held as a result of this application for a consent and to provide a deposit for such costs at least 45 days prior to any scheduled hearing.

Date April 1, 2026

Signature of Owner 

Plans / Sketches	
SKETCHES TO BE SUBMITTED MUST BE BLACK AND WHITE ON PAPER 8 1/2" x 11"	
ONE COPY OF SKETCH, IF REPRODUCABLE	
ALL LETTERING MUST BE LEGIBLE. USE MULTIPLE SKETCHES AT DIFFERENT SCALES IF NECESSARY	
	Key Map – Available on the Planning Board Website (www.psapb.ca) http://psapb.ca/index.php/planning-board/forms/application-forms
	North Arrow
	clearly defined boundaries of severed and retained lots
	if more than one severed lot, label the severed lots according to the application (Section 6)
	the boundaries & dimensions of any land abutting the subject land that is owned by the owner of the subject land
	the distance between the subject land and the nearest township lot line or landmark such as a bridge or railway crossing
	the dimensions of the subject land, the part that is to be severed and the part that is to be retained
	the location of all land previously severed from the parcel originally acquired by the current owner of the subject land
	the approximate location of all natural and artificial features on the subject land and on the land that is adjacent to the subject land that, in the opinion of the applicant may affect the application. Examples include buildings, railways, roads, watercourses, drainage ditches, river or stream banks, wetlands, wooded areas, wells and septic tanks
	the existing uses on adjacent land, such as residential, agricultural and commercial uses
	the location, width and name of any roads within or abutting the subject land indicating whether it is an unopened road allowance, a public travelled road, a private road or a right-of-way
	the location and nature of any easement affecting the subject land

PLANNING BOARD

2026 Fees **Base Fee \$2,500 + \$1,000 per lot/lot addition, \$500 for each additional lot addition, \$1,000 per right-of-way**
Change of Condition / Re-approval Fee (before lapsing) \$1,000 Stamping Fee for Retained Lot (Optional): \$1,000

NOTE: Additional expenses may be incurred (ie. Legal, Planning, Survey, Rezoning, Minor Variance, Parkland Fee) and are the responsibility of the applicant.



Grey Owl Lake

FR 154

Mckellar Lk Rd

Mcewen Lake

Stewart Lake

**SUBJECT
LANDS**

Stewart Lake

Mckellar Lake

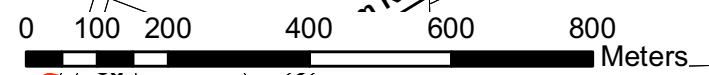
FR 100

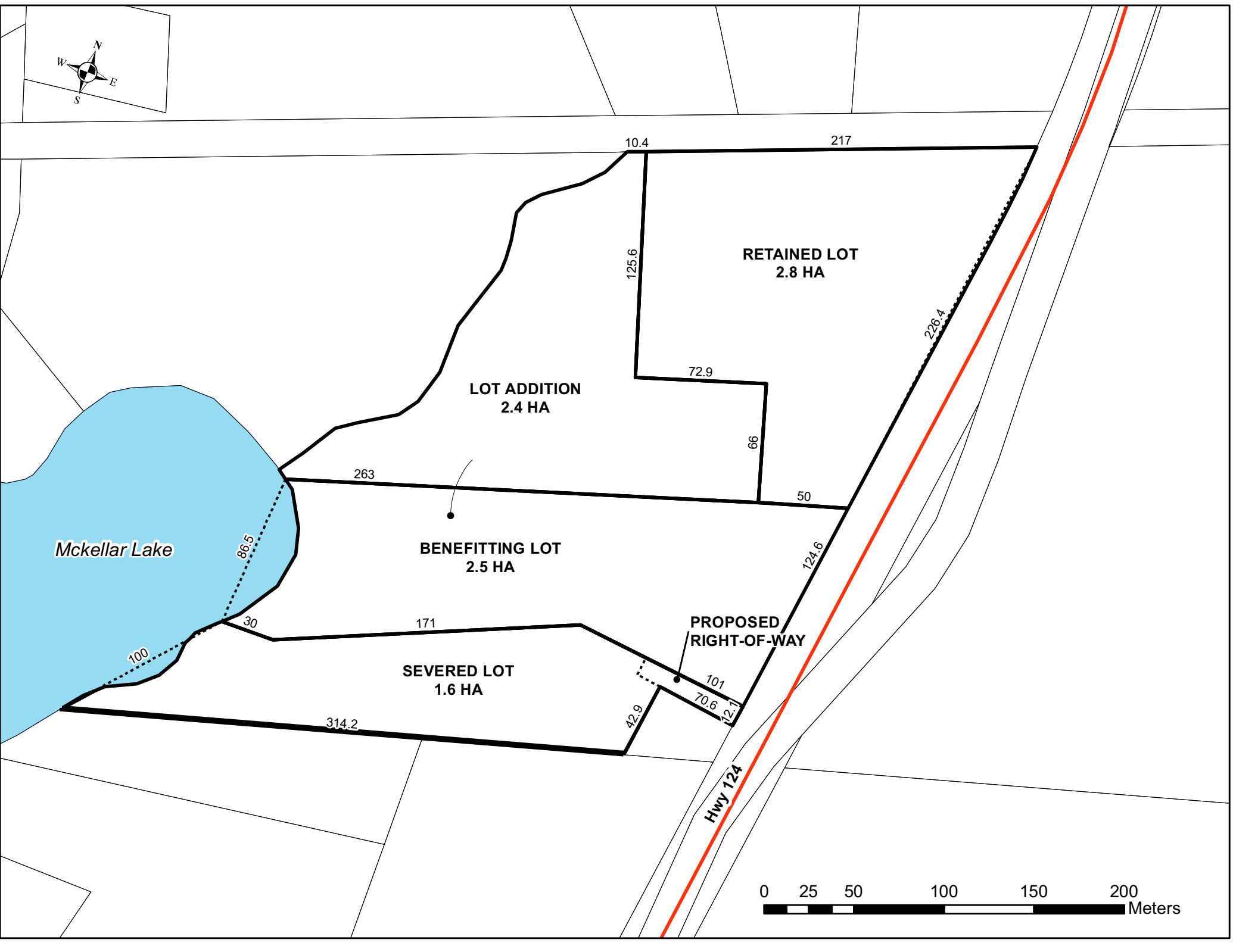
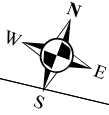
Hwy 124

Martha Dr

Sharon Park Dr

Armstrong Lake





Mckellar Lake

RETAINED LOT
2.8 HA

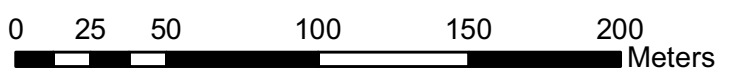
LOT ADDITION
2.4 HA

BENEFITTING LOT
2.5 HA

SEVERED LOT
1.6 HA

PROPOSED
RIGHT-OF-WAY

Hwy 124



PARRY SOUND AREA PLANNING BOARD

1 Mall Drive, Unit 2, Parry Sound, Ontario P2A 3A9

CONSENT APPLICATION NO. B07 2026 (McK) – Denhertog

**PART OF LOT 23, CONCESSION A
TOWNSHIP OF McKELLAR**

**Roll # 49280000305301 PIN: 52127-0422
49280000345500 PIN: 52127-0475**

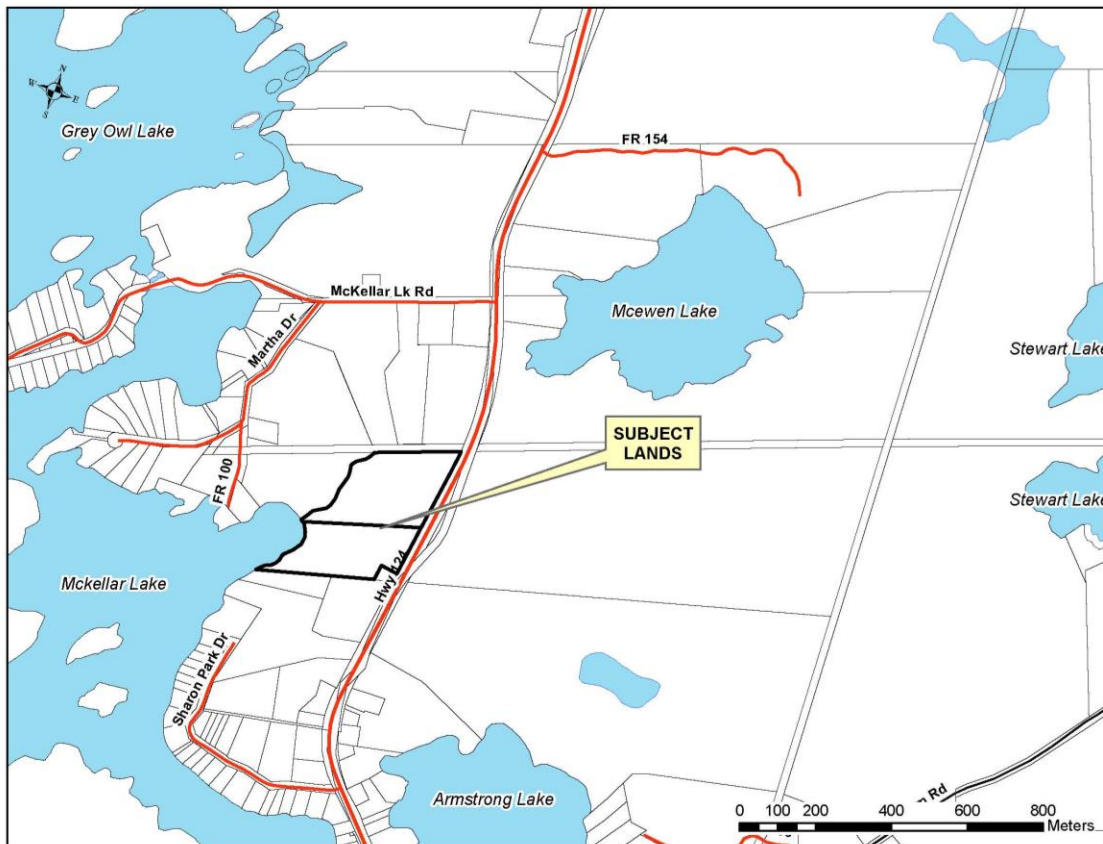
758 & 746 Highway No. 124

Applicant: Krista LeBlanc & Mark Denhertog

April 13, 2026

BACKGROUND / PURPOSE

Krista LeBlanc and Mark Denhertog own 746 and 758 Highway No. 124, two existing lots with frontage on the highway. One lot has frontage on McKellar Lake, while the other has frontage on the creek connecting McKellar and McEwen Lake.



PROPERTY DESCRIPTION

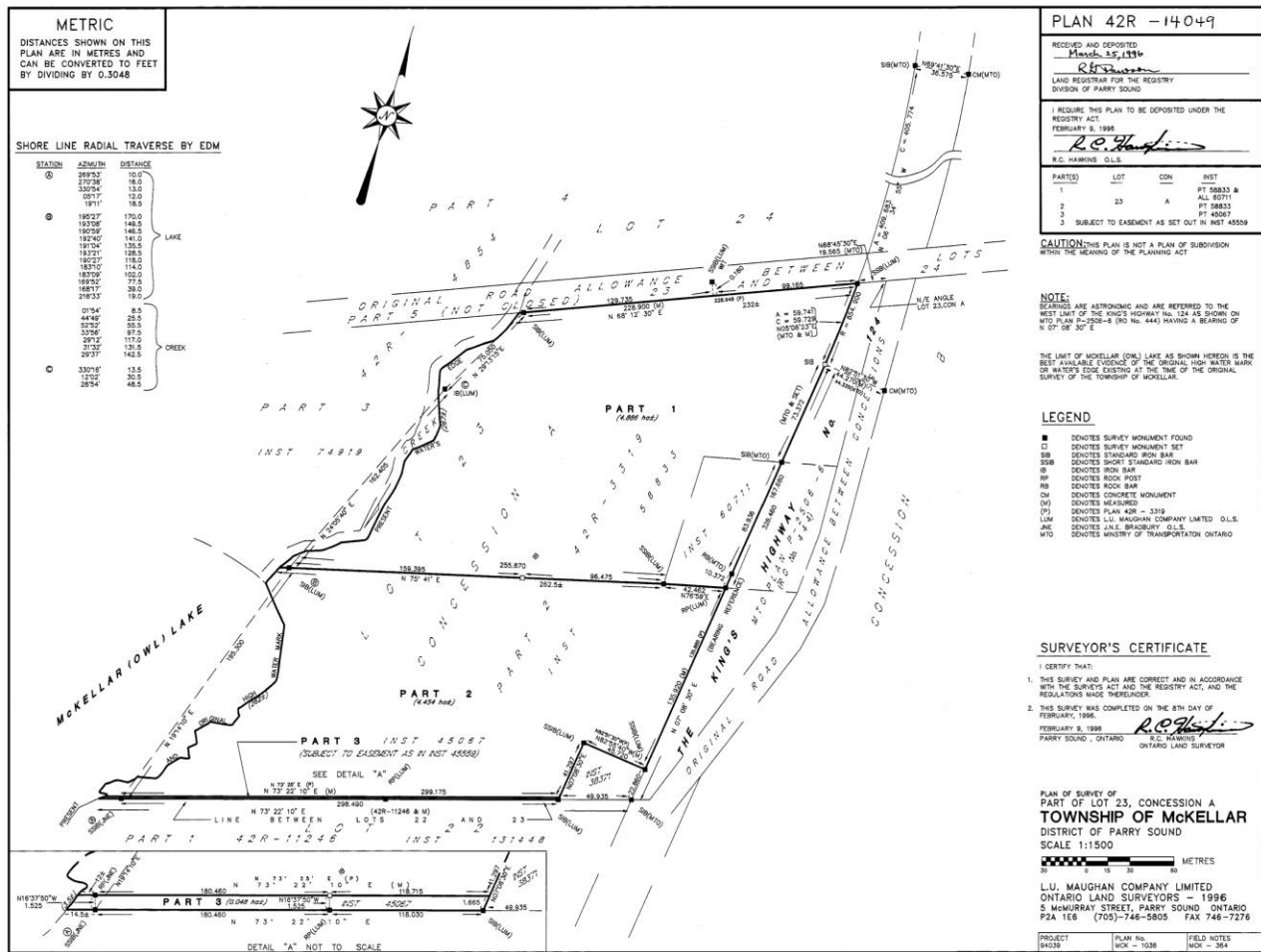
The lands are described as:

PIN: 52127-0422

PT LT 23 CON A MCKELLAR PT 2 42R14049; MCKELLAR

PIN: 52127-0423

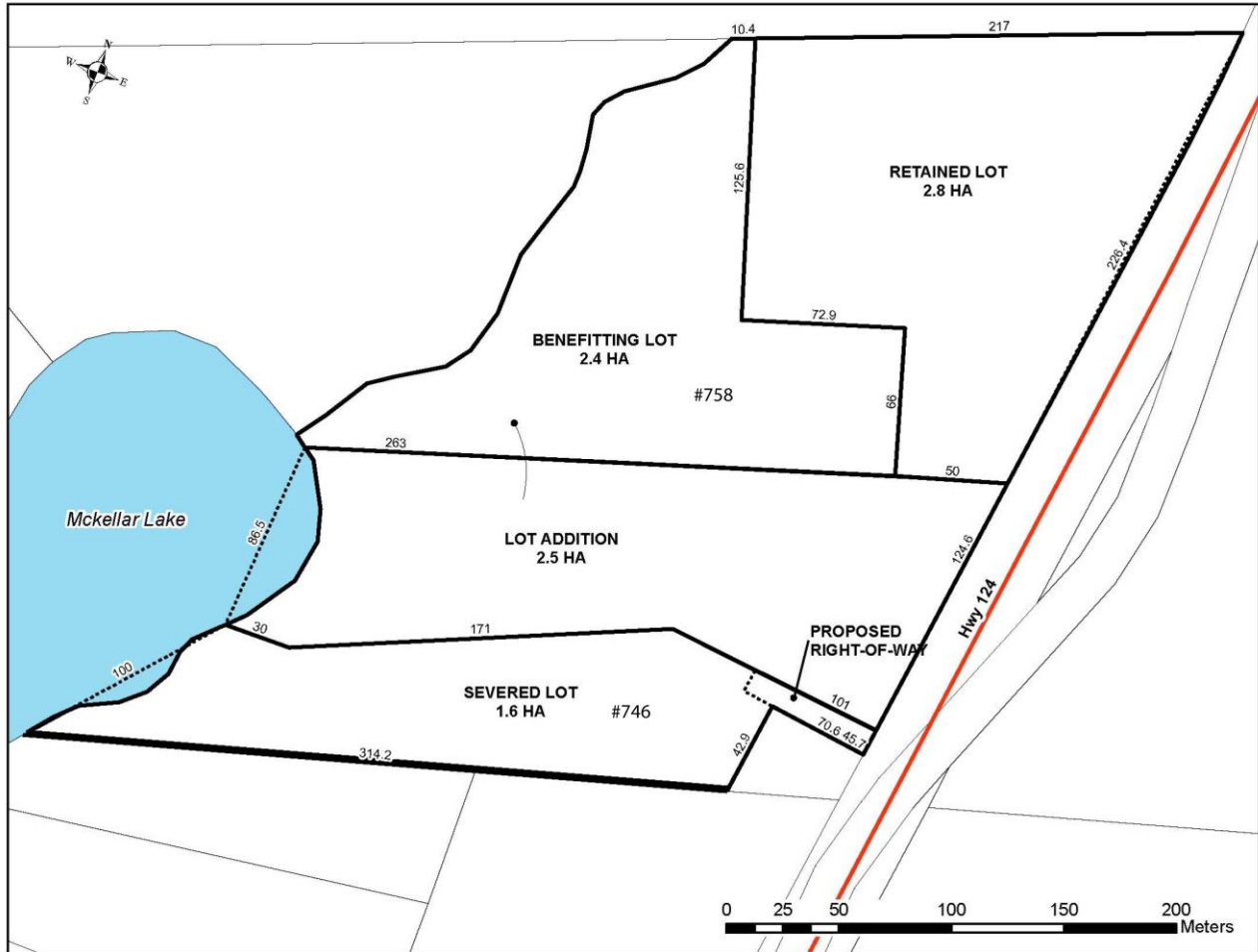
PT LT 23 CON A MCKELLAR PT 1 42R14049; MCKELLAR



PROPOSED CONSENT

The proposed consent is to create One (1) new waterfront lot on McKellar Lake with a right-of-way over the excising driveway to 746 Highway No. 124 as well as a lot addition to 758 Highway No. 124.

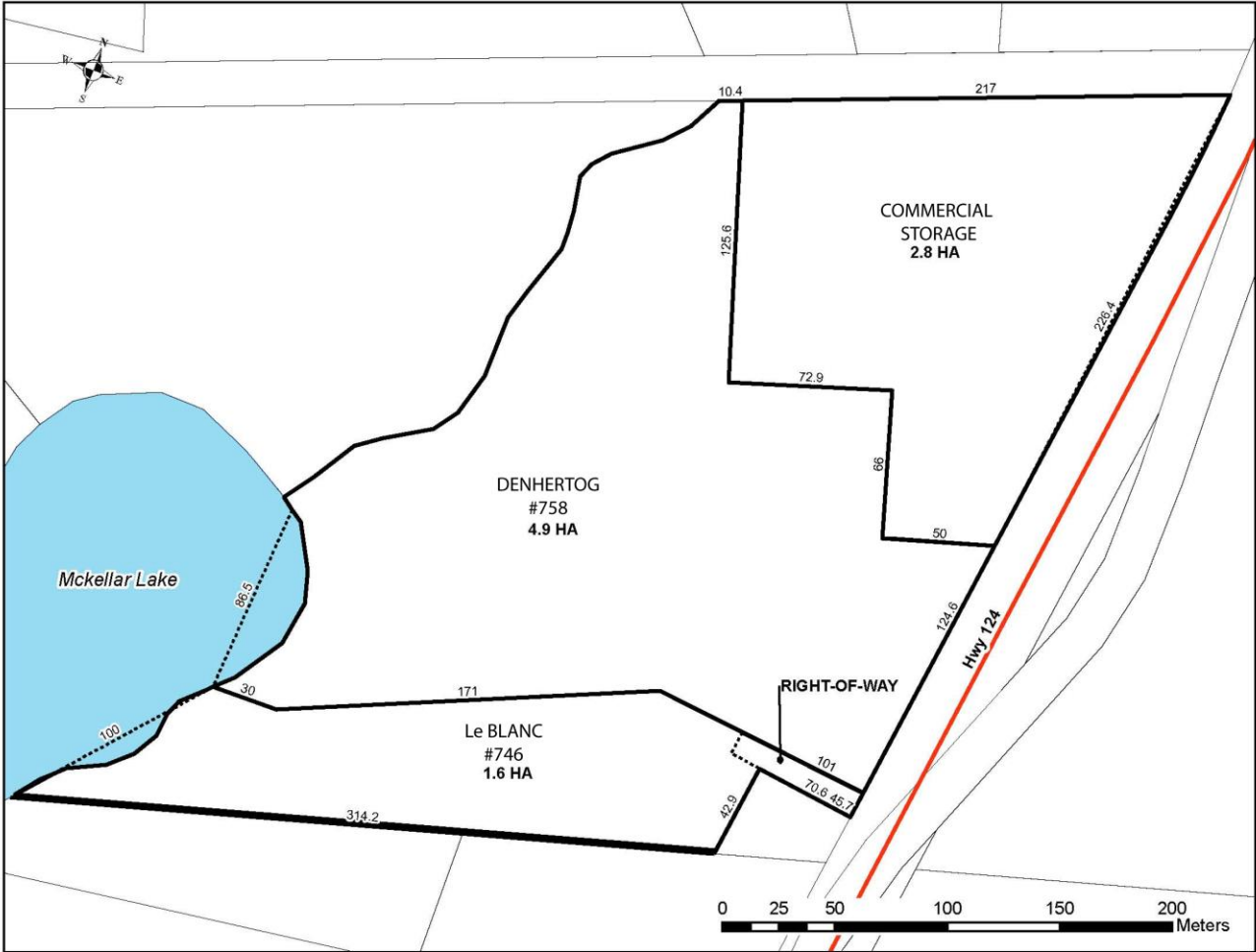
BEFORE



	Frontage (m)	Depth(m)	Area(ha)
Retain	226.4	±1000	2.8
Sever 1	100	±314	1.6
Lot Addition	86.5	±313	2.5
Benefitting Lot	--	±263	2.4

The proposed consent will effectively separate the Denhertog residence at 758 Highway No. 124 from the storage business while adding lake frontage to the residential lot and providing an alternative access through an existing driveway, shared with 746 Highway No. 124 .

AFTER



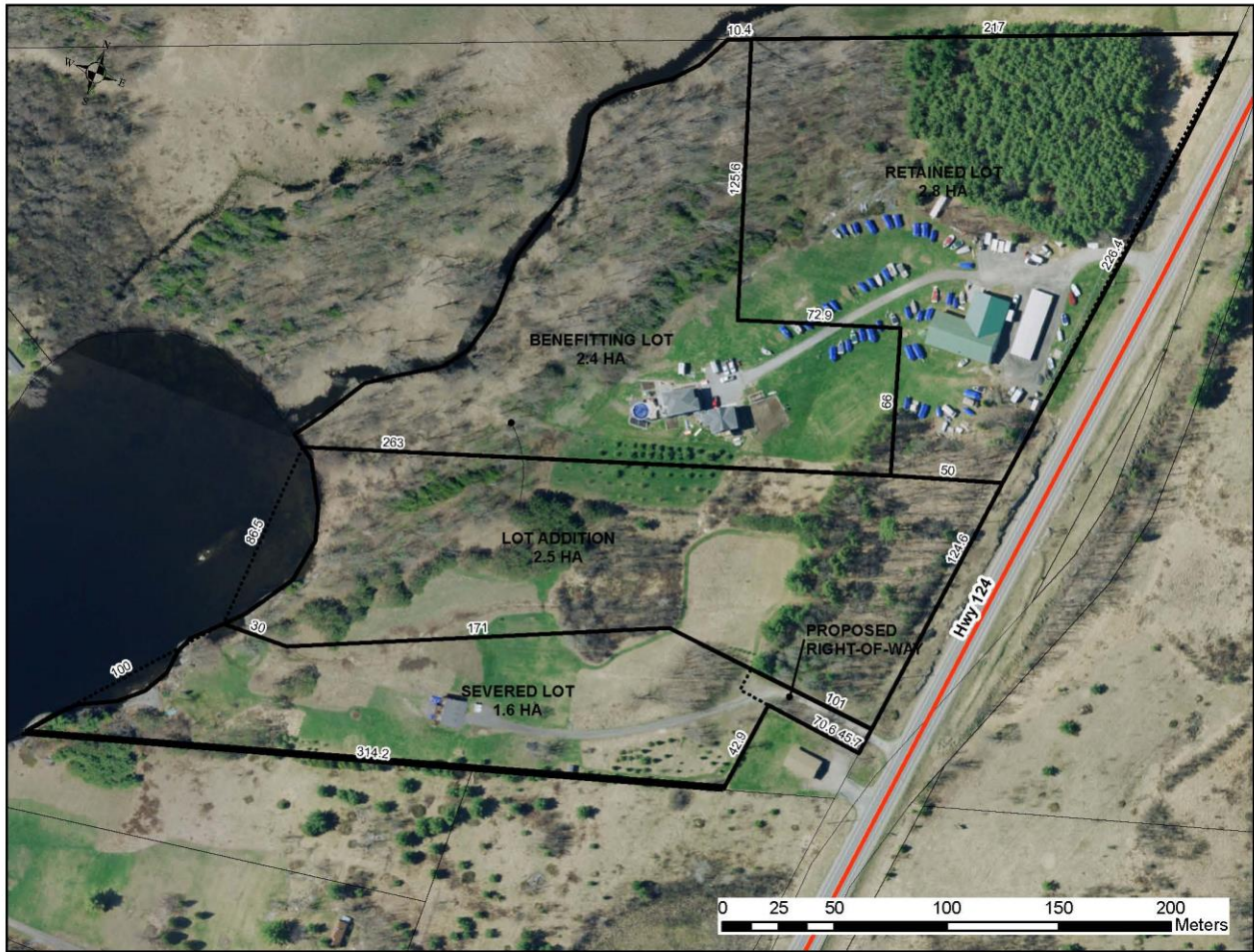
EXISTING LOT CONDITIONS

The subject lands are two parcels on Highway No. 124.

746 Highway 124 has an existing residence and driveway access from the Highway, as well as frontage on McKellar Lake.

758 Highway 124 has an existing cold storage business on the Highway and a residence closer to the lake.

The proposed consent will split the commercial use from the residence and add usable lake frontage to the residential lot.



PROPOSED RIGHT-OF-WAY

The proposed right-of-way will grant shared driveway access from 746 Highway 124 to the newly configured residential lot without requesting a new highway entrance.

M.T.O. has been circulated notice as part of the consent process.

OFFICIAL PLAN

The subject lands are designated Waterfront in the Township's Official Plan.



The Official Plan policies related to the lake are below:

“ 8.14 McKellar Lake

8.14.5 *Due to high surface water phosphorus concentrations and low dissolved oxygen in bottom waters, any development on McKellar Lake should be in accordance with the Zoning By-Law lot frontage standards and include phosphorus mitigation measures. Fish habitat features should also be maintained, especially the spawning beds located in the northern section of the lake. “*

The proposed consent is in accordance with the Zoning By-law standards. The resulting lots are developed with residential dwellings.

The lot addition will add approximately 40 metres for frontage, clear of Type 1 Fish Habitat, to the benefitting lot.

PROVINCIAL PLANNING STATEMENTS (P.P.S) 2024

The lands are considered Rural in the P.P.S. and are subject to following policies:

2.5 Rural Areas in Municipalities

1. Healthy, integrated and viable rural areas should be supported by:
 - a) building upon rural character, and leveraging rural amenities and assets;
 - b) promoting regeneration, including the redevelopment of brownfield sites;
 - c) accommodating an appropriate range and mix of housing in rural settlement areas; using rural infrastructure and public service facilities efficiently;
 - d) promoting diversification of the economic base and employment opportunities through goods and services, including value-added products and the sustainable management or use of resources;
 - e) providing opportunities for sustainable and diversified tourism, including leveraging historical, cultural, and natural assets;
 - f) conserving biodiversity and considering the ecological benefits provided by nature; and
 - g) providing opportunities for economic activities in prime agricultural areas, in accordance with policy 4.3.
2. In rural areas, rural settlement areas shall be the focus of growth and development and their vitality and regeneration shall be promoted.
3. When directing development in rural settlement areas in accordance with policy 2.3, planning authorities shall give consideration to locally appropriate rural characteristics, the scale of development and the provision of appropriate service levels.

Growth and development may be directed to rural lands in accordance with policy 2.6, including where a municipality does not have a settlement area.

2.6 Rural Lands in Municipalities

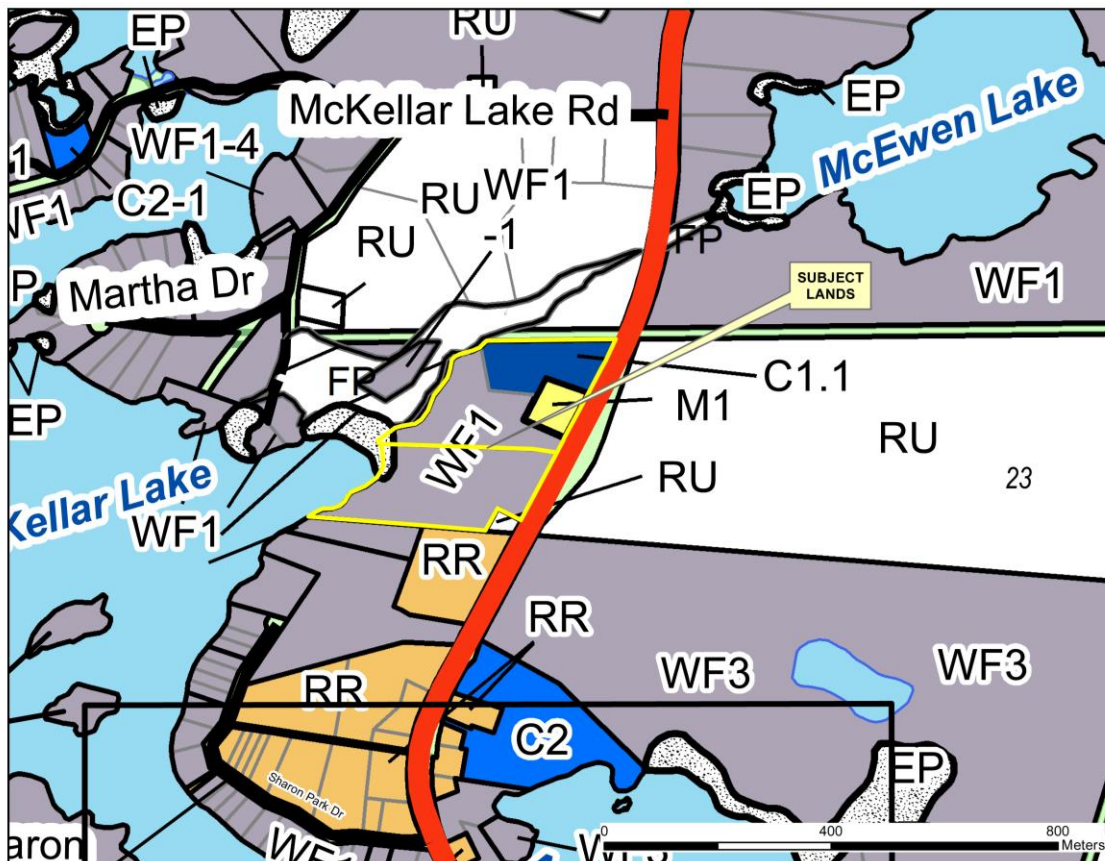
1. On rural lands located in municipalities, permitted uses are:
 - a) the management or use of resources;
 - b) resource-based recreational uses (including recreational dwellings not intended as permanent residences);
 - c) residential development, including lot creation, where site conditions are suitable for the provision of appropriate sewage and water services;
 - d) agricultural uses, agriculture-related uses, on-farm diversified uses and normal farm practices, in accordance with provincial standards;
 - e) home occupations and home industries;
 - f) cemeteries; and
 - g) other rural land uses.

2. Development that can be sustained by rural service levels should be promoted.
3. Development shall be appropriate to the infrastructure which is planned or available, and avoid the need for the uneconomical expansion of this infrastructure.
4. Planning authorities should support a diversified rural economy by protecting agricultural and other resource-related uses and directing non-related development to areas where it will minimize constraints on these uses.
5. New land uses, including the creation of lots, and new or expanding livestock facilities, shall comply with the minimum distance separation formulae.

There are no inconsistencies with these policies.

ZONING BY-LAW

The subject lands are zoned Waterfront Residential 1 (WF1), Industrial (M1) and Contractor Commercial (C1.1) in the Township's Zoning By-law.



The cold storage lands were rezoned to the Contractor Commercial (C1.1) Zone in July of 2021.

The proposed consent will separate the commercial and industrial zones from the waterfront residential. Any remaining waterfront residential sections included in the commercial lot should be corrected as part of a Zoning By-law update and are not significant enough to require a zoning by-law amendment.

The proposed lot addition will add approximately 40 metres of frontage outside of the Type 1 Fish Habitat (EP) Zone along the shoreline.

RECOMMENDATION

That the proposed consent to allow the creation of One (1) new waterfront lot on McKellar Lake, a right-of-way over the existing driveway to 746 Highway No 124 and a lot addition to 758 Highway No. 124 in part of Lot 23, Concession A, in the Township of McKellar as applied for by Krista Le Blanc in Application No. B07/2026(McK) be approved subject to the following conditions:

1. Payment of a fee in lieu of parkland as required in the Township of McKellar fee By-Law;
2. 911 Addressing;
3. Confirmation from the applicants' solicitor that the lot addition lands will merge with the benefitting lands;
4. Payment of any applicable planning board fees.

Respectfully,



Patrick Christie, C.P.T.
Secretary-Treasurer
Parry Sound Area Planning Board



Chief Administrative Officer's Report

March 2026

Mission Statement

To foster healthier communities by economically providing caring human services that empower and enable the people we serve to improve their quality of life.

CAO UPDATE

As we move into March, I want to begin by recognizing the significant work taking place across the DSSAB and the dedication of the staff who continue to advance our mandate to support the well-being and stability of communities across the District of Parry Sound.

This continues to be an important period of progress for our organization. We are actively moving forward on key priorities, particularly within our housing portfolio where we are exploring new opportunities to increase supply and strengthen partnerships that will support the development of additional affordable housing in our district. At the same time, we continue to expand and stabilize our child care system as we implement the Canada-Wide Early Learning and Child Care framework, working closely with operators and partners to ensure families in our communities have access to quality, affordable spaces.

These initiatives reflect the core of the DSSAB's role in this region, bringing together programs, partnerships, and resources to respond to community needs and create lasting impact.

March is also a meaningful time of year as we recognize **International Women's Day**. As a female leader, this day holds particular significance for me. I am continually reminded of the responsibility and privilege that comes with leadership, and of the many women who have paved the way for others to lead in public service.

I am especially proud to work alongside the many strong, capable, and compassionate women who serve across our organization. From frontline staff to supervisors and directors, women make up a significant part of the DSSAB workforce. Every day they bring professionalism, expertise, and deep commitment to improving the lives of the people in our communities.

Their work which is often complex and sometimes unseen, is foundational to the progress we continue to make as an organization. The impact of their dedication can be seen across our housing programs, early years services, income supports, and women's services. They are not only delivering programs; they are strengthening communities.

As we continue our work in the months ahead, I want to acknowledge and thank all staff for the care and commitment they bring to this organization and the people we serve. The progress we are making is the direct result of that collective effort.

Tammy MacKenzie
Chief Administrative Officer

'Everyday Impact' – Helena Johnson

Outreach is a critical function that extends our organization's presence in the community beyond our immediate setting and ensures services are accessible to those who may otherwise remain unserved. Effective outreach fosters trust builds meaningful relationships within the community and increases awareness of available supports.

Recently, Helena Johnson, Integrated System Navigator with our Income Support and Stability Team, demonstrated the impact of effective outreach by attending our local YMCA to support a new member to our community.



The following is the feedback received from the YMCA:

"I just want to share an experience I had with a client and Helena. This client is new to Parry Sound, a young man from Nunavut. He is looking for employment but also some stabilization needs as he has no income and is hoping to get into stable housing. It was really great having Helena here and available to speak with the client. He gained all of the information he needed to apply for assistance and Helena made a great connection with him. He left the offices feeling confident that things were looking better for him."

Helena has consistently demonstrated a high level of creativity in her approach to client engagement and reporting. She exhibits a strong understanding of the critical role that thoughtful and accurate data collection plays in effectively articulating a client's journey and outcomes. By combining innovative thinking with a disciplined focus on evidence-based documentation, she ensures that client stories are not only compelling, but also grounded in meaningful, measurable impact. Her work strengthens our ability to communicate results with clarity, credibility, and strategic insight.

She is the one of the leading ISN's in building the Homemakers Program which is a new initiative that partners Income Support and Stability with Community Support Services in Parry Sound. Her insight and forward thinking with processes and logistics will help us reach members of our community with another resource tool.

Helena, congratulations on being nominated for the Everyday Impact Award!

Licensed Child Care Programs

Total Children Utilizing Directly Operated Child Care in the District January 2026						
Age Group	Fairview ELCC	First Steps ELCC	Highlands ELCC	Waubeek ELCC	HCCP	Total
Infant (0-18m)	3	2	2	3	14	24
Toddler (18-30m)	8	7	11	17	27	70
Preschool (30M-4y)	16	15	17	35	51	134
# of Active Children	27	24	30	55	92	228

School Age Programs– Jan 2026

School Age Programs January 2026	
Location	Enrollment
Mapleridge After School	25
Mapleridge Before School	11
Home Child Care	14
# of Active Children	50



Inclusion Support Services – January 2026

Age Group	Early ON	Licensed ELCC	Monthly Total	Discharges	Referrals	Waitlist
Infant (0-18m)						
Toddler (18-30m)	3	18	21		2 (LELCC)	
Preschool (30-47m)	6	37	43		2(LELCC)	
JK/SK (48m-6yr)	2	5	7			
School age (6 yr+)		1	1	5		
Monthly Total	11	61	72	5	4	
Year to Date	11	61	72	5	4	0

Approximately 57% of cases are referred for speech and language, 20% for social emotional or self-regulation while the rest are for ASD and other delays. Usually there are multiple reasons for referrals.

EarlyON Child and Family Programs— Jan 2026

EarlyON Child and Family Centre Reporting Month: January 2026		
Activity	Monthly Total	Year to Date
Number of Child Visits	796	796
Number of Unique Children served this month	252	
Number of Adult Visits	592	592
Number of Unique Adults served this month	200	
Number of Professionals (New stat of July 1, 2025)	17	17
Number of Virtual Programming Events	2	2
Number of engagements Through social media	491	491
Number of views Through social media	26,994	26,994

The District of Parry Sound Child Care Application Portal was launched on July 24, 2024. Since implementation, operators and child care service management staff have been working to "clean" the Application Portal by removing duplicates, training staff and assisting families with updating their profiles.

Data for January 2026

Number of Unique Children on the Application Portal

797

Children who Identify as Indigenous

85

Children Identifying Francophone Relatives

51

Prenatal Children

138

Unique Children - includes children waiting for care and those who are placed in care but have applied to other child care centres/programs. (ie: currently in an infant space and have also applied for JK/SK after school program) - Or - includes all children who have completed an application for child care

Unique Children Waiting for Care

450

Waiting for Care - This number represents the unique children who are currently applied for care. This includes children who may already be placed in a program and have applied to another. This also includes the number of children pre-registered for future care.

Year, Month

Multiple selections

Month

January

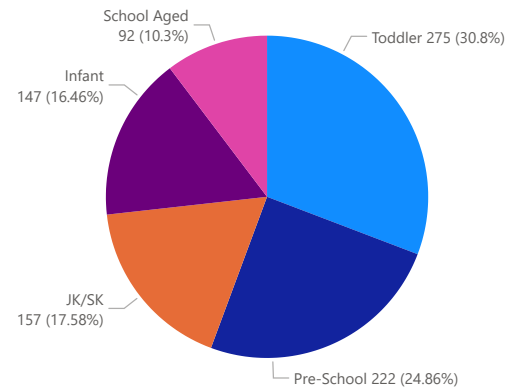
Additions to Application Portal

66

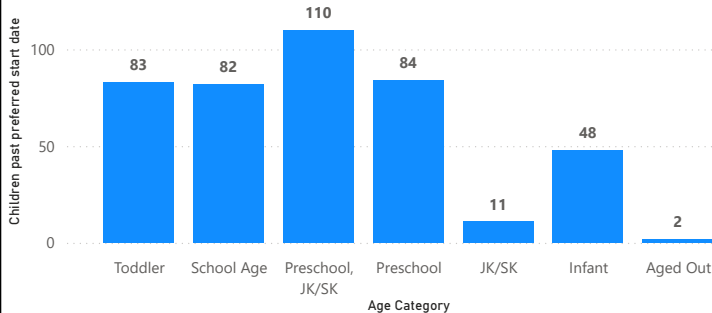
Total Number of Children past preferred start date (Unique)

427

Waitlist by Age Category

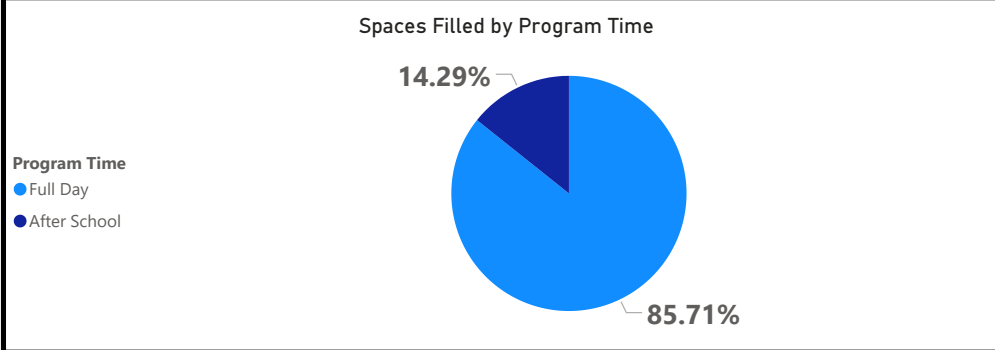
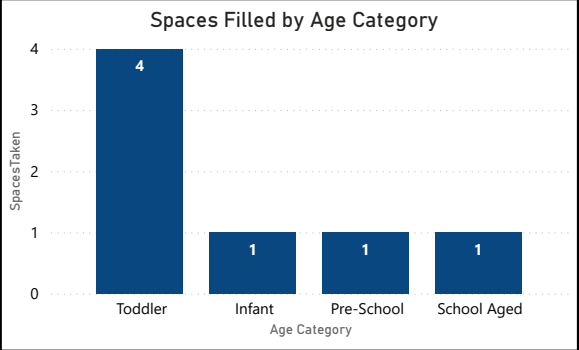


Number of Children past their preferred start date by age



Year
2026

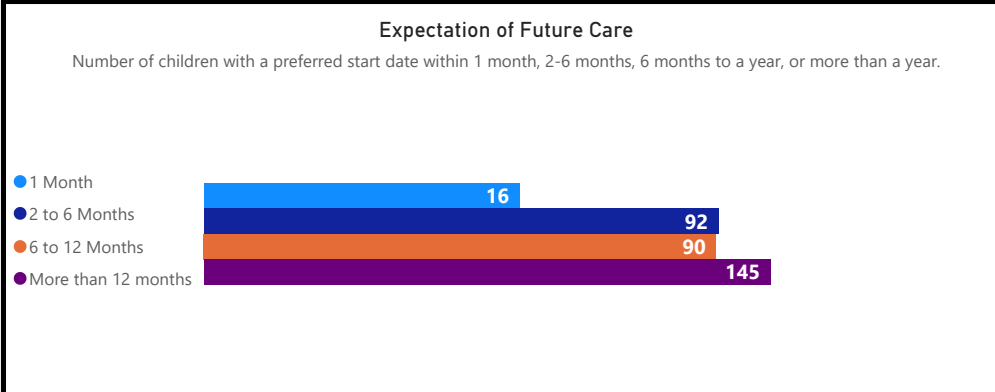
Month
January



Children Placed	Spaces Filled
7	7

Children Placed - The number of unique children placed in a program.

Spaces Filled - The number of spaces filled by a child. A child may be placed in more than one space, ie: before school space and after school space.



Funding Sources for District Wide Childcare Spaces – Jan 2026

Child Care Service Management

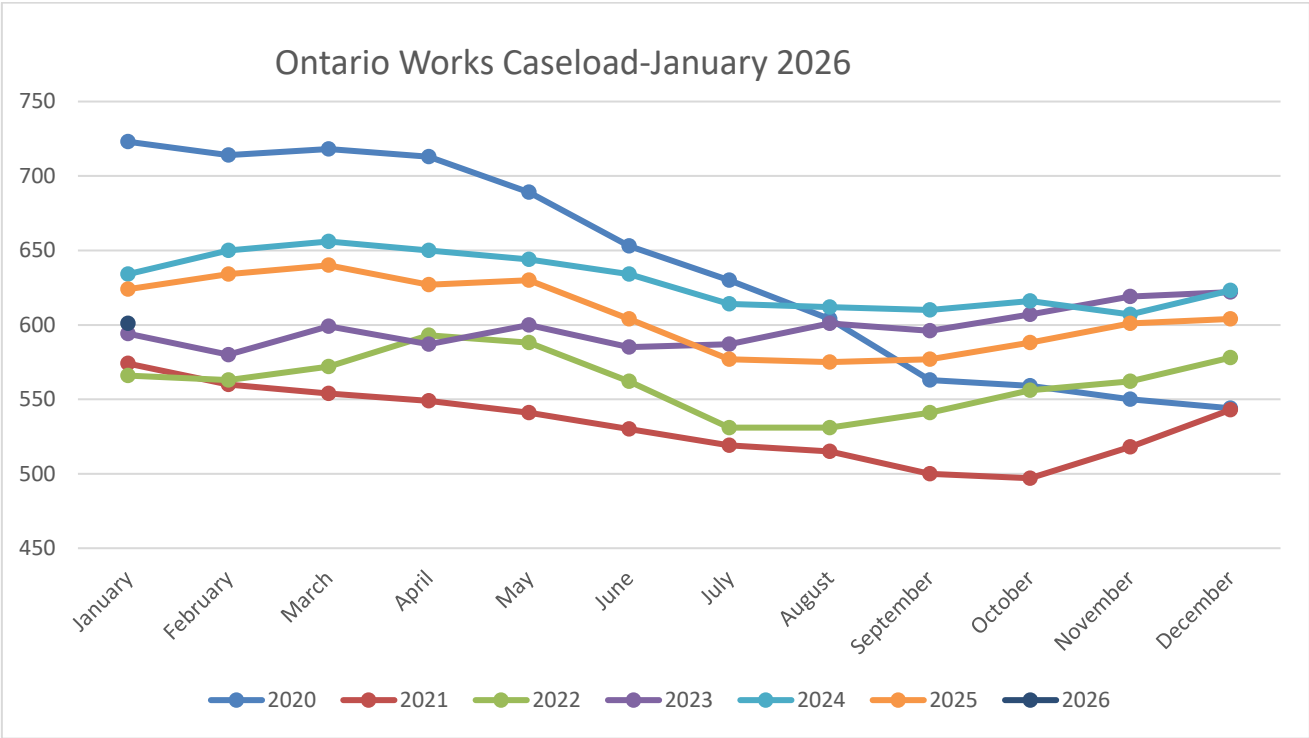
Total Children by Funding Source

January 2026

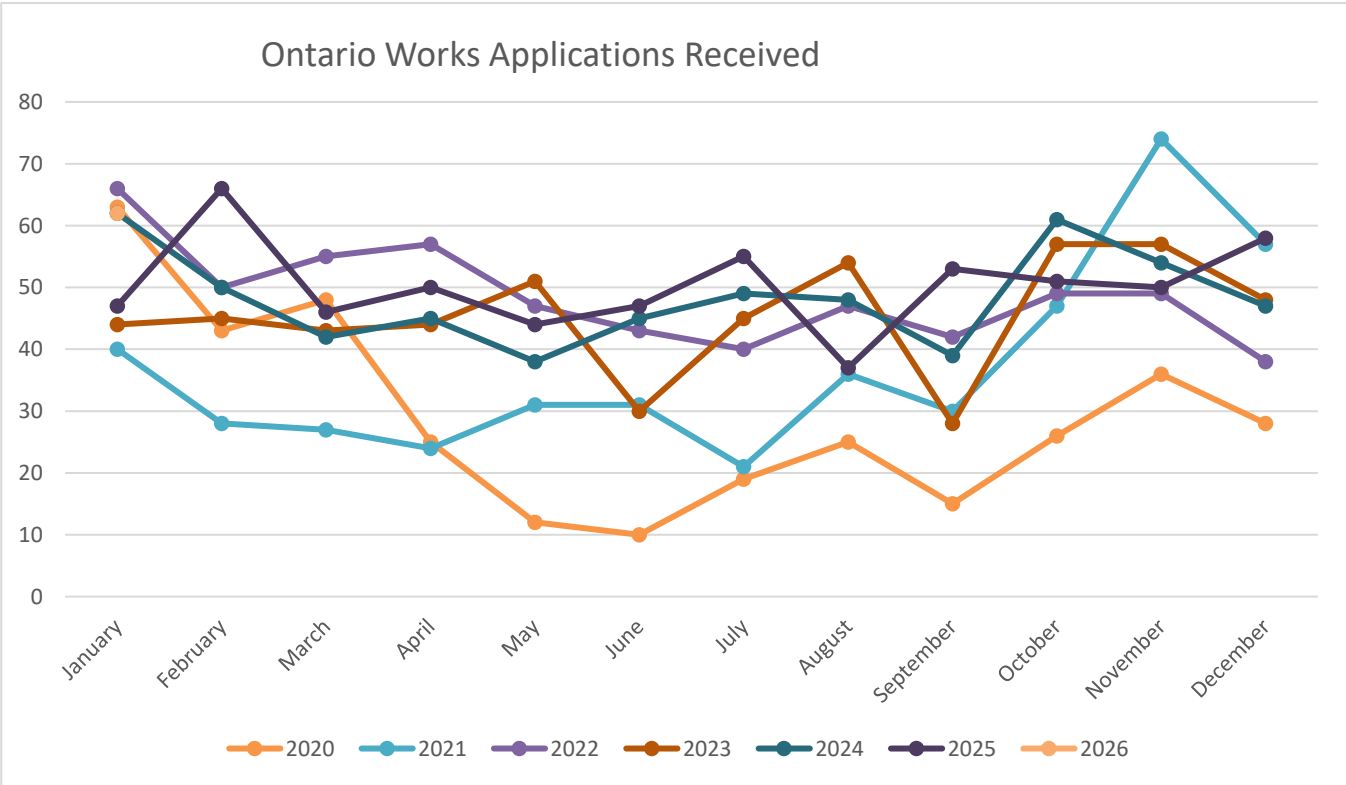
ACTIVE		
Funding Source	# of Children	# of Families
CWELCC	36	35
CWELCC Full Fee	228	224
Extended Day Fee Subsidy	1	1
Fee Subsidy	17	15
Full Fee	19	18
Ontario Works	4	4
Total Active:	305	297

NEW		
Funding Source	# of Children	# of Families
CWELCC	4	4
CWELCC Full Fee	6	6
Extended Day Fee Subsidy	0	0
Fee Subsidy	1	1
Full Fee	0	0
Ontario Works	2	2
Total New:	13	13

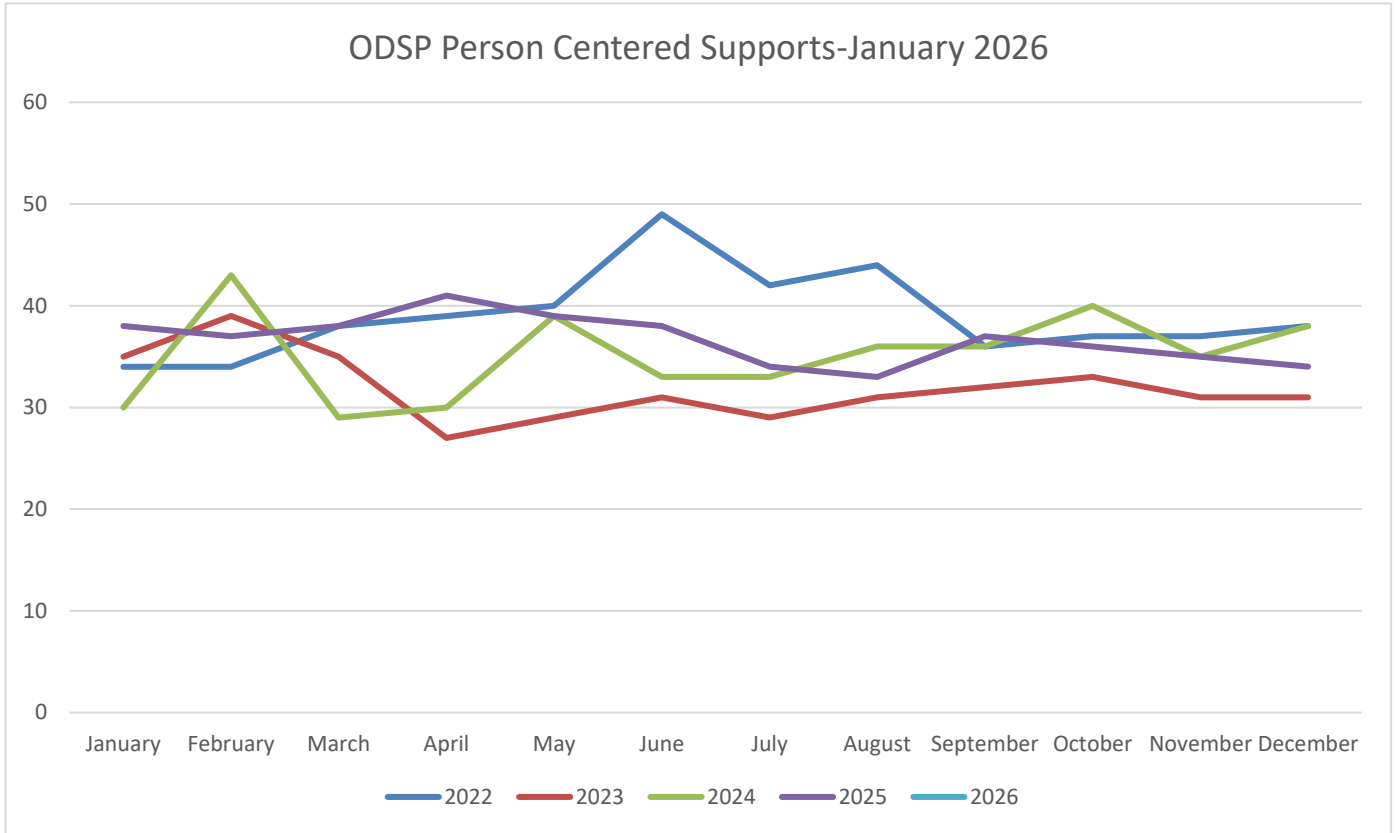
EXITS		
Funding Source	# of Children	# of Families
CWELCC	0	0
CWELCC Full Fee	0	0
Extended Day Fee Subsidy	0	0
Fee Subsidy	0	0
Full Fee	0	0
Ontario Works	0	0
Total Exits:	0	0



Ontario Works Intake - Social Assistance Digital Application (SADA) & Local Office Ontario Works Applications Received



ODSP Participants in Ontario Works Employment Assistance



The OW Caseload continues to hold steady at **601** cases. We are providing **34** ODSP participants Person-Centred Supports. We also have **58** Temporary Care Assistance cases. **62** applications were received through the province’s Ontario Works Intake Unit (OWIU).

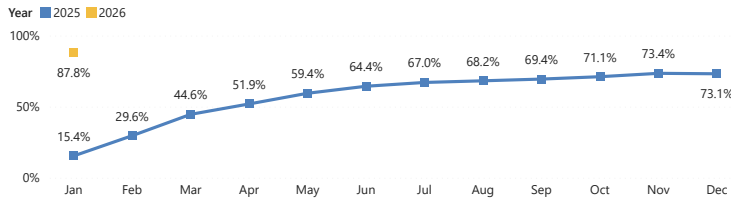
Ontario Works (OW) Performance Measures

On March 1st, 2025, as part of the province's Employment Services Transformation, we officially entered Integrated Employment Services model (IES) along with our Northeast DSSAB partners with our new Service System Manager College Boreal. This means that employment assistance for Social Assistance recipients now moves under the Employment Ontario umbrella. We are responsible for providing Person Centered Supports to SA Recipients in 4 Support Pillars.

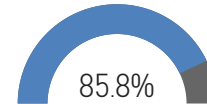
- Crisis & Safety-homelessness, personal safety
- Health-medical, mental health counselling, addiction treatment
- Life Skills-Literacy and Basic Skills such as budgeting, time management
- Community Supports-Housing, transportation and legal support

*NDA-Non-Disabled Adult

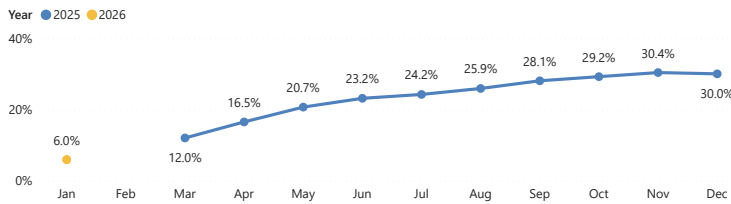
Percentage of OW + NDA Members with mandatory participation requirements that have created a Social Assistance Action Plan (Cumulative Year-to-Date)*



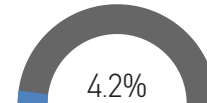
Provincial Value for Latest Month in Selected Range



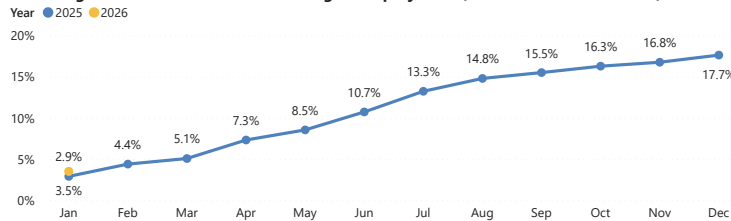
Percentage of OW + NDA Members with mandatory participation requirements that are referred to EO (Cumulative Year-to-Date)



Provincial Value for Latest Month in Selected Range



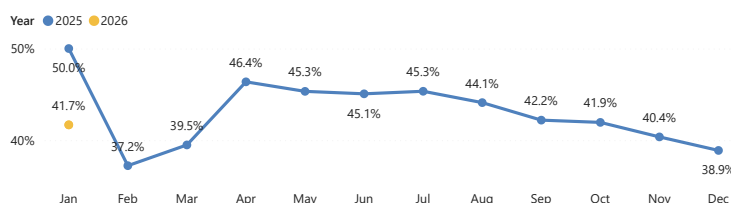
Percentage of Ontario Works cases exiting to employment (Cumulative Year-to-Date)



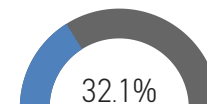
Provincial Value for Latest Month in Selected Range



Percentage of Ontario Works cases who exit the program and return within one year (Cumulative Year-to-Date)

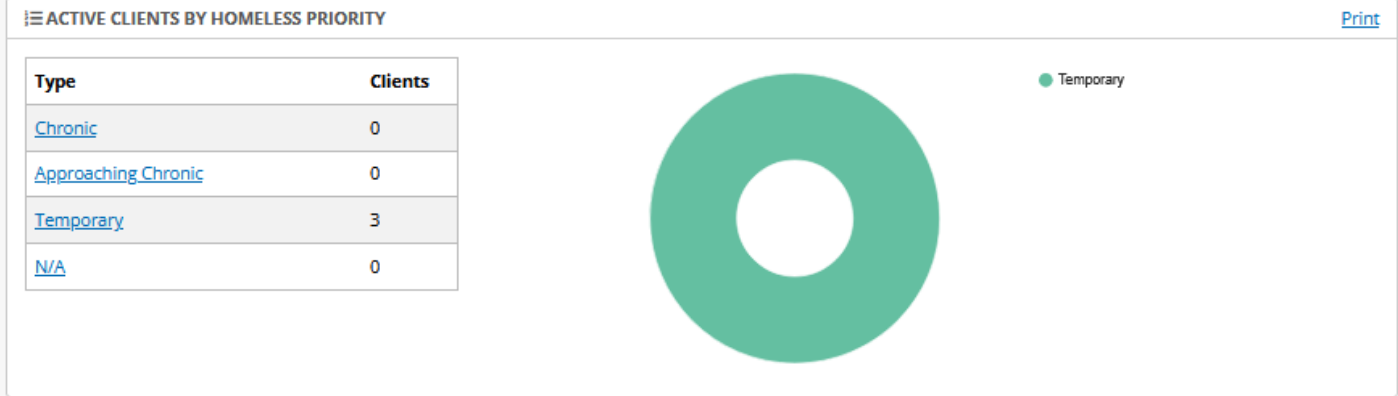
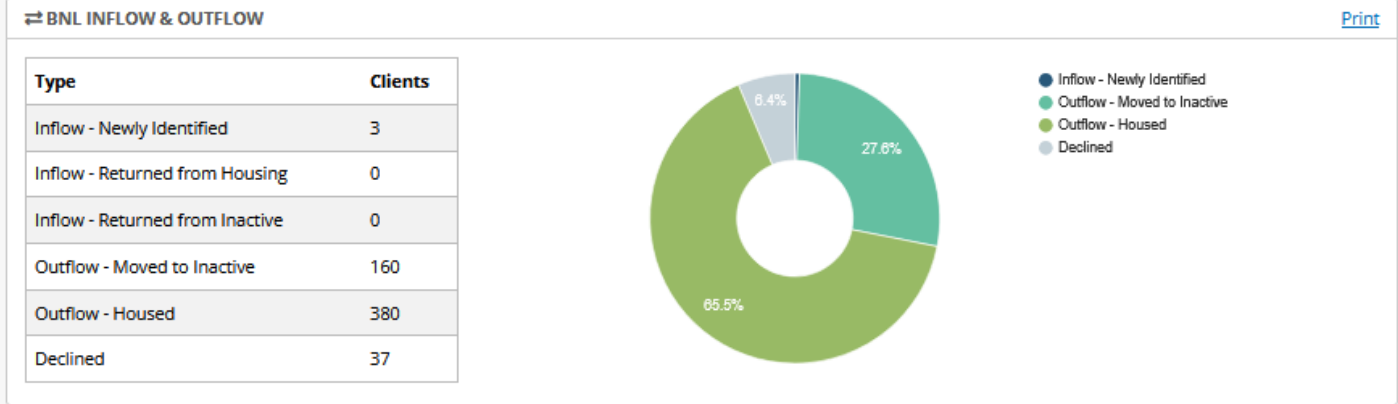
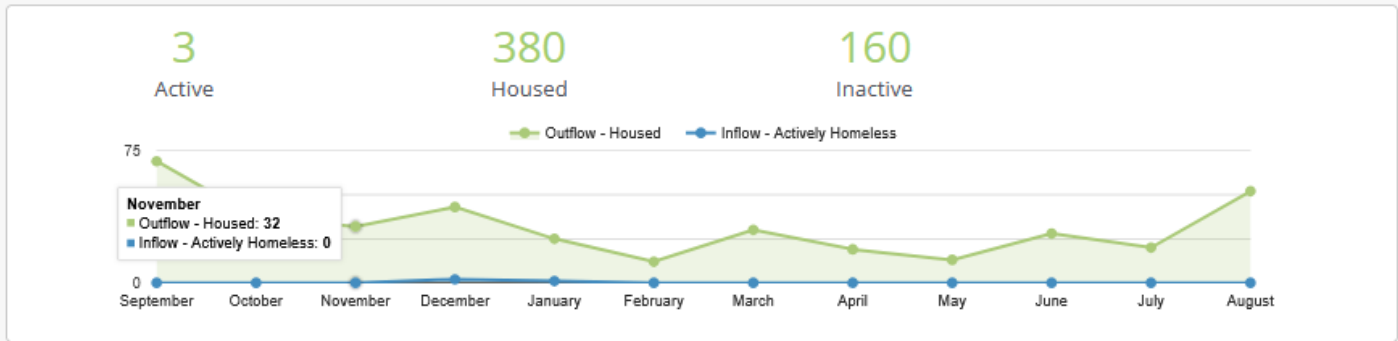


Provincial Value for Latest Month in Selected Range



By Name List

The By Name List is real-time list of all known people who are experiencing homelessness in our community that are willing to participate in being on the list and connecting with our agency for ongoing support to obtain affordable and sustainable housing. The individuals who are connected to this program are provided Intense Case Management supports with the foundations from Coordinated Access towards housing focused solutions.

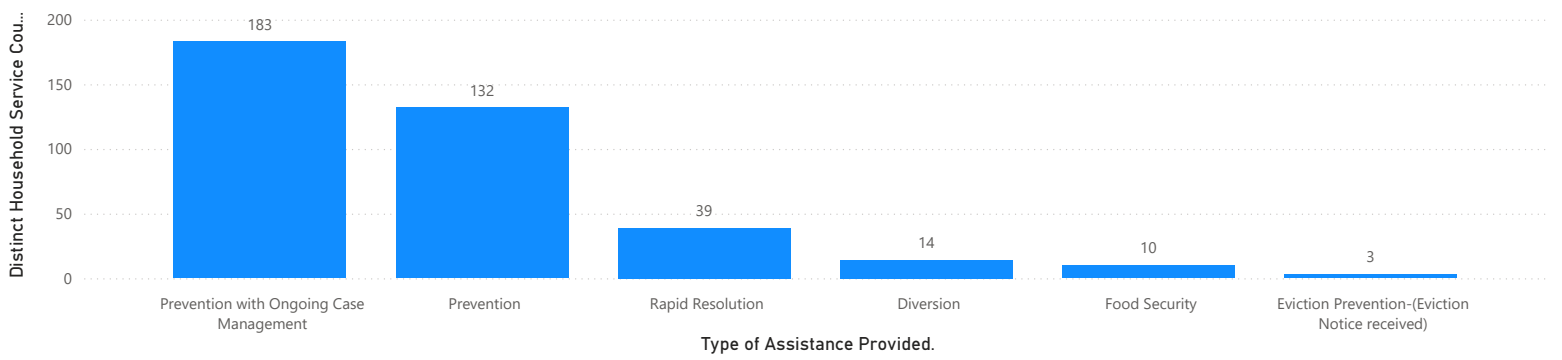


Month, Year

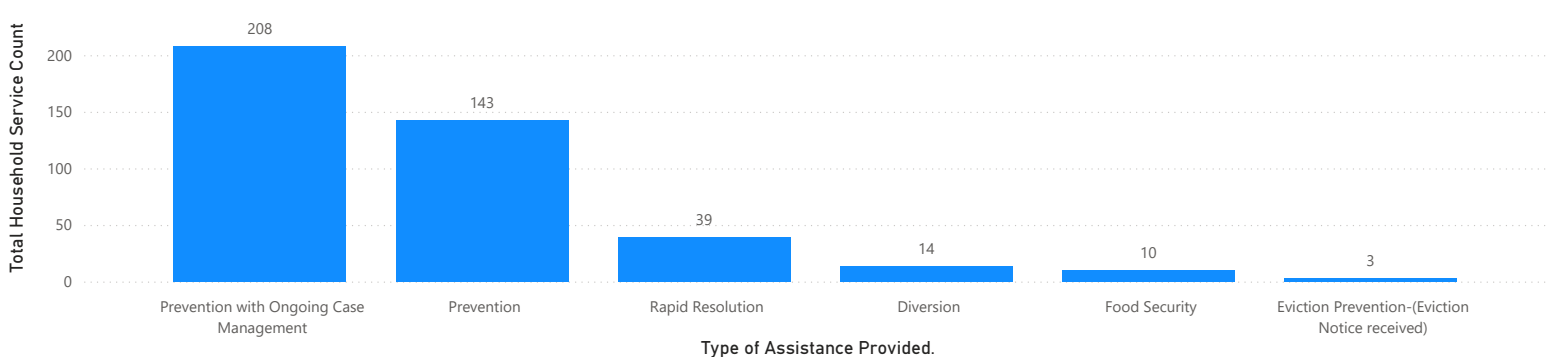
Multiple selections



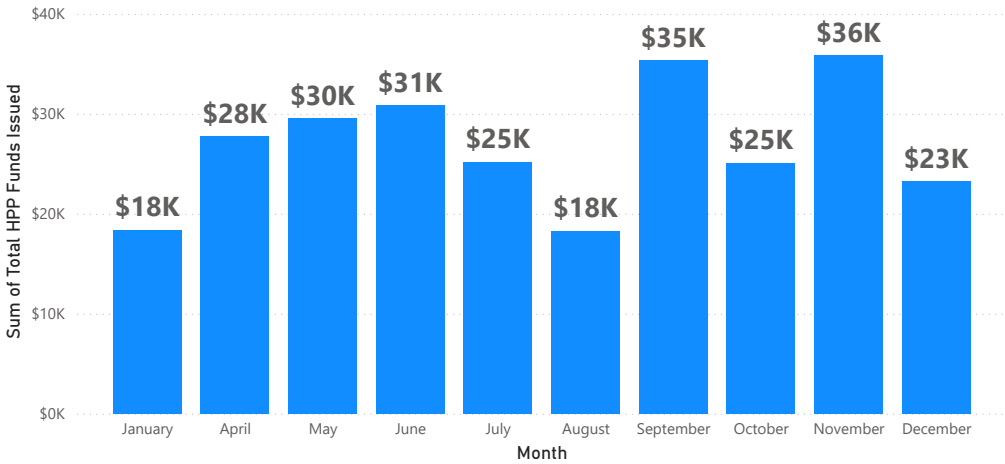
Distinct Household Service Count by Type of Assistance Provided.



Total Household Service Count by Type of Assistance Provided.



Total HPP Funds Issued by Month



Type of Assistance-HPP

All

Month, Year

Multiple selections

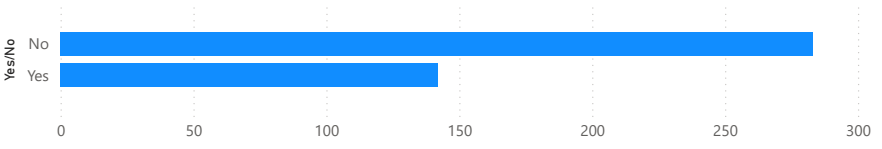
\$269,660.19
Sum of Total HPP Funds Issued

Provincial Priority Groups	Unique Households Served
Chronic Homelessness	20
Indigenous	10
Transitioning from Provincial Institution	2
Youth aged 16-25	20
Total	52

Income Source	Unique Households Served	Sum of Total HPP Funds Issued
OW	133	\$120,928.38
ODSP	108	\$94,182.79
Low Income Senior	51	\$33,802.76
Low Income	70	\$20,746.26
Total	347	\$269,660.19

Housing Status	Unique Households Served
At Risk of Homelessness	293
Experiencing Homelessness (and not currently on BNL)	43
On BNL	22
Total	347

Has the client been issued HPP in the past?



Type of Assistance Provided.	Low Income	Low Income Senior	ODSP	OW	Total
Prevention with Ongoing Case Management	16	14	52	121	201
Prevention	44	39	59	14	152
Rapid Resolution	13	5	7	17	42
Diversion	5	1	4	5	15
Food Security	1		1	8	10
Eviction Prevention-(Eviction Notice received)	1	1	1		3
Total	80	60	124	164	422

Month, Year

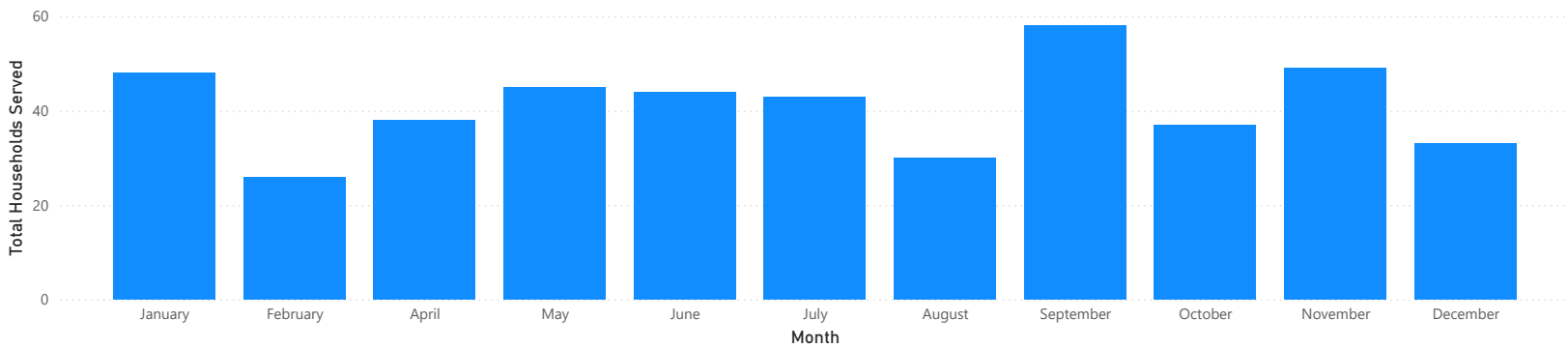
347

Unique Households Served

425

Total Households Served

Total Households Supported through HPP by Month-All



Housing Programs Update—January 2026

Social Housing Centralized Wait List Report			
	East	West	TOTAL
January 2026	Parry Sound	Parry Sound	
Seniors	53	136	189
Families	181	510	691
Individuals	570	175	745
TOTAL	804	821	1625
Total Wait List Unduplicated			445

Social Housing Centralized Wait List (CWL) 2025-2026 Comparison Applications and Households Housed from the CWL												
Month 2025	New APP	New SPP	Cancelled	Housed	SPP Housed	Month 2026	New App	New SPP	Cancelled	Housed	SPP Housed	
Jan	9			2		Jan	6	0	9			
Feb	8		2	3		Feb						
Mar	9	1	4	1		Mar						
Apr	6	1	10			Apr						
May	11		1	2		May						
June	12	2	1	2		June						
Jul	14			2	1	Jul						
Aug	9	1	1	2	1	Aug						
Sept	7	4	1	2	2	Sept						
Oct	8		1	1		Oct						
Nov	1	1	1			Nov						
Dec	7		5	2	1	Dec						
Total	101	10	27	19	5	Total	6	0	9	0	0	
						SPP = Special Priority Placement						

- Housing Programs approved 6 new applications to the Centralized Waitlist in the month of January.
- There were 9 cancelled applications; 4 applicants requested, one applicant deceased, 3 were approved for the Canada-Ontario Housing Benefit, and one applicant had assets in excess.

HOUSING OPERATIONS AND SERVICE MANAGEMENT

January 2026 Statistical Information

Activity for Tenant Services

	CURRENT MONTH	YEAR TO DATE
Move-Outs	1	1
Move In (Centralized Waitlist along with Internal transfers)	1	1
L1/L2 Hearings	3	3
N4 Delivered to tenant or filed with the LTB– Notice of eviction for non-payment of rent	0	0
N5 Filed with the LTB– notice of eviction disturbing the quiet enjoyment of the other occupants	2	2
N6 Filed with the LTB –notice of eviction for illegal acts or misrepresenting income for RGI housing	0	0
N7 Filed with the LTB – notice of eviction for willful damage to unit	0	0
Repayment Agreements (new) (Formal & informal)	0	0
No Trespass Order	0	0
Mediation/Negotiation/Referrals	34	34
Tenant Home Visits/Wellness checks	39	39
Tenant Engagements/Education	0	0

Activity for Property Maintenance

Pest Control		Monthly pest control inspections were completed at 8 buildings. 32 units were inspected. Of the 32 units, 2 units required treatment.
Vacant units	6	5 one-bedroom, 1- multiple bedrooms (asbestos abatement, and significant repair contributes to longer vacancy times)
Vacant units: TMV	0	NO VACANCY
After Hours Calls	12	monitoring station offline, lock out, frozen exterior door lock, heater not turning on, EMS requiring access (did not have access code with them)
Work Orders	126	Work orders are created for our staff to complete routine maintenance repairs for all DSSAB/LHC Buildings
Purchase Orders	176	Purchase Orders are for services, and materials required outside of the Housing Operations Department scope of work for the LHC/DSSAB properties
Fire Inspections	3	3 Fire inspections completed on properties in January with Huronia Alarms/FPO's. Monthly inspections continue at every building.
Annual Inspections	0	Annual inspections will be planned for early spring.
Inspections (Other)	0	Housing keeping, Fire Prevention Officer follow up, and preconstruction/postconstruction
Incident Reports	1	Slip and fall. No reported injuries.

Capital Projects Monthly Report—January 2026

This monthly report provides an overview of capital project activities undertaken during January 2026. January was a busy month focused on receiving approved budgets, organizing the capital work plan for the year, and beginning the first stages of tendering and procurement for the 2026 construction season.

Hazardous Material Remediation and Water Damage Repairs

Remediations continued as normal throughout January, with several remediation projects underway or completed during the month. Work progressed through clearance, reinstatement, and closeout sequencing as required, with completed scopes continuing to follow required inspection and environmental clearance protocols.

Plumbing, HVAC, and Duct Maintenance

Winter HVAC maintenance and inspections continued as normal during January. Duct insulation installation is underway at an office building, and mechanical systems continue to be monitored closely to support reliable winter operations.

Doors, Siding, Painting, and Cosmetic Upgrades

No new door work, siding projects, painting, or cosmetic upgrades occurred during January. These scopes remain subject to prioritization within the broader 2026 capital work plan as seasonal conditions and procurement timelines advance.

Generator and Electrical Work

No major new generator-related activity occurred during January. Investigation and planning for electrical panel replacements in townhomes has begun, with scope development and sequencing underway to support future procurement and delivery.

Roofing and Eavestrough Projects

No major new changes occurred under active roof or eavestrough projects during January. However, ice damming events resulted in localized interior damage requiring response and repairs. Identifying and implementing measures to reduce recurring ice damming risk will be a key focus within the 2026 work program.

Structural Repairs, Infrastructure and Foundation Assessments

Structural repairs in Callander remain underway under active management. Inspections are scheduled for an office building to inform next steps, and a damaged roof canopy serving a residential building was inspected with repairs now underway.

Security Enhancements

No new security enhancements were undertaken during January. Existing measures remain in place and operational, with ongoing monitoring to support building safety and access control.

Consulting and Engineering Contracts

Consultant and engineering activity remained active in support of the 2026 capital program. One tender mandatory site visit occurred in January, with tender close scheduled for February. Two additional projects, siding replacement and septic replacements, are currently in the investigation phase to support scope definition, cost planning, and future sequencing.

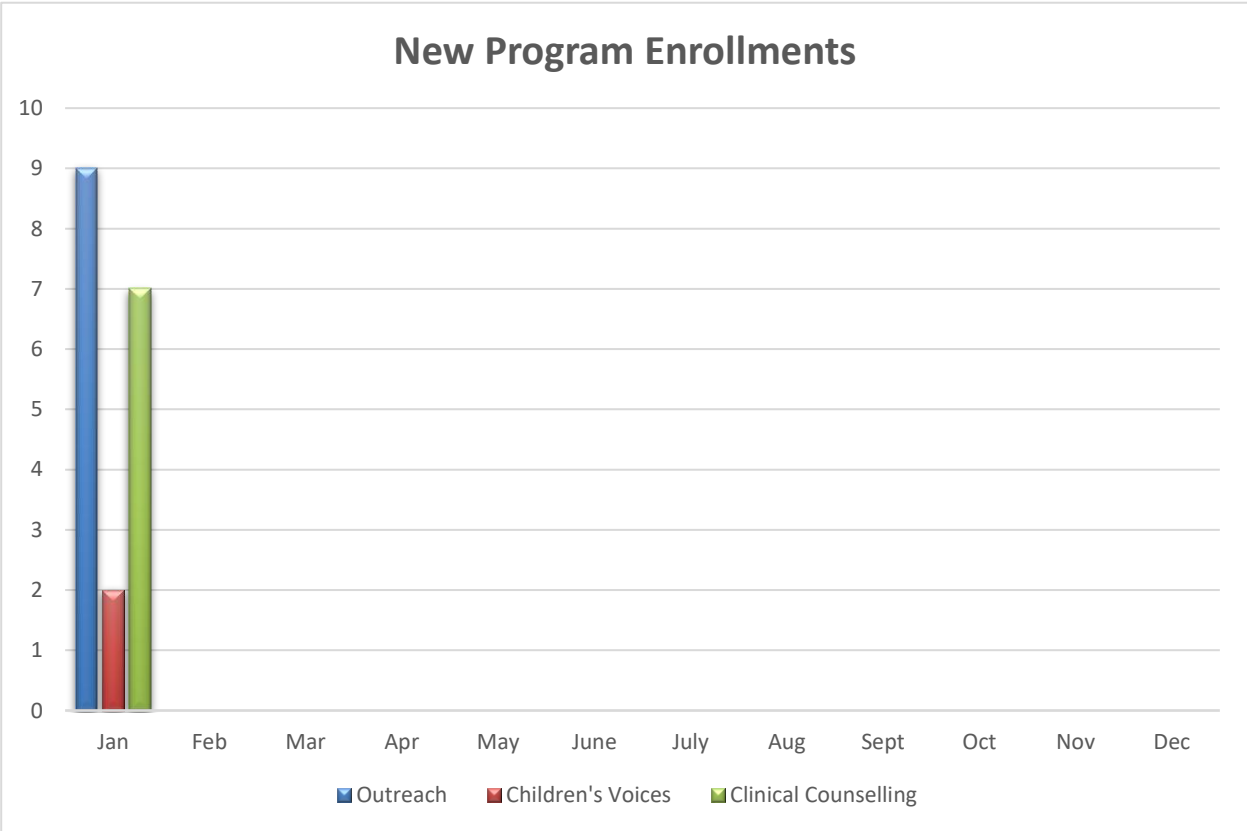
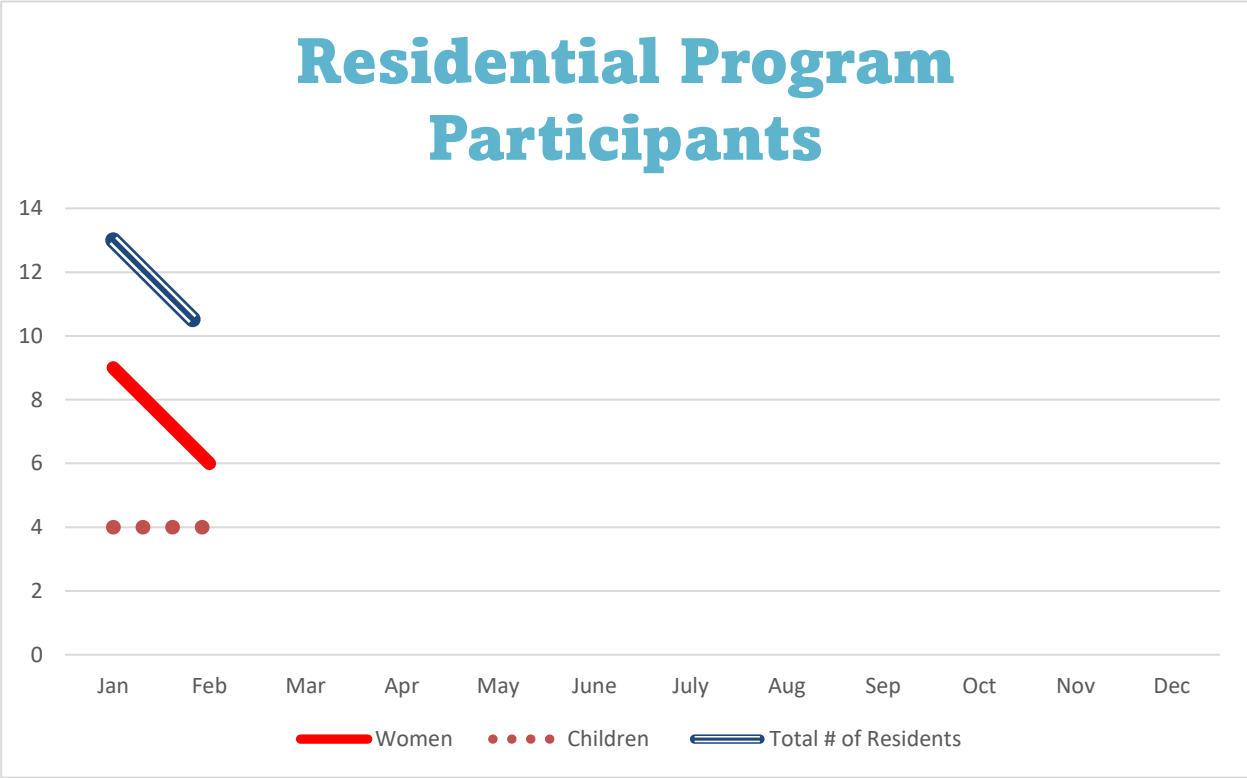
Childcare Capital Acceleration

No childcare capital acceleration work occurred during January. Childcare-related capital activity will continue to be reviewed alongside the broader 2026 program as priorities and funding opportunities arise.

Completion Highlights (January 2026)

January marked the transition from budget approval into active implementation of the 2026 capital work program. The month focused on organizing approved budgets into deliverable work plans, maintaining active winter operations/projects, advancing investigations, and initiating early tendering and procurement activities. The next reporting period will focus on tender closings, project mobilization, and continued progression of 2026 capital priorities as scopes move from planning into execution.

Esprit Place Family Resource Centre Update – January 2026



Social Media Stats

Facebook –District of Parry Sound Social Services Administration	SEPT 2025	OCT 2025	NOV 2025	DEC 2025	JAN 2026	FEB 2026
Total Page Followers	780	786	791	797	819	837
Post Reach this Period (# of people who saw post)	33,114	18,590	23,572	5332	26,803	56,115
Post Engagement this Period (# of reactions, comments, shares)	211	138	178	132	913	1,760

Facebook -Esprit Place Family Resource Centre	SEPT 2025	OCT 2025	NOV 2025	DEC 2025	JAN 2026	FEB 2026
Total Page Followers	229	229	248	249	250	251
Post Reach this Period (# of people who saw post)	424	313	17,684	2136	884	308
Post Engagement this Period (# of reactions, comments, shares)	2	3	189	34	10	3

DSSAB LinkedIN Stats https://bit.ly/2YyFHIE	SEPT 2025	OCT 2025	NOV 2025	DEC 2025	JAN 2026	FEB 2026
Total Followers	561	561	579	585	594	598
Search Appearances (in last 7 days)	122	113	170	147	154	80
Total Page Views	26	27	77	23	44	50
Post Impressions	235	1092	2,953	1124	1521	1735
Total Unique Visitors	14	15	29	16	21	20

Instagram - Esprit Place Family Resource Centre https://www.instagram.com/espritplace/	SEPT 2025	OCT 2025	NOV 2025	DEC 2025	JAN 2026	FEB 2026
Total Followers	109	112	115	115	117	120
# of accumulated posts	67	69	81	81	81	81

Parry Sound Area Planning Board Meeting Minutes

Monday February 23, 2026 6:30 p.m. Zoom Electronic Web Meeting

Members Present: Joe Lamb, Morley Haskim, David Moore, Scott Nash

Others Present: Karlee Britton (Clerk- Township of McKellar)

Zoom Link: <https://us02web.zoom.us/j/7791245001?>

Agenda

1.1. Additions to Agenda

1.1.1 Appointments

1.2. Prioritization of Agenda

Moved By: Joe Lamb
Seconded By: David Moore

That a name change for the Board be discussed after the budget item.

“Carried”

1.3. Disclosure of Pecuniary Interest and the General Nature Thereof

1.4. Minutes and Matters Arising From Minutes

2. Adoption of Minutes

Resolution: 2026-009
Moved By: David Moore
Seconded By: Morley Haskim

That the minutes of a meeting held January 26, 2026 be adopted.

“Carried”

3. B24 2025 (W) – Sorra

Resolution: 2026-010
Moved By: Scott Nash
Seconded By: David Moore

That application B24/2025(W) be approved subject to the following conditions as shown on the attached sketch.

Having regard to the items set out in Section 51(24) of the Planning Act, Planning Board

hereby grant the creation of one (1) new Rural lot at 1157 Highway No. 124 in part of Lots 31 & 32, Concession B in the Municipality of Whitestone being as applied for by Hillar and Peter Sorra in Application No. B24/2025(W) subject to the following conditions:

Planning Board Requirements

1) That the applicant provides the Secretary-Treasurer with:

From Lawyer

- a) the original executed transfer (deed), a duplicate original and one photocopy;
- b) a schedule describing the severed parcel and naming the grantor and grantee attached to the transfer for approval purposes
- c) that the applicants' solicitor confirm that the new lot can be serviced by the existing right-of-way;

From Surveyor

- d) a copy of the survey plan deposited in the Land Registry office.

2) Payment of all applicable planning fees to the Parry Sound Area Planning Board.

Municipal Compliance Letter Requirements

- 1) That payment of a parkland dedication fee be made in accordance with the current Municipal Fees and Charges By-Law;
- 2) That the new lot receive 911 Addressing from the Municipality;
- 3) That the newly created lot be rezoned from the Rural (RU) to the Rural Residential (RR) Zone; and
- 4) That payment of all Municipal planning consultant fees and all other fees associated with the processing of this application be paid.

"Carried"

4. B01 2026 (W) – Skeba

Resolution: 2026-011

Moved By: Scott Nash

Seconded By: Morley Haskim

David Moore asked about potentially 7 waterfront cottages mentioned in the neighbours letter.

Joe Lamb indicated that one concern was access to the lake over Skeba property. He stated that they have the right to grant access but there is no indication they will.

The other concern was road maintenance. There is no indication that the owners will not contribute to road maintenance.

Patrick Christie echoed Joe Lamb's comments that private access agreements are possible.

Joe Lamb stated that the other concern was the creation of a series of back lots, which was discussed at council and deemed to be allowed.

That application B01/2026(W) be approved subject to the following conditions as shown on the attached sketch.

Having regard to the items set out in Section 51(24) of the Planning Act, Planning Board hereby grant the creation of three (3) new rural lots fronting on a new private road to be accessed from the existing private right-of-way in part of Lot 10, Concession 3 in the Municipality of Whitestone as applied for by Ilona and Christopher Skeba in Application No. B01/2026(W) subject to the following conditions:

Planning Board Requirements

1) That the applicant provides the Secretary-Treasurer with:

From Lawyer

- a) the original executed transfer (deed), a duplicate original and one photocopy;
- b) a schedule describing the severed parcel and naming the grantor and grantee attached to the transfer for approval purposes
- c) that the applicants' solicitor confirm that the new lot can be serviced by the existing right-of-way;

From Surveyor

- d) a copy of the survey plan deposited in the Land Registry office.

2) Payment of all applicable planning fees to the Parry Sound Area Planning Board.

Municipal Compliance Letter Requirements

- 1) That payment of a parkland dedication fee be made in accordance with the current Municipal Fees and Charges By-Law;
- 2) That the three (3) new lots 911 Addressing from the Municipality;
- 3) the newly created lots be rezoned from the Waterfront Residential 1 – Limited Services (WF1-LS) to the Rural-Limited Services (RU-LS) Zone;
- 4) the applicants enter into a Section 51.26 Consent Agreement with the Municipality of Whitestone to be registered on title, to include:
 - (i) the implementation of the septic system design measures from the Septic Suitability Assessment as set out in the Hutchison Environmental Sciences Report dated August 31, 2022 to ensure the retention of phosphorous; and
 - (ii) recognition of the private access road for the new lots and to indemnify the Municipality for any responsibility or liability for the access or maintenance;
- 5) That payment of all Municipal planning consultant fees and all other fees associated with the processing of this application be paid.
"Carried"

5. B02 2026 (McK) – Moeckel

Resolution: 2026-012
Moved By: David Moore
Seconded By: Morley Haskim

Melissa Markham - Planner for the applicant - was in attendance to answer any questions.

That application B02/2026(McK) be approved subject to the following conditions as shown on the attached sketch.

Having regard to the items set out in Section 51(24) of the Planning Act, Planning Board hereby grant the creation of two (2) new rural lots at 267 Balsam Road in part of Lot 19, Concession 13 in the Township of McKellar as applied for by Frank and Angela Moeckel in Application No. B02/2026(McK)) subject to the following conditions:

Planning Board Requirements

1) That the applicant provides the Secretary-Treasurer with:

From Lawyer

- a) the original executed transfer (deed), a duplicate original and one photocopy;
- b) a schedule describing the severed parcel and naming the grantor and grantee attached to the transfer for approval purposes
- ~~c) that the applicants' solicitor confirm that the new lot can be serviced by the existing right-of-way;~~

From Surveyor

- d) a copy of the survey plan deposited in the Land Registry office.
- 2) Payment of all applicable planning fees to the Parry Sound Area Planning Board.

Municipal Compliance Letter Requirements

- 1) Payment of a fee in lieu of parkland as required in the Township of McKellar Fees and Charges By-Law;
- 2) 911 Addressing for the proposed new lot;
- 3) That 10 metres from the centre line of Balsam Road, for both the severed and retained lots, be transferred to the Township of McKellar, if found not to be in the Township's ownership;

"Carried"

6. Correspondence

- a) Letter from Tina Stanley – Green Lane Road Association Re: B01/2026(W) – Skeba
- b) Letter of concern from Sherri Aldis Re: B01/2026(W) - Skeba

7. Closed

8. Reports & Enquiries

8.1. Enquiries

8.2. Accounts Payable

Resolution: 2026-013
Moved By: Morley Haskim
Seconded By: David Moore

Morley Haskim indicated that the Ridge at Manitou had a name change to Manitou Ridge and the company is Purposeful Golf

That the accounts for January 2026 be paid in the amount of **\$6,457.24**

“Carried”

8.3. Accounts

Joe Lamb spoke in support of the budget and Whitestone as a member of the Board.

Scott Nash asked about the reserve amounts.

Karlee Britton indicated that \$3000 reserves was taken to McKellar Council from the last meeting.

Scott Nash asked about the previous fee to WPSGN.

Patrick Christie indicated that the amount will be significantly less the \$10,000. Between \$1,000 - \$5,000

Scott Nash asked about shared access to WPSGN.

Morley Haskim spoke in support of the budget

- a) That the Parry Sound Area Planning Board approves the 2026 draft budget.

8.4. Administration

Joe Lamb suggested the name change.

Morley Haskim supported the name change.

- a) That the Parry Sound Area Planning Board be changed to the McKellar Whitestone Planning Board.

Scott Nash suggested indenting lot creation, Lot addition, Right-of-way

- b) That the Parry Sound Area Planning Board approves the draft 2026 fee schedule.

“Carried”

Morley Haskim indicated that there needed to be a change to the meeting schedule. May 18th, 2026 – Victoria Day, should be changed to May 25, 2026

9. Adjournment

Resolution: 2026-014

Moved By: Scott Nash

Seconded By: Morley Haskim

That we do now adjourn at 7:17 pm.

“Carried”



Township of McKellar Report to Council

Prepared for: Mayor & Council

Department: Administration

Date: April 21, 2026

Report No: ADMIN-2026-04

Subject: Balsam Road Telecommunications Tower

Recommendation:

Be It Resolved That the Council of the Corporation of the Township of McKellar does hereby receive Report ADMIN-2026-04; and

Further That Council declares the telecommunications tower located at 10 Balsam Road as surplus to Municipal needs; and

Further That the Clerk be directed to prepare a By-law authorizing the Mayor and Clerk to execute all necessary documents to transfer ownership and associated liability of the telecommunications tower to Spectrum Telecom Group Ltd., including the execution of the attached lease agreement.

Background:

The telecommunications tower located at 10 Balsam Road was inspected by Maxtower Company Limited in August 2024. The structural assessment concluded that, under existing loading conditions, the tower does not meet CSA (Canadian Standards Association) S37-18 (Antennas, towers, and antenna-supporting structures) standards and is in very poor condition. The report recommended replacement of the structure on an urgent basis, noting that upgrades or reinforcement would not be sufficient to achieve compliance.

In 2025, a replacement self-supporting telecommunications tower was installed on Lee's Road. All Fire Department communications have since been successfully relocated to the new tower.

The Township's remaining tenant on the Balsam Road tower was provided with one year's notice to remove its equipment, in preparation for decommissioning the structure in Spring 2026.

Analysis:

Following installation of the new tower on Lee's Road, Spectrum Telecom Group Ltd (Spectrum) conducted testing and determined that the new location does not meet its operational requirements for servicing existing internet customers. As a result, Spectrum has elected not to relocate its equipment at this time.

Spectrum has expressed interest in acquiring the existing Balsam Road tower in order to rehabilitate it to appropriate standards and continue its use for service delivery. The Township has received a proposed lease agreement from Spectrum, attached to this report for Council's consideration.

As part of the proposed arrangement, Spectrum would assume ownership for the tower and related liability. The Township would be named as an additional insured and Spectrum would be required to maintain a minimum of \$5,000,000 in commercial general liability insurance.

Spectrum would also maintain site access via an existing access route adjacent to the main trail. This access point previously existed but will require brushing and minor repairs, including filling of holes, to accommodate small, tracked equipment for maintenance and repair activities.

Financial:

The Township has budgeted approximately \$12,500 plus applicable taxes for the decommissioning and removal of the Balsam Road tower. Retaining ownership of the structure presents ongoing liability risks, particularly given its current condition.

Under the proposed arrangement, Spectrum would assume full liability for the tower for a nominal consideration of \$1.00, with the expectation that they will upgrade the structure to meet CSA standards at their own cost.

In addition, Spectrum has proposed a lease payment of \$300 per month to the Township for land access and maintenance purposes, increasing annually in accordance with the Consumer Price Index (CPI). This would generate approximately \$3,600 annually in revenue while also avoiding decommissioning costs.

Policies Affecting Proposal:

N/A

Conclusion:

As the Township no longer utilizes the telecommunications tower at 10 Balsam Road and it presents an ongoing liability in its current condition, staff recommend proceeding with the transfer of the structure to Spectrum Telecom Group Ltd. for nominal consideration of \$1.00, subject to the execution of a lease agreement.

Spectrum has been cooperative throughout discussions to date. Should Council wish to include additional terms or conditions within the lease agreement, the Clerk will convey these revisions to Spectrum for consideration.

Respectfully submitted by:

Karlee Britton, Clerk/Administrator

THIS AGREEMENT made in duplicate this _____ day of _____, 2026

BETWEEN: CORPORATION OF THE TOWNSHIP of McKELLAR
(hereinafter referred to as the "Licensor")

OF THE FIRST PART

AND: SPECTRUM TELECOM GROUP LTD.
(hereinafter referred to as the "Licensee")

OF THE SECOND PART

TELECOMMUNICATIONS SITE LICENSE AGREEMENT

Site: McKellar, Balsam Road (PIN 52727-0241 (LT))

Township of McKellar

District of Parry Sound

(Property legally described on Schedule "A")

1. DEFINITIONS

In this Agreement:

- **"Agreement"** means this Telecommunications Site License Agreement.
- **"Commencement Date"** means May 6, 2026.
- **"Site"** means the lands located near the intersection of Balsam Road and Centre Road in the Township of McKellar, District of Parry Sound, as more particularly described in Schedule "A".
- **"Equipment"** means all telecommunications equipment, including towers, antennas, radios, shelters, cabling, and related infrastructure installed or operated by the Licensee.

2. TRANSFER OF EXISTING ASSETS

In consideration of the sum of One Dollar (\$1.00), the receipt and sufficiency of which is hereby acknowledged, the Licensor hereby transfers to the Licensee all of its right, title, and interest, if any, in and to the existing communications tower and associated equipment shelter located on the Site (collectively, the "Assets").

The profile of the tower is set out in *Schedule B* attached hereto. Photographs of the Site are included in *Schedule C* attached hereto.

The Licensee accepts the Assets on an “**as is, where is**” basis, with all faults, and the Licensor makes no representations or warranties, express or implied, including without limitation any warranties as to condition, fitness for purpose, structural integrity, regulatory compliance, or environmental status.

3. GRANT OF LICENSE

The Licensor hereby grants to the Licensee a non-exclusive license to access, use, and occupy the Site for the purpose of installing, operating, maintaining, repairing, replacing, and upgrading telecommunications facilities and providing telecommunications services.

4. TERM

This Agreement shall commence on the Commencement Date and shall continue for an initial term of **ten (10) years** (the “Initial Term”), unless terminated earlier in accordance with this Agreement.

5. RENEWAL

The Licensee may request up to **two (2) additional renewal terms of five (5) years each**, subject to the Licensor’s written approval, acting reasonably. Any renewal shall be confirmed in writing and executed by both Parties.

6. LICENSE FEES

The Licensee shall pay to the Licensor a license fee of **\$300.00 per month plus applicable HST**, payable monthly in advance.

The license fee shall be adjusted annually based on the **Consumer Price Index (CPI)** as published by Statistics Canada.

7. ADDITIONAL CONSIDERATION (INTERNET SERVICES)

In addition to the license fees, the Licensee shall provide the Licensor with **three (3) complimentary wireless Internet connections**, including subscriber equipment, at the following locations:

- 13 Lee’s Road (Transfer Station)
- 3 Sharon Park Drive (Fire Hall)
- 710 Hurdville Road (Fire Hall)

Where technologically feasible, each connection shall provide speeds of up to **25 Mbps download and 5 Mbps upload**.

8. INTERNET SERVICE CONDITIONS

The following conditions apply to the services described in Section 7:

- a) The locations designated by the Licensor must be approved by the Licensee and must fall within the Licensee's wireless coverage area within the Township of McKellar.
 - b) Service shall be provided upon commencement of this Agreement.
 - c) The Licensee shall not be responsible for the cost, supply, or installation of any towers, masts, or structures required to obtain or improve signal reception. All such costs shall be borne solely by the Licensor.
 - d) The Licensor shall comply with the Licensee's Acceptable Use Policy (AUP), as amended from time to time.
-

9. ACCESS

The Licensee and its employees, agents, and contractors shall have **24 hours per day, 7 days per week access** to the Site, subject to the Licensor's reasonable security requirements.

The Licensee shall have the right to install and maintain utility connections, including hydro, fibre optic, and telecommunications services, whether aerial or underground.

10. USE OF SITE

The Site shall be used solely for telecommunications purposes, including installation, operation, maintenance, and upgrading of equipment, at the Licensee's sole cost. The access point to the Site, located to the left of the trail, shall be repaired at the Licensee's expense to allow access by tracked machinery required for necessary tower repairs. Brushing and ongoing maintenance within a width of ten (10) feet on either side of the guy wires and hydro line shall be carried out as required.

11. UTILITIES

Responsibility for hydro service at the Site shall be transferred to and paid for by the Licensee.

12. TERMINATION

a) The Licensee may terminate this Agreement at any time upon **three (3) months' written notice** if it is unable to obtain or maintain required approvals, or if the Site becomes unsuitable for its intended use.

b) Either Party may terminate this Agreement upon **three (3) months' written notice** if the other Party is in default and fails to remedy such default within **ninety (90) days** after written notice.

13. EQUIPMENT

The tower, shelter, and antennas shall remain the property of the Licensee and shall be removed by the Licensee upon expiration or termination of this agreement and the Site restored to its original condition, reasonable wear and tear excepted.

13. INSURANCE AND LIABILITY

The Licensee shall maintain commercial general liability insurance of not less than **\$5,000,000 per occurrence**, naming the Licensor as an additional insured.

Each Party shall be responsible for its own acts and omissions and shall indemnify the other Party against liabilities arising from its negligence or willful misconduct.

14. COMPLIANCE WITH LAWS

The Licensee shall comply with all applicable federal, provincial, and municipal laws, regulations, and by-laws.

15. ENVIRONMENTAL MATTERS

The Licensor represents that, to its knowledge, the Site is free of hazardous substances. The Licensor shall remain responsible for any pre-existing contamination.

16. ASSIGNMENT

The Licensee may not assign this Agreement without the prior written consent of the Licensor; such consent not to be unreasonably withheld.

17. NOTICES

All notices shall be in writing and delivered by mail or email and shall be deemed received:

- Three (3) days after mailing, or

- On the date of transmission if sent by email
-

18. NO PARTNERSHIP

Nothing in this Agreement creates any partnership, joint venture, or agency relationship between the Parties.

19. GENERAL

- a) The Licensee shall have quiet enjoyment of the Site without interference.
 - b) The Licensor shall reasonably cooperate with the Licensee in obtaining approvals.
 - c) Any relocation of Licensee equipment requested by the Licensor shall be at the Licensor's expense and subject to Licensee approval.
 - d) This Agreement shall be governed by the laws of the Province of Ontario.
 - e) If any provision is invalid, the remainder shall remain in effect.
 - f) The Licensor may disclose this Agreement where required by law.
-

20. SUCCESSORS AND ASSIGNS

This Agreement shall enure to the benefit of and be binding upon the Parties and their respective successors and permitted assigns.

21. CONTACTS

The Licensor (Notices):

Township of McKellar
Attn: Clerk Administrator
701 Highway #124
McKellar, Ontario, P0G 1C0
Telephone No. (705) 389-2842
Email: clerk@mckellar.ca

The Licensor (Rental Payments):

Township of McKellar
Attn: Treasurer
701 Highway #124
McKellar, Ontario, P0G 1C0
HST Number: 10813 3331 RP0001

The Licensee: (Notices)

Spectrum Telecom Group Ltd.

Attn: General Manager

505 Frood Road

Sudbury Ontario, P3C 5A2

Telephone No. (705) 673-6661

Email: ghatton@spectrumtelecom.ca

HST Number: 84426 5298 RT0001

IN WITNESS WHEREOF the parties have executed the Agreement as follows,

Licensors:

By the Corporation of the Township of McKellar on the ___ day of _____, 2026

By: _____

Name: David Moore

Title: Mayor

Witness (to the signature of D. Moore)

By: _____

Name: Karlee Britton

Title: Clerk/Administrator

Witness (to the signature of K. Britton)

We have the authority to bind the corporation.

Licensee:

By Spectrum Telecom Group Ltd. on the ___ day of _____, 2026

By: _____

Name: Darren Schankula

Title: Vice President of Corporate Operations

I have the authority to bind the corporation.

Witness: (to the signature of D. Schankula)

(Schedules "A", "B" and "C" attached)

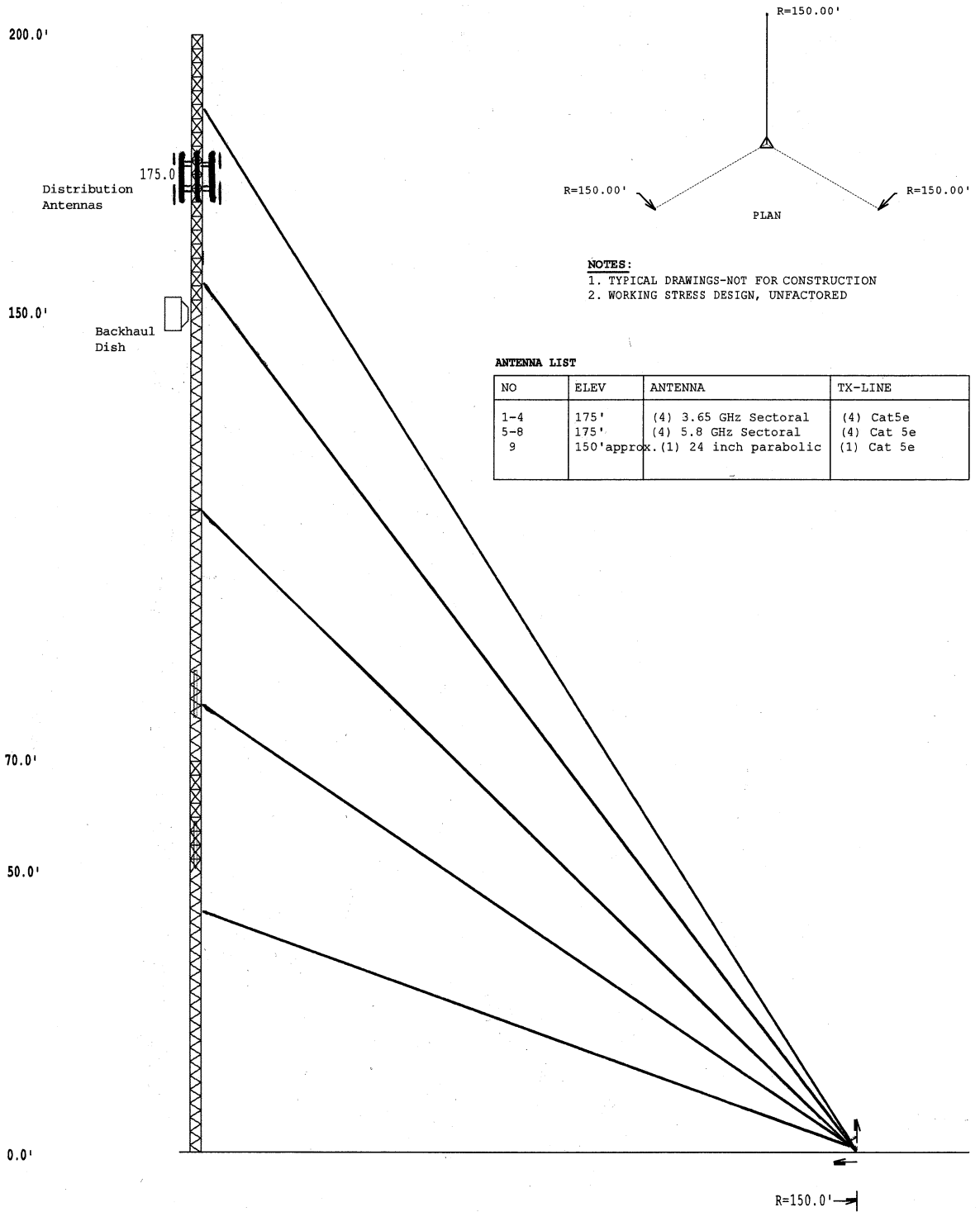
Property Map and Description



Property Coordinates: Lat 46.51041 deg. N; Long. -79.90811 deg. W

Property Identifier (PIN): 52127-0241 (LT)

Property Description: PT LT 21 CON B MCKELLAR PT 1 HWY707; PT LT 26 CON 11 MCKELLAR PT 2 HWY 707; PT RDAL BTN CON B AND CON 11 MCKELLAR CLOSED BY HWY 713 BEING PT 1 HWY709; MCKELLAR



Elevation view of 60 deg. face & 0 - 120 deg. guy lines



Head Office:
 505 Froid Road
 Sudbury, Ontario P3C 5A2

Title: Tower Profile

Date: 14 Aug 2014

Location: Balsam Road, McKellar, ON

Tower Height: 200.00'

Schedule C





Township of McKellar Report to Council

Prepared for: Mayor & Council

Department: Administration

Date: April 21, 2026

Report No: ADMIN-2026-05

Subject: Historical Walking Trail Proposal for 2027-2028

Recommendation:

Be It Resolved That the Council of the Corporation of the Township of McKellar does hereby receive Report ADMIN-2026-05; and

Further That Council direct staff to explore the feasibility, design, and potential funding opportunities for the development of a 'historical walking trail' at the Municipal property located at 701 Highway 124.

Background:

The Township-owned property at 701 Highway 124 has grown over time through land acquisitions and now comprises approximately 7.5 acres of waterfront on Armstrong Lake. This property serves as a central hub for the community, supporting a wide range of recreational and social activities, including indoor and outdoor programming, a public beach, playground, and ball diamond. Historically, the site was owned by the Agricultural Society, which continues to host its annual Fall Fair.

The Township of McKellar has a rich history, having celebrated its 150th anniversary in 2023. As part of these celebrations, a legacy project of fifteen historical banners was created to highlight significant events and milestones in the Township's development. These banners are currently displayed at the Community Centre; however, concerns have been raised about their long-term preservation.

Analysis:

The Township's demographic profile includes a significant proportion of seniors, many of whom are active and seek opportunities for physical activity and social engagement. While the Community Centre is a well-utilized indoor space, there is a growing need for accessible outdoor amenities that promote health, wellness, and community interaction.

The 701 Highway 124 property could offer a unique opportunity for residents and visitors of McKellar Township. Developing a level, accessible walking trail could accommodate users of varying mobility levels, including seniors, children, and individuals with accessibility needs. A looped trail design could extend from the new ball diamond parking area, past the old diamond area, and back.

The proposed trail would guide users through key features of the property, including the scenic shoreline of Armstrong Lake, the beach and playground areas, landscape gardens, the Community Centre (including its facilities), and the McKellar arena. The route would also

incorporate existing points of interest, such as the McKellar Horse sculpture by local artist George Christou, another of the Township's Legacy projects.

A key feature of the trail could be the integration of the Township's historical banners. These banners would be mounted in durable, weather-resistant frames and arranged sequentially along the route, allowing users to experience a "walk through time." This would not only preserve the banners but also make local history more accessible and engaging for residents and visitors of all ages.

Overall, developing a historical walking trail would support multiple municipal objectives, including promoting active living, enhancing accessibility, preserving local heritage, and maximizing the use of an important community asset.

Financial:

At this stage, the project is conceptual. If Council wishes to proceed, staff will explore potential grant opportunities, including those focused on accessibility, active transportation, healthy communities, and rural infrastructure.

Policies Affecting Proposal:

The proposed initiative aligns with the Township's values of recreation, accessibility, and community well-being.

Conclusion:

The creation of a historical walking trail at 701 Highway 124 offers an opportunity to enhance an already valuable municipal asset while addressing community needs for accessible outdoor recreation and cultural engagement. By combining physical activity with local history, the trail would offer a meaningful, multi-generational experience for residents and visitors alike.

Staff recommend that Council support further exploration of this initiative, including design considerations, cost estimates, and funding opportunities. Further work should also include consultation with the McKellar Agricultural Society to secure their support for the project, recognizing that the grounds were originally gifted by the Ag Society and that maintaining a positive, collaborative relationship is important. The proposed trail is not intended to have any negative impact on the fairgrounds and should be designed to complement and enhance the site where possible.

In the meantime, it would be wise to carefully remove the banners from the Community Centre and store them securely to prevent further curling or damage. Once installed along the walking trail at their new permanent location, the banners could be reintroduced to the public at a special 'unveiling' event celebrating the opening of the trail and showcasing them again.

Respectfully submitted by:



Karlee Britton, Clerk/Administrator

Proposed Site Map:

The graphic below is presented for conceptual purposes only and may be revised to reflect Council's direction, as well as input from Township Committees, the Agricultural Society, and the public.

Legend

Orange Trail – Proposed Main Trail

Green Trail – Secondary Trail when the Ball Diamond is not in use.

Purple Trail – “Rugged” Trail close to shoreline.

Could be constructed in phases.

Stars – possible locations for the historical banners, could be planned by the historical committee



Township. Gravel is needed for regular road maintenance, surface repairs, and operational purposes.

- Two bids were submitted for Washed Granular screenings. Weeks Construction offered the lowest bid at \$69,757.50 before taxes. These screenings are needed to stockpile winter sand for the 2026/2027 winter season.

The recommended awards are based on the lowest bids that meet all compliance standards and align with operational needs.

Financial Considerations:

Total estimated costs (including HST) are as follows:

- Liquid Calcium Chloride: **\$99,584.64**
- Gravel Supply: **\$86,501.50**
- Winter Sand: **\$78,825.98**

These expenditures align with budget allocations for road maintenance, materials, and operational services.

Strategic Plan / Implications:

Awarding these quotations and tenders guarantees the prompt procurement of materials and services essential for maintaining municipal infrastructure, supporting seasonal maintenance, and serving residents and visitors.

Policies Affecting Proposal:

Procurement By-law No. 2025-53

Conclusion:

The proposed tender awards represent the most cost-effective and operationally efficient selections for the Township. They impose minimal financial burden, as all quotations were within or below the allocated budget, making them feasible under existing financial provisions. Requests for Quotations were also posted for Roadside Brush Cutting and Seasonal Portable Toilets. Both contracts have been awarded and remain within the approved budget.

Respectfully submitted by:

Reviewed by:

Mary Smith, Deputy Clerk

Thomas Stoneman, Public Works Superintendent

Attachments:

Tender Opening Forms: 2026-05-LC, 2026-06-Gravel, Winter Sand - Tender-2026-07



Township of McKellar

701 Hwy #124, P.O. Box 69, McKellar, Ontario POG 1C0

Phone: (705) 389-2842

Fax: (705) 389-1244

Tender Opening Unofficial Results


2026-05-LC

Delivery and Application of
195,840 LITRES OF LIQUID CALCIUM CHLORIDE
To various roads throughout the Township

Closing Date: April 2, 2026, 2:00 p.m.

Vendor	Date/Time Rec'd	Subtotal	HST	Total
Pollard Distribution		88,128.00	11,456.64	99,584.64.
Da-Lee Services		90,086.40	11,711.23	101,797.63.

Request for proposals were opened at the Township Office at 2:07 p.m.



Mary Smith
Deputy Clerk



Kariee Britton Megan Attard, Administrative Assistant
Clerk/Administrator



Township of McKellar

701 Hwy #124, P.O. Box 69, McKellar, Ontario POG 1C0

Phone: (705) 389-2842

Fax: (705) 389-1244

Tender Opening Unofficial Results

2026-06-Gravel

To Supply, Deliver, and Stockpile

3500 Tonnes of 7/8" QUARRIED CRUSHED GRANULAR "A" GRAVEL

500 Tonnes of GRANULAR "B" GRAVEL

Closing Date: April 2, 2026 2:00 p.m.

Vendor	Date/Time Rec'd	Subtotal	HST	Total
Fower Construction		77,730.00	10,104.90	87,834.90
Weeks Construction		76,550.00	9951.00	86,501.50
Greens Haulage.		90700.00	11,791.00	102,491.00

Request for proposals were opened at the Township Office at 2:03 p.m.

Mary Smith
Deputy Clerk

~~Karlee Britton~~ Megan Attard, Administrative Assistant
Clerk/Administrator



Township of McKellar

701 Hwy #124, P.O. Box 69, McKellar, Ontario POG 1C0

Phone: (705) 389-2842

Fax: (705) 389-1244

Tender Opening Unofficial Results

Tender-2026-07

**To Supply and Stockpile in Sand Dome
3000 Tonnes of WASHED GRANULAR SCREENINGS**

Closing Date: April 2, 2026 2:00 p.m.

Vendor	Date/Time Rec'd	Subtotal	HST	Total
Fowler Construction		101286.00	13167.18	114453.18.
Weeks Construction		54990.00 Delivery 14767.50	9068.48	78825.98.

Request for proposals were opened at the Township Office at 2:00 p.m.


Mary Smith
Deputy Clerk


~~Karlee Britton~~ Megan Attard, Administrative Assistant
Clerk/Administrator



Township of McKellar

701 Hwy #124, P.O. Box 69, McKellar, Ontario POG 1C0

Phone: (705) 389-2842

Fax: (705) 389-1244


Tender Opening Unofficial Results

Request for Quotation Seasonal Portable Toilet Rental


Closing Date: April 2, 2026 2:00 p.m.

Vendor	Date/Time Rec'd	Subtotal	HST	Total
Adams Brothers				7450.00
Weeks Construction				6306.50

Request for proposals were opened at the Township Office at 2:09 p.m.



Mary Smith
Deputy Clerk



~~Karlee Britton~~ Clerk/Administrator
Megan Attard, Administrative Assistant

**Township of McKellar
A/P Preliminary Cheque Run
(Council Approval Report)**

Invoice Number	Vendor	Date	Description	Due Date	Invoice Amt	Approved Amt	Account Number	Account Description	Budgeted \$	YTD Balance
General										
154	MINISTER OF FINANCE, 33 KING STREET WEST, P.O. BIX 620, OSHAWA, ON, L1H 8E9									
FEB2026		03-12-26	EHT payable	03-31-26	\$3,191.75	\$3,191.75	01-00-000-637	EHT payable	\$0.00	\$1,570.61
						\$3,191.75				
235	RECEIVER GENERAL, CANADA REVENUE AGENCY TECHNOLOGY CENTRE, 875 HERON ROAD, OTTAWA, ON, K1A 1B1									
MAR6/26		03-06-26	CPP Deductions	03-31-26	\$5,796.88	\$5,796.88	01-00-000-631	CPP Deductions	\$0.00	(\$3,709.10)
MAR6/26		03-06-26	EI Deductions	03-31-26	\$1,817.40	\$1,817.40	01-00-000-632	EI Deductions	\$0.00	(\$1,458.95)
MAR6/26		03-06-26	Income Tax Payable	03-31-26	\$8,734.84	\$8,734.84	01-00-000-633	Income Tax Payable	\$0.00	\$152.53
						\$16,349.12				
Total General						\$19,540.87				
Total Bills To Pay:						\$19,540.87				

**Township of McKellar
A/P Preliminary Cheque Run
(Council Approval Report)**

Invoice Number	Vendor	Date	Description	Due Date	Invoice Amt	Approved Amt	Account Number	Account Description	Budgeted \$	YTD Balance
General										
308	Debbie Zulak,									
FEB27/26		02-27-26	Bank Account - COUNCILLOR PAY FEB 15 - FEB 28	03-31-26	\$701.80	\$701.80	01-00-011-801	Bank Account	\$0.00	(\$184,279.39)
						\$701.80				
643	OMERS ADMINISTRATION CORPORATION, 900-100 ADELAIDE STREET WEST, TORONTO, ON, M5H 0E2									
MAR2026		03-01-26	OMERS Payable - PENSION	03-31-26	\$25,805.98	\$25,805.98	01-00-000-639	OMERS Payable	\$0.00	(\$8,408.20)
						\$25,805.98				
Total General						\$26,507.78				
General Government										
23	Bell Canada, P.O. Box 9000, Stn.: Don Mills, North York, ON, M3C 2X7									
FEB-26		02-16-26	Telephone - ADMIN	03-31-26	\$186.88	\$186.88	01-02-060-007	Telephone	\$0.00	(\$184.18)
						\$186.88				
298	West P.S. District Musuem, 17 George Street, PO Box 337, Parry Sound, ON, P2A 2X4									
MAR-26		03-04-26	Donations / Grants to Organizations & Groups - DONATIONS FOR GENERAL OPERATING - 2026	03-31-26	\$2,000.00	\$2,000.00	01-02-060-127	Donations / Grants to	\$0.00	\$0.00
						\$2,000.00				
873	Manulife Financial, PO BOX 1627, WATERLOO, ON, N2J 4P4									
MAR-26		03-01-26	Employee Benefits	03-31-26	\$248.37	\$248.37	01-02-060-005	Employee Benefits	\$0.00	(\$3,497.21)
MAR-26		03-01-26	Employee Benefits	03-31-26	\$526.32	\$526.32	01-02-060-005	Employee Benefits	\$0.00	(\$3,497.21)
MAR-26		03-01-26	Employee Benefits	03-31-26	\$192.85	\$192.85	01-02-060-005	Employee Benefits	\$0.00	(\$3,497.21)
MAR-26		03-01-26	Employee Benefits	03-31-26	\$530.15	\$530.15	01-02-060-005	Employee Benefits	\$0.00	(\$3,497.21)
						\$1,497.69				
1139	PITNEY WORKS, BOX 280, ORANGEVILLE, ON, L9W 2Z7									
FEB-26		02-25-26	Postage/Courier - POSTAGE REFILL - INTERIM 2026	03-31-26	\$2,544.00	\$2,544.00	01-02-060-010	Postage/Courier	\$0.00	(\$222.73)
						\$2,544.00				

**Township of McKellar
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Invoice Number	Vendor	Date	Description	Due Date	Invoice Amt	Approved Amt	Account Number	Account Description	Budgeted \$	YTD Balance
1486	AIG INSURANCE COMPANY OF CANADA, P.O. BOX 15286 STATION A, TORONTO, ON, M5W 1C1									
MAR-26		03-01-26	Employee Benefits	03-31-26	\$1.46	\$1.46	01-02-060-005	Employee Benefits	\$0.00	(\$3,497.21)
MAR-26		03-01-26	Employee Benefits	03-31-26	\$2.30	\$2.30	01-02-060-005	Employee Benefits	\$0.00	(\$3,497.21)
MAR-26		03-01-26	Employee Benefits	03-31-26	\$3.87	\$3.87	01-02-060-005	Employee Benefits	\$0.00	(\$3,497.21)
MAR-26		03-01-26	Employee Benefits	03-31-26	\$3.65	\$3.65	01-02-060-005	Employee Benefits	\$0.00	(\$3,497.21)
						\$11.28				
Total General Government						\$6,239.85				
<u>Fire Protection Services</u>										
23	Bell Canada, P.O. Box 9000, Str.: Don Mills, North York, ON, M3C 2X7									
FEB-26		02-16-26	Telephone - CHIEF	03-31-26	\$100.06	\$100.06	01-03-150-007	Telephone	\$0.00	(\$164.45)
						\$100.06				
90	Georgian Bay Propane Inc., 55 Great North Road, Parry Sound, ON, P2A 2N9									
185463		02-13-26	Heating - PROPANE - SHARON PARK - FIRE DEPT	03-31-26	\$773.66	\$773.66	01-03-151-033	Heating	\$0.00	(\$416.13)
185819		02-19-26	Heating - PROPANE FOR 710 HURDVILLE - FIRE DEPT	03-31-26	\$1,270.81	\$1,270.81	01-03-152-033	Heating	\$0.00	(\$1,306.19)
						\$2,044.47				
873	Manulife Financial, PO BOX 1627, WATERLOO, ON, N2J 4P4									
MAR-26		03-01-26	Employee Benefits	03-31-26	\$79.04	\$79.04	01-03-150-005	Employee Benefits	\$0.00	(\$2,004.23)
						\$79.04				
Total Fire Protection Services						\$2,223.57				
<u>Building Department</u>										
873	Manulife Financial, PO BOX 1627, WATERLOO, ON, N2J 4P4									
MAR-26		03-01-26	Employee Benefits	03-31-26	\$519.60	\$519.60	01-04-170-005	Employee Benefits	\$0.00	(\$1,188.63)
						\$519.60				
1486	AIG INSURANCE COMPANY OF CANADA, P.O. BOX 15286 STATION A, TORONTO, ON, M5W 1C1									
MAR-26		03-01-26	Employee Benefits	03-31-26	\$3.27	\$3.27	01-04-170-005	Employee Benefits	\$0.00	(\$1,188.63)
						\$3.27				
Total Building Department						\$522.87				

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Invoice Number	Vendor	Date	Description	Due Date	Invoice Amt	Approved Amt	Account Number	Account Description	Budgeted \$	YTD Balance
<u>Protection to Persons and Property</u>										
975	Minister of Finance (OPP), 33 KING STREET WEST, P.O. BOX 647, OSHAWA, ON, L1H 8X3									
102502260926025	02-25-26	02-25-26	Policing Services Annual Levy - OPP LEVY - JANUARY 2026	03-31-26	\$34,649.00	\$34,649.00	01-05-160-030	Policing Services Annual	\$0.00	\$0.00
						\$34,649.00				
Total Protection to Persons and Property						\$34,649.00				
<u>Transportation</u>										
23	Bell Canada, P.O. Box 9000, Stn.: Don Mills, North York, ON, M3C 2X7									
FEB-26	02-16-26	02-16-26	Telephone- GARAGE	03-31-26	\$50.04	\$50.04	01-06-200-007	Telephone	\$0.00	(\$75.24)
						\$50.04				
35	B&I Truck Parts Inc., 480 Dunlop Street West, Barrie, ON, L4N 9W5									
01P257679	03-03-26	03-03-26	Maintenance Costs/Parts - PARTS FOR FREIGHTLINER # 19	03-31-26	\$31.40	\$31.40	01-06-237-143	Maintenance	\$0.00	(\$3,144.68)
						\$31.40				
137	MUSKOKA AUTO PARTS, 45 Gibson Street, Parry Sound, ON, P2A 1X1									
834526/4	03-02-26	03-02-26	Materials & Supplies - PLOW MARKER	03-31-26	\$42.02	\$42.02	01-06-226-145	Materials & Supplies	\$0.00	(\$107.87)
						\$42.02				
217	Parry Sound Fuels, 114 Bowes Street, Parry Sound, ON, P2A 2L7									
920511	03-02-26	03-02-26	Fuel - Diesel - ULTRA LOW SULPHUR	03-31-26	\$2,123.72	\$2,123.72	01-06-228-142	Fuel - Diesel	\$0.00	(\$18,256.73)
						\$2,123.72				
362	Budget Propane & Oil, 1011 Beiers Rd, RR 1, Gravenhurst, ON, P1P 1R1									
2416864	03-02-26	03-02-26	Furnace Oil - PROPANE HEATING - GARAGE	03-31-26	\$1,683.69	\$1,683.69	01-06-210-031	Furnace Oil	\$0.00	(\$3,590.84)
						\$1,683.69				
385	Constable Towing & Recovery, P.O. BOX 236, NOBEL, ON, P0G 1G0									
MCK1027	01-30-26	01-30-26	Maintenance Costs/Parts - REPAIRS FOR FREIGHTLINER #24 - REPLACE SPRING PINS & U-BOLTS	03-31-26	\$1,058.30	\$1,058.30	01-06-251-143	Maintenance	\$0.00	(\$1,934.59)
						\$1,058.30				
558	AIR LIQUIDE CANADA INC, 1297 Kelly Lake Road, Sudbury, ON, P3E 5P5									
78070095	01-01-26	01-01-26	Materials & Supplies - SHOP SUPPLIES	03-31-26	\$353.26	\$353.26	01-06-210-145	Materials & Supplies	\$0.00	(\$421.64)
						\$353.26				

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Invoice Number	Vendor	Date	Description	Due Date	Invoice Amt	Approved Amt	Account Number	Account Description	Budgeted \$	YTD Balance
763	MORROWS PLUMBING & HEATING INC., 1 QUEEN STREET, PARRY SOUND, ON, P2A 2W1									
24950		02-25-26	Maintenance Repairs - DIPOSE & REPLACE PRESSURE TANK FROM GARAGE	03-31-26	\$1,020.05	\$1,020.05	01-06-210-113	Maintenance Repairs	\$0.00	(\$35.08)
						\$1,020.05				
873	Manulife Financial, PO BOX 1627, WATERLOO, ON, N2J 4P4									
MAR-26		03-01-26	Employee Benefits	03-31-26	\$454.91	\$454.91	01-06-200-005	Employee Benefits	\$0.00	(\$4,516.91)
MAR-26		03-01-26	Employee Benefits	03-31-26	\$448.62	\$448.62	01-06-200-005	Employee Benefits	\$0.00	(\$4,516.91)
MAR-26		03-01-26	Employee Benefits	03-31-26	\$460.15	\$460.15	01-06-200-005	Employee Benefits	\$0.00	(\$4,516.91)
MAR-26		03-01-26	Employee Benefits	03-31-26	\$275.92	\$275.92	01-06-200-005	Employee Benefits	\$0.00	(\$4,516.91)
MAR-26		03-01-26	Employee Benefits	03-31-26	\$515.29	\$515.29	01-06-200-005	Employee Benefits	\$0.00	(\$4,516.91)
						\$2,154.89				
982	AIR AUTOMOTIVE TRACKING INC., 160 COLLARD DRIVE, KING CITY, ON, L7B 1E4									
MCK03-26		03-02-26	Maintenance Costs/Parts	03-31-26	\$20.35	\$20.35	01-06-233-143	Maintenance	\$0.00	(\$262.83)
MCK03-26		03-02-26	Maintenance Costs/Parts	03-31-26	\$20.35	\$20.35	01-06-235-143	Maintenance	\$0.00	(\$40.70)
MCK03-26		03-02-26	Maintenance Costs/Parts	03-31-26	\$20.35	\$20.35	01-06-237-143	Maintenance	\$0.00	(\$3,144.68)
MCK03-26		03-02-26	Maintenance Costs/Parts	03-31-26	\$20.35	\$20.35	01-06-247-143	Maintenance	\$0.00	(\$243.15)
MCK03-26		03-02-26	Maintenance Costs/Parts	03-31-26	\$20.35	\$20.35	01-06-248-143	Maintenance	\$0.00	(\$1,482.16)
MCK03-26		03-02-26	Maintenance Costs/Parts	03-31-26	\$20.35	\$20.35	01-06-250-143	Maintenance	\$0.00	(\$262.83)
MCK03-26		03-02-26	Maintenance Costs/Parts	03-31-26	\$20.35	\$20.35	01-06-251-143	Maintenance	\$0.00	(\$1,934.59)
						\$142.45				
1486	AIG INSURANCE COMPANY OF CANADA, P.O. BOX 15286 STATION A, TORONTO, ON, M5W 1C1									
MAR-26		03-01-26	Employee Benefits	03-31-26	\$1.92	\$1.92	01-06-200-005	Employee Benefits	\$0.00	(\$4,516.91)
MAR-26		03-01-26	Employee Benefits	03-31-26	\$1.81	\$1.81	01-06-200-005	Employee Benefits	\$0.00	(\$4,516.91)
MAR-26		03-01-26	Employee Benefits	03-31-26	\$3.02	\$3.02	01-06-200-005	Employee Benefits	\$0.00	(\$4,516.91)
MAR-26		03-01-26	Employee Benefits	03-31-26	\$2.05	\$2.05	01-06-200-005	Employee Benefits	\$0.00	(\$4,516.91)
MAR-26		03-01-26	Employee Benefits	03-31-26	\$1.92	\$1.92	01-06-200-005	Employee Benefits	\$0.00	(\$4,516.91)
						\$10.72				
1525	CRAIG'S WELDING AND FABRICATION, 109 GRINDSTONE ROAD, SUNDRIDGE, ON, P0A 1Z0									
2526		03-02-26	Maintenance Costs/Parts - REPAIRS FOR BULL BLADE OF GRADER	03-31-26	\$351.07	\$351.07	01-06-248-143	Maintenance	\$0.00	(\$1,482.16)
						\$351.07				
Total Transportation						\$9,021.61				

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Invoice Number	Vendor	Date	Description	Due Date	Invoice Amt	Approved Amt	Account Number	Account Description	Budgeted \$	YTD Balance
<u>Street Lighting</u>										
245 4223	EA Shipman Electric Ltd, 234 HIGHWAY 518, SEGUIN, ON, P2A 0B2		Contracted Services - HWY 124 + BOUNDRY RD LIGHT REPAIR	03-31-26	\$359.27	\$359.27	01-07-229-147	Contracted Services	\$0.00	\$0.00
						\$359.27				
Total Street Lighting						\$359.27				
<u>Environmental Services</u>										
12 188762	Adams Brothers Construction Ltd, P.O. Box 324, Parry Sound, ON, P2A 2X4		Waste Hauling Contract - WASTE HAULING CONTRACT - FEBRUARY 2026	03-31-26	\$915.84	\$915.84	01-08-301-122	Waste Hauling Contract	\$0.00	(\$4,121.28)
						\$915.84				
23 FEB-26	Bell Canada, P.O. Box 9000, Stn.: Don Mills, North York, ON, M3C 2X7		Telephone - TRANSFER STATION	03-31-26	\$50.04	\$50.04	01-08-300-007	Telephone	\$0.00	(\$48.47)
						\$50.04				
331 26346	Municipality of McDougall, 5 Baragar Blvd., McDougall, ON, P2A 2W9		Waste Tipping Fees - WASTE TIPPING FEES - FEBRUARY 2026	03-31-26	\$831.00	\$831.00	01-08-301-123	Waste Tipping Fees	\$0.00	(\$7,177.50)
						\$831.00				
873 MAR-26	Manulife Financial, PO BOX 1627, WATERLOO, ON, N2J 4P4		Employee Benefits	03-31-26	\$250.60	\$250.60	01-08-300-005	Employee Benefits	\$0.00	(\$518.61)
						\$250.60				
1486 MAR-26	AIG INSURANCE COMPANY OF CANADA, P.O. BOX 15286 STATION A, TORONTO, ON, M5W 1C1		Employee Benefits	03-31-26	\$1.49	\$1.49	01-08-300-005	Employee Benefits	\$0.00	(\$518.61)
						\$1.49				
Total Environmental Services						\$2,048.97				
<u>Parks and Recreation Facilities</u>										
763 24950	MORROWS PLUMBING & HEATING INC., 1 QUEEN STREET, PARRY SOUND, ON, P2A 2W1		Skating Rink Maintenance - TAP IN RINKS WASHROOM	03-31-26	\$223.89	\$223.89	01-11-360-131	Skating Rink Maintenance	\$0.00	\$0.00
						\$223.89				

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Invoice Number	Vendor	Date	Description	Due Date	Invoice Amt	Approved Amt	Account Number	Account Description	Budgeted \$	YTD Balance
873 MAR-26	Manulife Financial, PO BOX 1627, WATERLOO, ON, N2J 4P4	03-01-26	Employee Benefits	03-31-26	\$250.60	\$250.60	01-11-360-005	Employee Benefits	\$0.00	(\$565.57)
						\$250.60				
1486 MAR-26	AIG INSURANCE COMPANY OF CANADA, P.O. BOX 15286 STATION A, TORONTO, ON, M5W 1C1	03-01-26	Employee Benefits	03-31-26	\$1.49	\$1.49	01-11-360-005	Employee Benefits	\$0.00	(\$565.57)
						\$1.49				
Total Parks and Recreation Facilities						\$475.98				
<u>Community Centre</u>										
23 FEB-26	Bell Canada, P.O. Box 9000, Str.: Don Mills, North York, ON, M3C 2X7	02-16-26	Telephone - COMM HALL	03-31-26	\$70.98	\$70.98	01-12-370-007	Telephone	\$0.00	(\$68.76)
						\$70.98				
763 24950	MORROWS PLUMBING & HEATING INC., 1 QUEEN STREET, PARRY SOUND, ON, P2A 2W1	02-25-26	Facility Maintenance - REPAIRS FOR KITCHEN SINKS	03-31-26	\$223.89	\$223.89	01-12-370-115	Facility Maintenance	\$0.00	\$0.00
						\$223.89				
873 MAR-26	Manulife Financial, PO BOX 1627, WATERLOO, ON, N2J 4P4	03-01-26	Employee Benefits	03-31-26	\$415.76	\$415.76	01-12-370-005	Employee Benefits	\$0.00	(\$903.03)
						\$415.76				
1486 MAR-26	AIG INSURANCE COMPANY OF CANADA, P.O. BOX 15286 STATION A, TORONTO, ON, M5W 1C1	03-01-26	Employee Benefits	03-31-26	\$1.49	\$1.49	01-12-370-005	Employee Benefits	\$0.00	(\$903.03)
						\$1.49				
Total Community Centre						\$712.12				

Total Bills To Pay: \$82,761.02

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Invoice Number	Vendor	Date	Description	Due Date	Invoice Amt	Approved Amt	Account Number	Account Description	Budgeted \$	YTD Balance
<u>General Liabilities and Equity</u>										
2617	MONTY LEGGO, , , ,									
MAR-26		03-06-26	Refundable Entrance/Bldg Fees - REFUNDED FOR ROAD DAMAGE DEPOSIT - BLDG FROM 2022	03-31-26	\$750.00	\$750.00	01-01-030-617	Refundable	\$0.00	(\$1,500.00)
						\$750.00				
Total General Liabilities and Equity						\$750.00				
<u>General Government</u>										
194	Near North Business Machines, 86 West RD, Huntsville, ON, P1H 1M1									
71013		02-27-26	Office Equipment - LENOVO COMPUTER	03-31-26	\$1,764.51	\$1,764.51	01-02-060-018	Office Equipment	\$0.00	(\$345.97)
						\$1,764.51				
282	ViaNet, 128 Larch St. Suite 502, Sudbury, ON, P3E 5J8									
624046-260301-1		03-01-26	Telecommunicaiton Service (Internet, Website) - GARAGE INTERNET - MARCH 2026	03-31-26	\$160.73	\$160.73	01-02-060-031	Telecommunicaiton	\$0.00	(\$1,552.26)
						\$160.73				
407	Corporate Express Canada Inc., C.O T04446C, PO BOX 4446, STN A, TORONTO, ON, M5W 4A2									
72604858		03-04-26	Office Supplies/Materials - HIGHLIGHTERS & PAPER	03-31-26	\$75.59	\$75.59	01-02-060-009	Office	\$0.00	(\$1,370.83)
						\$75.59				
608	SCHOOLEY MITCHELL TELECOM CONSULTANTS, 320 Rushbrook Drive, Newmarket, ON, L3X 2C8									
NB134		03-04-26	Telecommunicaiton Service (Internet, Website) - TELECOM SAVINGS	03-31-26	\$372.81	\$372.81	01-02-060-031	Telecommunicaiton	\$0.00	(\$1,552.26)
						\$372.81				
1019	CIBC VISA, P.O. BOX 4595, STATION "A", TORONTO, ON, M5W 4X9									
FEB-26		02-22-26	Telephone - TELIZON	03-31-26	\$3.14	\$3.14	01-02-060-007	Telephone	\$0.00	(\$371.06)
FEB-26		02-22-26	Office Supplies/Materials	03-31-26	\$19.33	\$19.33	01-02-060-009	Office	\$0.00	(\$1,370.83)
FEB-26		02-22-26	Office Supplies/Materials - AMAZON	03-31-26	\$29.48	\$29.48	01-02-060-009	Office	\$0.00	(\$1,370.83)
FEB-26		02-22-26	Courses & Training - AMCTO	03-31-26	\$381.60	\$381.60	01-02-060-015	Courses & Training	\$0.00	\$0.00
FEB-26		02-22-26	Information Technology Support - REV	03-31-26	\$27.96	\$27.96	01-02-060-023	Information Technology	\$0.00	(\$5,169.66)
FEB-26		02-22-26	Information Technology Support - ZOOM	03-31-26	\$218.68	\$218.68	01-02-060-023	Information Technology	\$0.00	(\$5,169.66)
FEB-26		02-22-26	Information Technology Support - ZOOM	03-31-26	\$7.33	\$7.33	01-02-060-023	Information Technology	\$0.00	(\$5,169.66)
FEB-26		02-22-26	Telecommunicaiton Service (Internet, Website) - STARLINK	03-31-26	\$791.69	\$791.69	01-02-060-031	Telecommunicaiton	\$0.00	(\$1,552.26)

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Invoice Number	Vendor	Date	Description	Due Date	Invoice Amt	Approved Amt	Account Number	Account Description	Budgeted \$	YTD Balance
						\$1,479.21				
1347	KARLEE BRITTON, , , ,									
MAR-26		03-09-26	Office Equipment - REIMBURSEMENT: DUAL ARM MONITOR MOUNT	03-31-26	\$50.87	\$50.87	01-02-060-018	Office Equipment	\$0.00	(\$345.97)
						\$50.87				
Total General Government						\$3,903.72				

Fire Protection Services

503	FIRE MARSHAL'S PUBLIC FIRE SAFETY COUNCIL, 100 STROWGER BLVD., SUITE 119, BROCKVILLE, ON, K6V 5J9									
IN170865		03-06-26	Courses & Training - SHIPPING	03-31-26	\$28.13	\$28.13	01-03-150-015	Courses & Training	\$0.00	(\$1,627.39)
IN170865		03-06-26	Courses & Training - HAZARDOUS MATERIAL TEXTBOOKS	03-31-26	\$553.00	\$553.00	01-03-150-015	Courses & Training	\$0.00	(\$1,627.39)
						\$581.13				
991	IDEAL SUPPLY INC., 12 SEGUIN STREET, PARRY SOUND, ON, P2A 1B1									
6582889		03-05-26	Fire Fighting Tools/Equipment - BARICADE CAUTION YELLOW TAPE	03-31-26	\$10.67	\$10.67	01-03-150-111	Fire Fighting	\$0.00	(\$2,019.94)
6583717		03-05-26	Fire Fighting Tools/Equipment - BARICADE CAUTION YELLOW TAPE	03-31-26	\$42.69	\$42.69	01-03-150-111	Fire Fighting	\$0.00	(\$2,019.94)
						\$53.36				
1019	CIBC VISA, P.O. BOX 4595, STATION "A", TORONTO, ON, M5W 4X9									
FEB-26		02-22-26	Office Supplies/Materials - AMAZON PAPER RETURN	03-31-26	(\$41.71)	(\$41.71)	01-03-150-009	Office	\$0.00	\$0.00
FEB-26		02-22-26	Office Supplies/Materials - WALMART PRINTER INK	03-31-26	\$115.27	\$115.27	01-03-150-009	Office	\$0.00	\$0.00
FEB-26		02-22-26	Office Supplies/Materials - AMAZON PAPER	03-31-26	\$41.71	\$41.71	01-03-150-009	Office	\$0.00	\$0.00
FEB-26		02-22-26	Office Supplies/Materials - AMAZON TOILET PAPER & PAPER TOWEL	03-31-26	\$68.13	\$68.13	01-03-150-009	Office	\$0.00	\$0.00
FEB-26		02-22-26	Courses & Training - FAIRFIELD	03-31-26	\$274.16	\$274.16	01-03-150-015	Courses & Training	\$0.00	(\$1,627.39)
FEB-26		02-22-26	Courses & Training - CHAT GPT	03-31-26	\$31.79	\$31.79	01-03-150-015	Courses & Training	\$0.00	(\$1,627.39)
FEB-26		02-22-26	Memberships/Subscriptions - YOUTUBE	03-31-26	\$13.22	\$13.22	01-03-150-017	Memberships/Subscriptio	\$0.00	(\$1,123.22)
FEB-26		02-22-26	Miscellaneous - AMAZON	03-31-26	\$86.95	\$86.95	01-03-150-024	Miscellaneous	\$0.00	\$0.00
FEB-26		02-22-26	Fire Prevention - NFPA	03-31-26	\$19.57	\$19.57	01-03-150-103	Fire Prevention	\$0.00	(\$1,307.74)
FEB-26		02-22-26	Maintenance Supplies - AMAZON WAX	03-31-26	\$47.26	\$47.26	01-03-151-112	Maintenance Supplies	\$0.00	\$0.00
FEB-26		02-22-26	2022 Dodge Ram - WINCH CONTROL BOX	03-31-26	\$250.19	\$250.19	01-03-153-202	2022 Dodge Ram	\$0.00	\$0.00
						\$906.54				
Total Fire Protection Services						\$1,541.03				

Transportation

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Invoice Number	Vendor	Date	Description	Due Date	Invoice Amt	Approved Amt	Account Number	Account Description	Budgeted \$	YTD Balance
109	Home Hardware, 31 Joseph Street, Parry Sound, ON, P2A 2G3									
190382		03-05-26	Office Supplies/Materials - CLEANING SUPPLIES & TOASTER	03-31-26	\$84.43	\$84.43	01-06-200-009	Office	\$0.00	\$0.00
190382		03-05-26	Maintenance Repairs - PAINTING SUPPLIES	03-31-26	\$82.67	\$82.67	01-06-210-113	Maintenance Repairs	\$0.00	(\$1,055.13)
190434		03-11-26	Maintenance Costs/Parts- CHARGING CLIPS	03-31-26	\$5.08	\$5.08	01-06-235-143	Maintenance	\$0.00	(\$61.05)
190421		03-09-26	Maintenance Costs/Parts - PAINT & ROLLERS FOR FREIGHTLINERS 19	03-31-26	\$48.84	\$48.84	01-06-237-143	Maintenance	\$0.00	(\$3,196.43)
190421		03-09-26	Maintenance Costs/Parts - PAINT & ROLLERS FOR FREIGHTLINERS 21	03-31-26	\$48.84	\$48.84	01-06-250-143	Maintenance	\$0.00	(\$283.18)
						\$269.86				
148	Len's Clean Air, 754 Goodwill Dr, Garson, ON, P3L 1E8									
22801		03-04-26	Maintenance Costs/Parts - EMISSIONS TEST FOR FREIGHTLINER #19	03-31-26	\$279.84	\$279.84	01-06-237-143	Maintenance	\$0.00	(\$3,196.43)
						\$279.84				
385	Constable Towing & Recovery, P.O. BOX 236, NOBEL, ON, P0G 1G0									
MCK1028		03-03-26	Maintenance Costs/Parts - REPAIRS FOR FREIGHTLINER #19 - REPLACED RAD	03-31-26	\$2,645.76	\$2,645.76	01-06-237-143	Maintenance	\$0.00	(\$3,196.43)
MCK1029		03-03-26	Maintenance Costs/Parts - REPAIRS FOR CHEV - INTERMITTENT POWER LOSS	03-31-26	\$264.58	\$264.58	01-06-247-143	Maintenance	\$0.00	(\$263.50)
						\$2,910.34				
845	TOROMONT CAT, 3131 Highway 7 West., POBox 5511, Concord, ON, L4K 1B7									
WO050942670		03-04-26	Maintenance Costs/Parts - GRADER REPAIRS	03-31-26	\$4,400.51	\$4,400.51	01-06-248-143	Maintenance	\$0.00	(\$1,853.58)
						\$4,400.51				
974	MINISTER OF FINANCE, 33 King St. West, POBox 647, Toronto, ON, L1H 8X3									
MAR-26		03-01-26	Licenses & Insurance - PLATE RENEWAL - 2026	03-31-26	\$12,407.25	\$12,407.25	01-06-228-144	Licenses & Insurance	\$0.00	\$0.00
						\$12,407.25				
1019	CIBC VISA, P.O. BOX 4595, STATION "A", TORONTO, ON, M5W 4X9									
FEB-26		02-22-26	Conferences - ROYAL YORK CONF HOTEL	03-31-26	\$1,166.05	\$1,166.05	01-06-200-016	Conferences	\$0.00	\$0.00
						\$1,166.05				
2556	Borgford Equipment Services Inc., 300 NOVA BEAUCAGE, NORTH BAY, ON, P1B 8G5									
2474		03-09-26	Motor Oil/Grease- TOTAL ENGERIES	03-31-26	\$134.32	\$134.32	01-06-228-140	Motor Oil/Grease	\$0.00	(\$67.16)
						\$134.32				
Total Transportation						\$21,568.17				

Environmental Services

284 Weeks Construction Inc., PO Box 397, Parry Sound, ON, P2A 2X4

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Invoice Number	Vendor	Date	Description	Due Date	Invoice Amt	Approved Amt	Account Number	Account Description	Budgeted \$	YTD Balance
109061		03-05-26	Maintenance Costs/Parts - MONTHLY TOILET RENTAL FEB 6- MAR 5 - TRANSFER STATION	03-31-26	\$190.29	\$190.29	01-08-300-143	Maintenance	\$0.00	(\$380.58)
						\$190.29				
Total Environmental Services						\$190.29				
<u>Social Services</u>										
159	District of Parry Sound Social Services Admin Bd, 1 Beechwood Drive, Parry Sound, ON, P2A 1J2									
FEB-26		02-13-26	Parry Sound District SSAB Annual Levy - MUNICIPAL LEVY - 1ST QUARTER 2026	03-31-26	\$87,240.91	\$87,240.91	01-10-340-030	Parry Sound District	\$0.00	\$0.00
						\$87,240.91				
Total Social Services						\$87,240.91				
<u>Parks and Recreation Facilities</u>										
1234	PHIL JEFKINS,									
MAR-26		03-09-26	Recreation Programs - REIMBURSEMENT: FLOOR TAPE FOR PICKLE BALL	03-31-26	\$56.95	\$56.95	01-11-360-129	Recreation Programs	\$0.00	(\$260.03)
						\$56.95				
2557	Rich Howard									
MAR-26		03-09-26	Entertainment costs - DEPOSIT FOR BAND FOR PUB NIGHT - REC COMM	03-31-26	\$300.00	\$300.00	01-11-360-025	Entertainment costs	\$0.00	\$0.00
						\$300.00				
Total Parks and Recreation Facilities						\$356.95				
<u>Community Centre</u>										
197	Near North Lab Inc, 11-191 Booth RD, North Bay, ON, P1A 4K3									
2600198		02-17-26	Water Testing - WATER TESTING	02-28-26	\$41.42	\$41.42	01-12-370-257	Water Testing	\$0.00	(\$152.47)
						\$41.42				
1019	CIBC VISA, P.O. BOX 4595, STATION "A", TORONTO, ON, M5W 4X9									
FEB-26		02-22-26	Equipment Purchases - AMAZON STEPLADDER	03-31-26	\$76.30	\$76.30	01-12-370-130	Equipment Purchases	\$0.00	\$0.00
FEB-26		02-22-26	Materials & Supplies - PAINT	03-31-26	\$65.10	\$65.10	01-12-370-145	Materials & Supplies	\$0.00	(\$38.44)
FEB-26		02-22-26	Materials & Supplies - CANADIAN SAFTEY INFANT PADS	03-31-26	\$145.68	\$145.68	01-12-370-145	Materials & Supplies	\$0.00	(\$38.44)
						\$287.08				

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Invoice Number	Vendor	Date	Description	Due Date	Invoice Amt	Approved Amt	Account Number	Account Description	Budgeted \$	YTD Balance
Total Community Centre						\$328.50				
Total Bills To Pay:						\$115,879.57				

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Invoice Number	Vendor	Date	Description	Due Date	Invoice Amt	Approved Amt	Account Number	Account Description	Budgeted \$	YTD Balance
<u>General</u>										
308	Debbie Zulak,									
MAR17/26		03-17-26	Bank Account - COUNCILLOR PAY MAR 1- MAR 14	03-31-26	\$701.80	\$701.80	01-00-011-801	Bank Account	\$0.00	\$33,436.33
						\$701.80				
Total General						\$701.80				
<u>General Liabilities and Equity</u>										
343	MANITOUWABING LAKE COMMUNITY ASSOC., BOX 77, MCKELLAR, ON, P0G 1C0									
WATER2025		03-17-26	Accrued Liability - ECOLI/ CALCIUM/ PAOSPHEREUS TESTING	03-31-26	\$6,950.27	\$6,950.27	01-01-030-610	Accrued Liability	\$0.00	\$28,820.84
						\$6,950.27				
836	HURONIA ALARM & FIRE SECURITY INC., 233 MIDLAND AVE., MIDLAND, ON, L4R 3K1									
1387172		03-10-26	Accrued Liability - DEFICIENCIES REPAIRS FROM ANNUAL INPSECTION - 2025	03-31-26	\$2,140.01	\$2,140.01	01-01-030-610	Accrued Liability	\$0.00	\$28,820.84
						\$2,140.01				
Total General Liabilities and Equity						\$9,090.28				
<u>General Government</u>										
116	Hydro One Networks Inc., P. O. Box 4102 Stn A, Toronto, ON, M5W 3L3									
MAR-26		03-04-26	Hydro Admin	03-31-26	\$2,413.17	\$2,413.17	01-02-060-008	Hydro Admin	\$0.00	(\$4,325.54)
						\$2,413.17				
1112	IRON MOUNTAIN CANADA, P.O. BOX 3527, STATION "A", TORONTO, ON, M5W 3G4									
LCDY353		02-28-26	Records Retention - PAPER SHREDDING	03-31-26	\$147.18	\$147.18	01-02-060-035	Records Retention	\$0.00	\$0.00
						\$147.18				
2615	UPANUP STUDIOS INC, SUITE 600, 844 COURTNEY STREET, VICTORIA, BC, V8W 1C4									
10063		02-15-26	Capital - Equipment - CIVIKIT WEBSITE SETUP	03-31-26	\$9,158.40	\$9,158.40	01-02-060-403	Capital - Equipment	\$0.00	\$0.00
						\$9,158.40				
Total General Government						\$11,718.75				

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Invoice Number	Vendor	Date	Description	Due Date	Invoice Amt	Approved Amt	Account Number	Account Description	Budgeted \$	YTD Balance
<u>Fire Protection Services</u>										
116	Hydro One Networks Inc., P. O. Box 4102 Stn A, Toronto, ON, M5W 3L3									
MAR-26		03-04-26	Hydro	03-31-26	\$134.28	\$134.28	01-03-151-008	Hydro	\$0.00	(\$265.18)
MAR-26		03-04-26	Hydro	03-31-26	\$333.14	\$333.14	01-03-152-008	Hydro	\$0.00	(\$627.72)
MAR-26		03-04-26	Hydro	03-31-26	\$157.24	\$157.24	01-03-154-008	Hydro	\$0.00	(\$296.03)
						\$624.66				
Total Fire Protection Services						\$624.66				
<u>Protection to Persons and Property</u>										
1392	CHRIS KASULKE,									
202602		03-06-26	Bylaw Enforcement Annual Levy - BY-LAW ENFORCEMENT SERVICES FEB 2026	03-31-26	\$1,892.50	\$1,892.50	01-05-182-030	Bylaw Enforcement	\$0.00	(\$1,990.00)
202602		03-06-26	Mileage - BY-LAW ENFORCEMENT SERVICES FEB 2026	03-31-26	\$39.60	\$39.60	01-05-190-006	Mileage	\$0.00	(\$68.40)
						\$1,932.10				
Total Protection to Persons and Property						\$1,932.10				
<u>Transportation</u>										
116	Hydro One Networks Inc., P. O. Box 4102 Stn A, Toronto, ON, M5W 3L3									
MAR-26		03-04-26	Hydro	03-31-26	\$376.60	\$376.60	01-06-210-008	Hydro	\$0.00	(\$543.36)
						\$376.60				
188	Northern Automotive Ctr., 685 HWY 124, Box 228, McKellar, ON, P0G 1C0									
2295		03-11-26	Maintenance Costs/Parts - TIRE REPAIR FOR RAM 5500	03-31-26	\$44.72	\$44.72	01-06-246-143	Maintenance	\$0.00	(\$40.70)
						\$44.72				
2618	Georgian Bay Overhead Doors, BOX 223, McKellar, ON, P0G 1C0									
1334		03-11-26	Maintenance Repairs - REPAIRS FOR PUBLIC WORKS GARAGE DOOR	03-31-26	\$244.22	\$244.22	01-06-210-113	Maintenance Repairs	\$0.00	(\$1,137.80)
						\$244.22				
Total Transportation						\$665.54				

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Invoice Number	Vendor	Date	Description	Due Date	Invoice Amt	Approved Amt	Account Number	Account Description	Budgeted \$	YTD Balance
<u>Street Lighting</u>										
116	Hydro One Networks Inc., P. O. Box 4102 Stn A, Toronto, ON, M5W 3L3									
MAR-26		03-04-26	Hydro	03-31-26	\$4.78	\$4.78	01-07-229-008	Hydro	\$0.00	(\$366.38)
MAR-26		03-04-26	Hydro	03-31-26	\$126.54	\$126.54	01-07-229-008	Hydro	\$0.00	(\$366.38)
MAR-26		03-04-26	Hydro	03-31-26	\$25.21	\$25.21	01-07-229-008	Hydro	\$0.00	(\$366.38)
MAR-26		03-04-26	Hydro	03-31-26	\$12.40	\$12.40	01-07-229-008	Hydro	\$0.00	(\$366.38)
POLE-MAR-26		03-12-26	Hydro - FERGUSON BOUNDRY ROAD STREETLIGHT - MARCH 2026	03-31-26	\$8.84	\$8.84	01-07-229-008	Hydro	\$0.00	(\$366.38)
						\$177.77				
Total Street Lighting						\$177.77				
<u>Environmental Services</u>										
116	Hydro One Networks Inc., P. O. Box 4102 Stn A, Toronto, ON, M5W 3L3									
MAR-26		03-04-26	Hydro	03-31-26	\$389.14	\$389.14	01-08-300-008	Hydro	\$0.00	(\$804.83)
						\$389.14				
1525	CRAIG'S WELDING AND FABRICATION, 109 GRINDSTONE ROAD, SUNDRIDGE, ON, P0A 1Z0									
2532		03-07-26	Maintenance Costs/Parts - REPAIRS TO CARDBOARD COMPACTOR	03-31-26	\$351.07	\$351.07	01-08-300-143	Maintenance	\$0.00	(\$570.87)
						\$351.07				
Total Environmental Services						\$740.21				
<u>Parks and Recreation Facilities</u>										
116	Hydro One Networks Inc., P. O. Box 4102 Stn A, Toronto, ON, M5W 3L3									
MAR-26		03-04-26	Hydro	03-31-26	\$33.08	\$33.08	01-11-360-008	Hydro	\$0.00	(\$69.79)
						\$33.08				
803	MORLEY HASKIM,									
MAR-26		03-17-26	Recreation Programs - REIMBURSEMENT: SUPPLIES FOR KIDS FISH N' FUN	03-31-26	\$134.95	\$134.95	01-11-360-129	Recreation Programs	\$0.00	(\$316.98)
						\$134.95				
Total Parks and Recreation Facilities						\$168.03				

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Invoice Number	Vendor	Date	Description	Due Date	Invoice Amt	Approved Amt	Account Number	Account Description	Budgeted \$	YTD Balance
Community Centre										
116	Hydro One Networks Inc., P. O. Box 4102 Stn A, Toronto, ON, M5W 3L3									
MAR-26		03-04-26	Hydro	03-31-26	\$1,077.32	\$1,077.32	01-12-370-008	Hydro	\$0.00	(\$1,931.04)
						\$1,077.32				
Total Community Centre						\$1,077.32				
Cultural										
116	Hydro One Networks Inc., P. O. Box 4102 Stn A, Toronto, ON, M5W 3L3									
MAR-26		03-04-26	Library - Hydro	03-31-26	\$818.76	\$818.76	01-13-381-008	Library - Hydro	\$0.00	(\$1,467.60)
						\$818.76				
527	McKellar Agriculture Society, , , ,									
2026-09		03-04-26	Advertising - DONATION FROM HISTORICAL COMM FOR PRIZE IN ANTIQUE	03-31-26	\$50.00	\$50.00	01-13-383-011	Advertising	\$0.00	\$0.00
						\$50.00				
1140	PARRY SOUND & DISTRICT HORTICULTURAL SOCIETY, 5 Deep Bay Drive, Carling, ON, P0G 1G0									
2026-08		03-04-26	Advertising - HALF PAGE AD IN	03-31-26	\$55.00	\$55.00	01-13-383-011	Advertising	\$0.00	\$0.00
						\$55.00				
Total Cultural						\$923.76				
Planning and Development										
2595	PLANSCAPE INC., 104 KIMBERLEY AVE, BRACEBRIDGE, ON, P1L 1Z8									
477766		02-28-26	Planning Consultant Services - PLANNING SERVICES - DOCKSIDE	03-31-26	\$2,434.61	\$2,434.61	01-14-400-021	Planning Consultant	\$0.00	\$0.00
						\$2,434.61				
Total Planning and Development						\$2,434.61				
Education										
66	Conseil Scolaire Public du Nord-Est de l'Ontario, P.O. Box 3600, 820 Lakeshore Drive, North Bay, ON, P1B 9T5									
MAR2026		03-17-26	School Board Requisitions - 1ST QUARTER 2026 - EDUCATION PAYMENT SCHOOL BOARD	03-31-26	\$402.26	\$402.26	01-15-112-060	School Board Requisitions	\$0.00	\$0.00
						\$402.26				

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Invoice Number	Vendor	Date	Description	Due Date	Invoice Amt	Approved Amt	Account Number	Account Description	Budgeted \$	YTD Balance
190	Near North District School BD, 963 AIRPORT ROAD, PO Box 3110, North Bay, ON, P1B 8H1									
MAR2026		03-17-26	School Board Requisitions - 1ST QUARTER 2026 - SCHOOL BOARD PAYMENT	03-31-26	\$271,857.05	\$271,857.05	01-15-110-060	School Board Requisitions	\$0.00	\$0.00
						\$271,857.05				
223	Simcoe Muskoka Catholic District School Board, 46 Alliance Blvd, Barrie, ON, L4M 5K3									
MAR2026		03-17-26	School Board Requisitions - 1ST QUARTER 2026 - SCHOOL BOARD PAYMENTS	03-31-26	\$13,578.82	\$13,578.82	01-15-110-060	School Board Requisitions	\$0.00	\$0.00
						\$13,578.82				
Total Education						\$285,838.13				
Total Bills To Pay:						\$316,092.96				

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Invoice Number	Vendor	Date	Description	Due Date	Invoice Amt	Approved Amt	Account Number	Account Description	Budgeted \$	YTD Balance
General										
235	RECEIVER GENERAL, CANADA REVENUE AGENCY TECHNOLOGY CENTRE, 875 HERON ROAD, OTTAWA, ON, K1A 1B1									
MAR23/26		03-23-26	CPP Deductions	03-31-26	\$5,780.08	\$5,780.08	01-00-000-631	CPP Deductions	\$0.00	(\$3,692.30)
MAR23/26		03-23-26	EI Deductions	03-31-26	\$1,845.21	\$1,845.21	01-00-000-632	EI Deductions	\$0.00	(\$1,486.76)
MAR23/26		03-23-26	Income Tax Payable	03-31-26	\$8,453.89	\$8,453.89	01-00-000-633	Income Tax Payable	\$0.00	\$433.48
						\$16,079.18				
Total General						\$16,079.18				
Total Bills To Pay:						\$16,079.18				

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Invoice Number	Vendor	Date	Description	Due Date	Invoice Amt	Approved Amt	Account Number	Account Description	Budgeted \$	YTD Balance
<u>General Liabilities and Equity</u>										
436	A. J. Stone Company Ltd, 62 Bradwick Drive, Vaughan, ON, L4K 1K8									
10083913-0		03-01-26	Accrued Liability - GAS DETECTOR	03-31-26	\$2,043.65	\$2,043.65	01-01-030-610	Accrued Liability	\$0.00	\$37,911.12
10083913-0		03-01-26	Accrued Liability - CLOTHING	03-31-26	\$1,079.88	\$1,079.88	01-01-030-610	Accrued Liability	\$0.00	\$37,911.12
10083981-0		03-01-26	Accrued Liability - HOSES	03-31-26	\$5,006.59	\$5,006.59	01-01-030-610	Accrued Liability	\$0.00	\$37,911.12
						\$8,130.12				
Total General Liabilities and Equity						\$8,130.12				
<u>General Government</u>										
60	Canada Brokerlink (Ontario) Inc., 104, 591 Main Street East, North Bay, ON, P1B 1B7									
1522441		03-03-26	Insurance - FACILITY USER GROUP LIABILITY POLICY	03-31-26	\$354.24	\$354.24	01-02-060-014	Insurance	\$0.00	\$0.00
						\$354.24				
194	Near North Business Machines, 86 West RD, Huntsville, ON, P1H 1M1									
71139		03-01-26	Information Technology Support - FULLY MANAGED SERVICE PROGRAM - MARCH 2026	03-31-26	\$1,851.01	\$1,851.01	01-02-060-023	Information Technology	\$0.00	(\$5,423.63)
71153		03-01-26	Information Technology Support - MICROSOFT OFFICE 365 - MARCH 2026	03-31-26	\$719.54	\$719.54	01-02-060-023	Information Technology	\$0.00	(\$5,423.63)
						\$2,570.55				
1457	LASALLE BUSINESS MACHINES, 887-D NOTRE DAME AVE, SUDBURY, ON, P3A 2T2									
150209		03-01-26	Printing/Photocopier - PRINTER LEASE & COPIES - MARCH 2026	03-31-26	\$337.52	\$337.52	01-02-060-012	Printing/Photocopier	\$0.00	(\$600.96)
						\$337.52				
Total General Government						\$3,262.31				
<u>Fire Protection Services</u>										
36	Bell Mobility Inc., P.O. Box 5102, Burlington, ON, L7R 4R7									
MAR-26		03-13-26	Telephone - IPAD	03-31-26	\$3.05	\$3.05	01-03-150-007	Telephone	\$0.00	(\$264.51)
MAR-26		03-13-26	Telephone - CHIEF	03-31-26	\$11.35	\$11.35	01-03-150-007	Telephone	\$0.00	(\$264.51)

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MAR-26		03-13-26	Telephone - TURBO # 1	03-31-26	\$8.39	\$8.39	01-03-150-007	Telephone	\$0.00	(\$264.51)
MAR-26		03-13-26	Telephone - TURBO # 2	03-31-26	\$11.19	\$11.19	01-03-150-007	Telephone	\$0.00	(\$264.51)
MAR-26		03-13-26	Telephone - RESCUE # 2	03-31-26	\$4.07	\$4.07	01-03-150-007	Telephone	\$0.00	(\$264.51)
						\$38.05				
194	Near North Business Machines, 86 West RD, Huntsville, ON, P1H 1M1									
71368		03-12-26	Memberships/Subscriptions - ADDITIONAL LICENSE - MICROSOFT 365	03-31-26	\$14.42	\$14.42	01-03-150-017	Memberships/Subscriptio	\$0.00	(\$1,136.44)
						\$14.42				
Total Fire Protection Services						\$52.47				
<u>Building Department</u>										
36	Bell Mobility Inc., P.O. Box 5102, Burlington, ON, L7R 4R7									
MAR-26		03-13-26	Telephone - CBO	03-31-26	\$16.03	\$16.03	01-04-170-007	Telephone	\$0.00	(\$41.22)
						\$16.03				
217	Parry Sound Fuels, 114 Bowes Street, Parry Sound, ON, P2A 2L7									
922998		03-25-26	Vehicle Fuel - Gas - REGULAR GAS - CBO	03-31-26	\$60.53	\$60.53	01-04-170-141	Vehicle Fuel - Gas	\$0.00	(\$100.22)
						\$60.53				
Total Building Department						\$76.56				
<u>Protection to Persons and Property</u>										
36	Bell Mobility Inc., P.O. Box 5102, Burlington, ON, L7R 4R7									
MAR-26		03-13-26	Telephone - BY LAW	03-31-26	\$10.94	\$10.94	01-05-190-007	Telephone	\$0.00	\$0.00
						\$10.94				
Total Protection to Persons and Property						\$10.94				
<u>Transportation</u>										
36	Bell Mobility Inc., P.O. Box 5102, Burlington, ON, L7R 4R7									
MAR-26		03-13-26	Telephone - ROADS	03-31-26	\$10.94	\$10.94	01-06-200-007	Telephone	\$0.00	(\$125.28)
						\$10.94				
109	Home Hardware, 31 Joseph Street, Parry Sound, ON, P2A 2G3									
190491		03-18-26	Fuel - Gas - GAS FOR CHAINSAW	03-31-26	\$56.97	\$56.97	01-06-228-141	Fuel - Gas	\$0.00	(\$970.17)
						\$56.97				

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137	MUSKOKA AUTO PARTS, 45 Gibson Street, Parry Sound, ON, P2A 1X1									
835190/4		03-18-26	Maintenance Supplies - PLOW FLAGS &	03-31-26	\$85.62	\$85.62	01-06-210-112	Maintenance Supplies	\$0.00	\$0.00
						\$85.62				
217	Parry Sound Fuels, 114 Bowes Street, Parry Sound, ON, P2A 2L7									
921860		03-12-26	Fuel - Diesel - DYED LOW SULPHUR	03-31-26	\$1,788.63	\$1,788.63	01-06-228-142	Fuel - Diesel	\$0.00	(\$20,380.45)
						\$1,788.63				
835	G.F. PRESTON SALES AND SERVICE LTD., 289 ALBERT STREET, BOX 540, SUNDRIDGE, ON, P0A 1Z0									
IN09435		03-12-26	Motor Oil/Grease - DEF FLUID	03-31-26	\$1,292.52	\$1,292.52	01-06-228-140	Motor Oil/Grease	\$0.00	(\$201.48)
						\$1,292.52				
Total Transportation						\$3,234.68				
<u>Health Services</u>										
196	NORTH BAY PARRY SOUND DISTRICT HEALTH UNIT, 345 OAK STREET WEST, NORTH BAY, ON, P1B 2T2									
MAR-2026		03-01-26	North Bay Parry Sound Health Unit Annual Levy - MUNICIPAL LEVY - MARCH 2026	03-31-26	\$3,864.17	\$3,864.17	01-09-330-030	North Bay Parry Sound	\$0.00	(\$7,382.66)
						\$3,864.17				
257	Town of Parry Sound, 52 Seguin Street, Parry Sound, ON, P2A 1B4									
MAR-2026		03-15-26	EMS Ambulance Annual Levy - LAND AMBULANCE - MARCH 2026	03-31-26	\$22,101.61	\$22,101.61	01-09-320-030	EMS Ambulance Annual	\$0.00	(\$44,203.23)
						\$22,101.61				
Total Health Services						\$25,965.78				
<u>Planning and Development</u>										
444	TAURUS OFFSET INC., 3 MELISSA STREET, PARRY SOUND, ON, P2A 2R4									
02026133		03-04-26	McKellar Market Expenses - BUSINESS CARDS - MCKELLAR MARKET	03-31-26	\$100.74	\$100.74	01-14-420-262	McKellar Market	\$0.00	\$0.00
						\$100.74				
Total Planning and Development						\$100.74				
Total Bills To Pay:						\$40,833.60				



Township of McKellar Report to Council

Prepared for: Mayor & Council

Department: Administration

Date: April 21, 2026

Report No: ADMIN-2026-06

Subject: Procurement of Pickup Trucks

Recommendation:

Be It Resolved That the Council of the Corporation of the Township of McKellar does hereby receive Report ADMIN-2026-06; and

Further That Council approve the sole source procurement of a Ford F-350 pickup truck for the Public Works Superintendent in accordance with Section 8.12 of the Township's Procurement By-law; and

Further does hereby award the purchase of a 2026 Ford Super Duty F-350 4x4 truck to Bourgeois Ford for a total purchase price of \$77,071.71, included applicable taxes and fees.

Further That Council authorize staff to obtain written quotations from local dealerships for the purchase of a half-ton pickup truck for Parks operations, with such quotations to be reported back to Council for final award.

Background:

In the 2026 Capital Budget, two pickup trucks are scheduled for replacement: the F-250 currently driven by the Public Works Superintendent, which is heavily relied upon for winter snowplowing operations; and the Chevrolet pickup truck used by the Parks Labourer, which is consistently used for towing trailers with lawn maintenance equipment and is also utilized by summer students.

Light- to medium-duty vehicles have proven difficult to procure through the Township's standard municipal procurement process. Dealerships typically operate on a pricing model that involves providing quotes at the time of inquiry, rather than preparing sealed bids for submission and public opening. In recent years, the Township has experienced challenges in soliciting competitive bids, often receiving either a single bid or none at all.

The Township also places value on purchasing vehicles from local dealerships to support local businesses and ensure convenient access to servicing and maintenance. The vehicles being sought for 2026 are commonly available "on the lot" and do not typically require factory ordering. Given that the municipal budget is approved later in the year, timelines for procurement are compressed, making it important to secure vehicles that are readily available for immediate use during the summer season.

Analysis:

Under Section 8.12 of the Township's Procurement By-law, Council approval is required for sole source purchases exceeding \$25,000. Staff are seeking Council's authorization to sole source the purchase of the Public Works Superintendent's truck.

It is recommended that the Township purchase a Ford F-350 due to its suitability for heavy-duty use, particularly snowplowing. The Township currently owns a box sander that is compatible with an F-350 and can be safely operated without causing undue strain on the vehicle's suspension. Based on staff experience, Ford trucks have demonstrated superior front-end stability and overall performance in winter maintenance conditions compared to other brands.

A new Ford F-350 is currently available at a local dealership for \$77,071.71, included applicable taxes and fees. The vehicle includes a factory-installed plow package and is appropriately configured for municipal operations. As the vehicle is primarily used by a single operator, a regular cab configuration is sufficient. Staff have also been advised that regular cab models are currently limited in availability, making this an opportune purchase. The unit is well within the approved budget, with only the plow equipment remaining to be purchased and installed.

With respect to the Parks vehicle, a half-ton (1500 series) pickup truck is sufficient for operational needs. Rather than issuing a formal tender, staff recommend seeking written quotations from local dealerships, each with a consistent quotation expiry date. This approach reflects the realities of dealership sales practices while still maintaining fairness and transparency.

Staff will report back to Council with the submitted quotations and provide a recommendation for award. If preferred by Council, quotations can be held in confidence until the report is presented. Staff will prioritize sourcing vehicles that are currently available on dealership lots or can be transferred quickly, in order to avoid delays associated with factory orders.

Financial:

The 2026 Capital Budget includes \$130,000 for the replacement of the Public Works Superintendent's truck and \$80,000 for the Parks truck.

The identified F-350 is well within the approved budget. Staff are confident that obtaining quotations directly from local dealerships will result in a more efficient procurement process and competitive pricing for the Parks vehicle.

Policies Affecting Proposal:

Procurement By-law 2025-53

Conclusion:

Due to the challenges associated with procuring light- and medium-duty vehicles through traditional tendering methods, staff are recommending a practical and efficient approach that aligns with industry practices while remaining compliant with the Township's Procurement By-law.

The sole source purchase of the Ford F-350 will ensure the Public Works Department is equipped with a reliable and appropriately specified vehicle for critical winter operations. Additionally, obtaining quotations from local dealerships for the Parks truck will support timely acquisition and operational readiness for the summer season.

Staff respectfully request Council's approval to proceed as outlined.

Respectfully submitted by:

Reviewed by:



Karlee Britton, Clerk/Administrator



Thomas Stoneman, Public Works Superintendent



DEAL SUMMARY

DESKIT CUST# 17042856 | DMS CUST# 18404

7030119
DEAL#

026182
STOCK#

F&I Manager:

2 McMurray St, Parry Sound, ON, P2A 1E7, Tel:7057462135 Fax:705-746-6387

BUYER
Mckellar Township
(705) 773-9001
roads@mckellar.ca
LIC:

DATE OF SALE
Apr 17 2026

YEAR TYPE MAKE MODEL TRIM
2026 New Ford Super Duty F-350 SRW XL 4WD Reg Cab 8' Box
BODYTYPE MFR MODE CODE EXT COLOR
Regular Cab Pickup - Long Bed F3B OXFORD WHITE
INT. COLOR VIN IN SERVICE DATE
1FTRF3BN3TEE14770
MAX DIST TRAV DELIVERY DATE
84 km Apr 23 2026

VEHICLE AND OPTIONS

Basic MSRP	\$67,239.00
7.3L DEVCT NA PFI V8 GAS	\$1,500.00
STX APPEARANCE PACKAGE	\$4,225.00
PLATFORM RUNNING BOARDS	\$600.00
SNOWPLOW PREP/CAMPER PACKAGE	\$300.00
TRAILER BRAKE CONTROLLER	\$350.00
LED ROOF CLEARANCE LIGHTS	\$180.00
UPFITTER SWITCHES	\$230.00
410 AMP DUAL ALTERNATOR	\$300.00
TOUGH BED SPRAY IN BEDLINER	\$700.00
DUAL BATTERY	\$300.00
OXFORD WHITE, MEDIUM DARK SLATE, .XL TRIM, DRIV/PASS FRONT & SIDE AIRBAGS, AIR CONDITIONING -- CFC FREE, .AM/FM STEREO/CLOCK, 10-SPEED AUTO TORQSHIFT, 3.73 ELECTRONIC LOCKING AXLE, JOB #1 ORDER, CV LOT MANAGEMENT, FRONT LICENSE PLATE BRACKET, .LT275/70R18E BSW ALL-TERRAIN, 18" BLACK PAINTED AL WHL, .CLOTH 40/20/40 SEAT, 11400# GVWR PACKAGE,	0.00
Destination	\$2,595.00
Air Tax	\$100.00
Total MSRP	\$78,619.00
Fleet Incentive	-\$6,500.00
Adjustment	-\$5,290.00

REMARKS

I / We have reviewed the above disclosure and agree to the vehicle, price and payment information as declared.

Mckellar Township Signature

Signature
Authorized Rep

Signature
Prov License

PRICE INFORMATION

Total Vehicle Price	\$66,829.00
3 Year Bourgeois AutoGard	\$599.00
SPLASH GUARDS	\$356.56
ALL-WEATHER MATS	\$221.50
OMVIC	\$22.00
Subtotal	\$68,028.06
HST	13% \$8,843.65
Subtotal	\$76,871.71
FUEL	\$200.00
LICENSE TBD NO CHARGE ABOVE MTO COST	\$0.00
Subtotal	\$200.00
TOTAL	\$77,071.71

Find out what your trade-in is worth.

[Get Started](#)

New 2026 Ford Super Duty F-350 SRW XL

4WD Reg Cab 8' Box

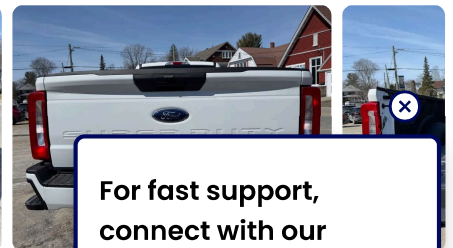
13 models in stock

Cash Purchase Price

\$71,241 ⓘ

+ Taxes and Fees

1 of 18












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Vehicle Details

 Body Style Truck	 Engine 7.3L 8Cyl	 Exterior Colour <input type="checkbox"/> Oxford White	 Transmission Automatic	 Drivetrain 4x4	 VIN 1FTRF3BN3TEE14770	 Stock 026182
 Fuel Type Gasoline	 Trim Details XL 4WD Reg Cab 8' Box					

Description

Meet the 2026 Ford Super Duty F-350 SRW XL in a striking White finish with a robust 4x4 drivetrain, designed for those who demand strength and versatility. This truck offers exceptional handling, making it the perfect partner for both work and play.

The exterior showcases the classic Ford Truck styling, emphasizing durability and reliability. Inside, the cabin is designed with practicality in mind, featuring comfortable seating and user-friendly controls. Standard heated mirrors ensure clarity in various driving conditions, while the practical 8' Box provides ample space for all your hauling needs.

Stay connected and safe with cutting-edge technology, including a backup camera and Bluetooth connectivity. Enjoy the convenience of smart device integration and a wi-fi hotspot for seamless connectivity on the move. With keyless entry, cruise control, and power windows, your driving experience is as convenient as it is powerful.

If you're searching for a dependable truck that excels in both functionality and comfort, this Ford Super Duty F-350 is the ideal choice. Perfect for tradespeople, outdoor adventurers, and those who need a reliable workhorse, reach out to our dealership today to learn more and take it out for a test drive.

Why Choose the Bourgeois Auto Group?

For 80 years, Bourgeois Auto Group has been delivering exceptional automotive experiences. Our factor trained teams work to ensure you receive the shopping experience you deserve; whether you're looking for a new or new-to-you vehicle.

Shop 24/7 with our online showroom and chat service, ensuring convenience every step of the way. No hidden fees, full disclosure, and every pre-owned vehicle comes with a Carfax® report for peace of mind.

We offer a wide selection of pre-owned vehicles, all competitively priced using real-time market data. Get the best deal on your purchase and trade-in with our free Live Market Analysis report.

Looking to sell your car? We buy any make or model—no purchase required. Our simple to use online trade valuation tool will provide you with a clear, transparent selling experience whether you buy our car or not.

Backed by hundreds dedicated employees across 4 convenient locations, we're here to meet all your automotive needs. Visit us in Midland or Parry Sound and explore our inventory or schedule your next service today.

Financing Your Next Vehicle with Bourgeois Ford North in Parry Sound:

At Bourgeois Ford North, we make financing your next vehicle simple and stress-free! Our team works with trusted lenders to find flexible options tailored to your budget. Drive away with confidence—apply today!

Take advantage of our online pre-qualification tool, backed by Equifax and TD Bank to find the payment that works for you. Simply [CLICK HERE](#) to use our secure online credit tool with no impact to your credit.

Advertised Discount Disclaimer:

The discount shown on vehicle represents the [Cash Purchase](#) discount and is inclusive of all non-stack discounts from Ford of Canada and Bourgeois Ford North and is offered in lieu of sub-vented lease or current discounts applicable to this and other vehicles in our inventory for Lease and Finance customer offers for lease or finance are On Approved Credit (OAC). While every effort is made to ensure the accuracy of this data, we are not responsible for any errors or omissions contained on these

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Packages & Options

Standard Equipment

Technical Specifications

Search

Live

Installed Packages

Oxford White • Z1

Stx Appearance Package • 17S ^

STX fender vent badge, Colour-Coordinated Full Carpet w/Floor Mats, Wheels: 18" Ebony Black Painted Aluminum, Body-Colour Rear Bumper, Tires: LT275/70Rx18E BSW A/T (4), Spare may not be the same as road tire, Body-Colour Front Bumper, LED Fog Lamps, LED reflector lamps, Painted Grille

410 Amp Dual Alternators • 67B ^

250 Amp + 160 Amp

Dual Agm 68 Ah Battery • 86M

Trailer Brake Controller • 52B ^

smart trailer tow connector

Snow Plow Prep & Camper Package • 47B ^

computer selected springs for snowplow application, Note 1: Restrictions apply; see super duty supplemental reference manual or body builders layout book for details, Note 2: Upgraded front springs will result in stiffer ride when the vehicle is not equipped w/a snow plow and/or camper, Note 3: Dual battery (86M) recommended w/7.3L gasoline engines; See Body Builders Layout Book for details, Note 4: Tailgate removal kit w/protective caps can be provided by your authorized dealer, Failure to install the protective caps results in damage to the electrical system not covered by the vehicle warranty, See owner's manual for details

Black Platform Running Boards • 18B

Tough Bed Spray-In Bedliner • 85S ^

tailgate-guard, black box tie-down hooks and black bed attachment bolts

Led Roof Clearance Lights • 592

Upfitter Switches (6) • 66S ^

Located in overhead console

Options

Air Conditioning Backup Camera Bluetooth Connection Brake Assist Cruise Control Keyless Entry Power Windows
Smart Device Integration Wi-Fi Hotspot



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Entertainment

- AM/FM Stereo
- MP3 Player
- 4 Speakers
- Auxiliary Audio Input
- Bluetooth Connection
- Requires Subscription
- Smart Device Integration
- Steering Wheel Audio Controls
- Telematics
- 2 LCD Monitors In The Front

Exterior

- Steel Wheels
- Tires - Front All-Season
- Tires - Rear All-Season
- Regular Box Style
- Wheels w/Hub Covers
- Conventional Spare Tire
- Tow Hooks
- Black Rear Step Bumper
- Black Side Windows Trim and Black Front Windshield Trim
- Black Door Handles
- Heated Mirrors
- Integrated Turn Signal Mirrors
- Power Mirror(s)
- Light Tinted Glass
- Intermittent Wipers
- Variable Speed Intermittent Wipers
- Black Grille
- Front License Plate Bracket
- Tailgate Rear Cargo Access
- Power Door Locks
- Boxside Steps
- Automatic Headlights
- Cargo Lamp w/High Mount Stop Light
- Perimeter/Approach Lights

Interior

- 4-Way Driver Seat -inc: Manual Recline and Fore/Aft Movement
- 4-Way Passenger Seat -inc: Manual Recline and Fore/Aft Movement
- Adjustable Steering Wheel
- Trip Computer
- Front Cupholder
- Compass
- Keyless Entry
- Power Door Locks
- Cruise Control
- A/C
- Interior Trim -inc: Chrome Interior Accents
- Full Cloth Headliner
- Urethane Gear Shifter Material
- Driver Adjustable Lumbar
- Split Bench Seat
- Vinyl Seats
- Day-Night Rearview Mirror
- Passenger Vanity Mirror

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- Full Overhead Console w/Storage and 2 12V DC Power Outlets
- Front Map Lights
- Fade-To-Off Interior Lighting
- Full Vinyl/Rubber Floor Covering
- Cab Mounted Cargo Lights
- Requires Subscription
- Smart Device Integration
- WiFi Hotspot
- Instrument Panel Covered Bin and Dashboard Storage
- Power Windows
- Delayed Accessory Power
- Driver Information Centre
- Outside Temp Gauge
- Digital/Analog Appearance
- Seats w/Vinyl Back Material
- Manual Adjustable Front Head Restraints
- Front Centre Armrest w/Storage
- Security System
- Immobilizer
- 2 12V DC Power Outlets
- Air Filtration

Mechanical

- 8 Cylinder Engine
- Gasoline Fuel
- 10-Speed A/T
- A/T
- Transmission w/Dual Shift Mode
- Locking/Limited Slip Differential
- GVWR: 4,717 kgs (10,400 lbs) Payload Package
- Transmission w/Driver Selectable Mode and Oil Cooler
- Electronic Transfer Case
- Four Wheel Drive
- 68-Amp/Hr 750CCA Maintenance-Free Battery w/Run Down Protection
- 160 Amp Alternator
- Tow Hitch
- Trailer Wiring Harness
- 1876,5 Kgs Maximum Payload
- Front Anti-Roll Bar
- Firm Suspension
- Power Steering
- 130 L Fuel Tank
- Single Stainless Steel Exhaust
- Auto Locking Hubs
- Front Suspension w/Coil Springs
- Solid Axle Rear Suspension w/Leaf Springs
- 4-Wheel Disc Brakes
- ABS
- Brake Assist

Safety

- Stability Control
- Traction Control
- Side Impact Beams
- Front Side Air Bag
- Requires Subscription
- Telematics
- Tire Pressure Monitor

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- Driver Air Bag
- Passenger Air Bag
- Passenger Air Bag On/Off Switch
- Front Head Air Bag
- Outboard Front Lap And Shoulder Safety Belts -inc: Height Adjusters
- Back-Up Camera



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Summary

Vehicle Name	Ford Super Duty F-350 SRW
Body Style	SD Regular Cab
Body Code	T

Transmission

Drivetrain	Four Wheel Drive
Trans Order Code	44F
Trans Type	10
Trans Description Cont.	Automatic w/OD
First Gear Ratio (:1)	4.70
Second Gear Ratio (:1)	2.98
Third Gear Ratio (:1)	2.15
Fourth Gear Ratio (:1)	1.77
Fifth Gear Ratio (:1)	1.52
Sixth Gear Ratio (:1)	1.27
Reverse Ratio (:1)	4.87
Trans PTO Access	No
Transfer Case Model	Electronic
Transfer Case Power Take Off	No
Seventh Gear Ratio (:1)	1.00
Eighth Gear Ratio (:1)	0.85

Interior dimensions

Passenger Capacity	3
Front Head Room (in)	40.8
Front Leg Room (in)	43.9
Front Shoulder Room (in)	66.7
Front Hip Room (in)	62.5

Weight information

Base Curb Weight (lbs)	6170
Gross Axle Wt Rating - Front (lbs)	4400
Gross Axle Wt Rating - Rear (lbs)	6340
Curb Weight - Front (lbs)	3644
Curb Weight - Rear (lbs)	2526
Gross Vehicle Weight Rating Cap (lbs)	10400
Gross Combined Wt Rating (lbs)	21000

Trailer

Dead Weight Hitch - Max Trailer Wt. (lbs)	5000
Dead Weight Hitch - Max Tongue Wt. (lbs)	500
Wt Distributing Hitch - Max Trailer Wt. (lbs)	14400
Wt Distributing Hitch - Max Tongue Wt. (lbs)	1440
Fifth Wheel Hitch - Max Trailer Wt. (lbs)	14100
Fifth Wheel Hitch - Max Tongue Wt. (lbs)	5525
Maximum Trailering Capacity (lbs)	

Engine

Engine Order Code	
Engine Type	
Displacement	
Fuel System	
SAE Net Horsepower @ RPM	
SAE Net Torque @ RPM	
Engine Oil Cooler	

Electrical

Cold Cranking Amps @ 0° F (Primary)	
-------------------------------------	--

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Cold Cranking Amps @ 0° F (2nd)	750
Maximum Alternator Capacity (amps)	250 & 160

Suspension

Suspension Type - Front	Other
Suspension Type - Rear	Leaf
Spring Capacity - Front (lbs)	4400
Spring Capacity - Rear (lbs)	6340
Axle Type - Front	Non-Independent
Axle Type - Rear	Rigid Axle
Axle Capacity - Front (lbs)	6000
Axle Capacity - Rear (lbs)	7280
Axle Ratio (:1) - Front	3.73
Axle Ratio (:1) - Rear	3.73

Tires

Front Tire Order Code	TD8
Rear Tire Order Code	TD8
Front Tire Size	LT245/75SR17
Rear Tire Size	LT245/75SR17
Spare Tire Size	Full-Size
Front Tire Capacity (lbs)	6390
Rear Tire Capacity (lbs)	6390
Revolutions/Mile @ 45 mph - Front (Rev/Mile)	649
Revolutions/Mile @ 45 mph - Rear (Rev/Mile)	649

Wheels

Front Wheel Size (in)	17 X 7.5
Rear Wheel Size (in)	17 X 7.5
Spare Wheel Size (in)	Full-Size
Front Wheel Material	Steel
Rear Wheel Material	Steel
Spare Wheel Material	Steel

Steering

Steering Type	Re-Circulating Ball
Turning Diameter - Curb to Curb (ft)	47.6

Brakes

Brake Type	4-Wheel Disc
Brake ABS System	4-Wheel
Brake ABS System (Second Line)	4-Wheel
Disc - Front	Yes
Disc - Rear	Yes
Front Brake Rotor Diam x Thickness (in)	14.3
Rear Brake Rotor Diam x Thickness (in)	14.3

Fuel tank

Fuel Tank Capacity, Approx (L)

Exterior dimensions

Wheelbase (in)	106.3
Length, Overall (in)	188.1
Width, Max w/o mirrors (in)	74.8
Height, Overall (in)	72.2
Overhang, Front (in)	35.4
Cab to Axle (in)	56.1
Ground to Top of Load Floor (in)	16.1
Ground Clearance, Front (in)	16.1
Ground Clearance, Rear (in)	16.1

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Cargo area dimensions

Cargo Box Length @ Floor (in)	98.1
Cargo Box Width @ Top, Rear (in)	66.9
Cargo Box Width @ Floor (in)	66.9
Cargo Box Width @ Wheelhousings (in)	50.5
Cargo Box (Area) Height (in)	21.1
Tailgate Width (in)	60.5
Cargo Volume (ft ³)	78.5



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CORPORATION OF THE TOWNSHIP OF MCKELLAR

BY-LAW NO. 2026-21

Being a By-law to Amend By-law 2023-08 Being a By-law to establish rules governing the proceedings of Council, the calling of Meetings and the conduct of Members, Staff and the Public (Procedural By-law)

WHEREAS the *Municipal Act*, 2001, S.O. 2001, c. 25, section 238, requires that every municipality shall pass a procedure by-law for governing the calling, place and proceedings of meetings; and

WHEREAS Council deems it expedient to establish rules and procedures to facilitate the efficient and effective transaction of the business and to protect the rights and privileges of its members; and

WHEREAS Council deems it appropriate to amend its Procedural By-law;

NOW THEREFORE the Council of the Corporation of the Township of McKellar hereby enacts as follows:

1. **THAT** Schedule "B" to By-law No. 2023-08 is hereby repealed and replaced with the Schedule "B" attached hereto and forming part of this By-law.
2. **THAT** this By-law shall come into force and take effect on the date of its passing.

READ a **FIRST** and **SECOND** time this 21st day of April 2026.

David Moore, Mayor

Karlee Britton, Clerk Administrator

READ a **THIRD** time and **PASSED** in **OPEN COUNCIL** this 21st day of April 2026.

David Moore, Mayor

Karlee Britton, Clerk Administrator

Schedule 'A' to By-law 2026-21

Township of McKellar
AGENDA

1. Call to Order
2. Roll Call
3. Declarations of Pecuniary and/or Personal Interest and General Nature Thereof
4. Adoption of Agenda
5. Closed Session
6. Call to Order – open session
7. O Canada
8. Respect and Acknowledgment Declaration
9. Roll Call
10. Declarations of Pecuniary and/or Personal Interest and General Nature Thereof
11. Public Meeting
12. Delegations and Presentations
13. Committee of the Whole
14. Motion to Review a Previous Motion
15. Adoption of Minutes of Previous Meeting(s)
16. Planning Matters
17. Committee/Board Minutes with recommendations for approval
18. Staff Reports with recommendations for approval
19. Mayor's Report
20. Correspondence for consideration
21. Motion and Notice of Motion
22. By-laws
23. Unfinished Business
24. New Business
25. Public Notices, Announcements, Inquiries and Reports by Council Members
26. Consent Agenda - Correspondence
27. Question/Comment Period (related to items on Agenda)
28. Confirming By-law
29. Adjournment

CORPORATION OF THE TOWNSHIP OF MCKELLAR

BY-LAW NO. 2026-19

**Being A By-Law to Adopt the Estimates of All Sums
Required During the Year 2026 (Yearly Budget)**

WHEREAS the Municipal Act, C.25, S.O. 2001, as amended, Section 290, (Yearly Budget, Local Municipalities) provides that the council of a local municipality shall, in each year, prepare and adopt estimates of all sums required during the year for the purposes of the municipality including any amounts required for any board, commission or other body;

NOW THEREFORE the Council of the Corporation of the Township of McKellar hereby enacts as follows:

1. That the estimates of sums for all purposes as set out in Schedule 'A' attached hereto, are hereby adopted.
2. That this by-law shall come into force and take effect upon passage by Council.

READ a **FIRST** and **SECOND** time this 7th day of April, 2026.

David Moore, Mayor

Karlee Britton, Clerk/Administrator

READ a **THIRD** time and **PASSED** in **OPEN COUNCIL** this 21st day of April, 2026.

David Moore, Mayor

Karlee Britton, Clerk/Administrator

Schedule 'A' to By-law 2026-19

**Township of McKellar
Proposed Budget
Summary 2026-Version 2
April 7,2026**

Department	REVENUE	EXPENDITURE
General Government	-\$ 1,721,574.61	\$ 1,151,347.64
Fire Department	-\$ 2,160.00	\$ 396,502.80
Building Department	-\$ 180,435.78	\$ 180,435.78
Protection to Persons & Property	-\$ 5,200.00	\$ 474,466.79
Transportation	-\$ 350.00	\$ 1,953,067.00
Environmental	-\$ 40,980.00	\$ 280,415.20
Health Care	\$ -	\$ 323,283.10
Social Service	\$ -	\$ 417,124.00
Recreation	-\$ 1,740.00	\$ 12,300.00
Parks and Facilities	-\$ 5,000.00	\$ 85,094.06
Community Centre	-\$ 2,500.00	\$ 105,324.61
Cultural Services	\$ -	\$ 1,000.00
Sesquicentennial Ad Hoc Committee	\$ -	\$ -
West Parry Sound Recreation and Cultural Center	-\$ 20,000.00	\$ 116,678.54
Public Library	-\$ 8,400.00	\$ 76,200.00
Historical Committee	-\$ 300.00	\$ 5,500.00
Planning Department	-\$ 13,600.00	\$ 96,500.00
Business Development	-\$ 13,200.00	\$ 12,000.00
McKellar Market	-\$ 20,000.00	\$ 32,482.23
TOTAL OPERATING	-\$ 2,035,440.39	\$ 5,719,721.75
TOTAL CAPITAL	-\$ 3,579,055.87	\$ 4,613,574.54

SCHEDULE OF RESERVES	Budget	
	Transfer From	Transfer To
Total	-\$ 3,002,892.65	\$ 446,574.65

MUNICIPAL LEVY for OPERATING Budget	\$ 3,684,281.36
MUNICIPAL LEVY for CAPITAL Projects Covered by Levy	\$ 1,034,518.67
INVESTMENT IN INFRASTRUCTURE & ASSETS	\$ 66,030.65
	\$ 4,784,830.68

2025 Tax Levy	4,486,045.51
2025 Growth Related Levy	74,364.12
5.00% Tax increase	224,421.05
Total Levy	4,784,830.68

CORPORATION OF THE TOWNSHIP OF MCKELLAR

BY-LAW NO. 2026-23

**Being a By-law to Authorize the Transfer of
Ownership and Liability of a Telecommunications
Tower and to Authorize the Execution of a Lease
Agreement with Spectrum Telecom Group Ltd.
(10 Balsam Road, McKellar)**

WHEREAS Section 5(3) of the *Municipal Act, 2001, S.O. 2001, c. 25*, as amended, provides that the powers of a Municipal corporation shall be exercised by By-law unless otherwise authorized; and

WHEREAS Section 9 of the *Municipal Act, 2001*, provides that a Municipality has the capacity, rights, powers, and privileges of a natural person for the purpose of exercising its authority; and

WHEREAS the Council of the Corporation of the Township of McKellar has declared the telecommunications tower located at 10 Balsam Road to be surplus to the needs of the Municipality; and

WHEREAS Spectrum Telecom Group Ltd. has expressed its desire to assume ownership and all associated liability for the said telecommunications tower; and

WHEREAS Spectrum Telecom Group Ltd. has agreed to enter into a lease agreement with the Township of McKellar for access to the lands upon which the tower is situated, including maintenance of the access trail;

NOW THEREFORE the Council of the Corporation of the Township of McKellar hereby enacts as follows:

1. **THAT** the Mayor and Clerk/Administrator are hereby authorized to execute all necessary documents to transfer ownership and associated liability of the telecommunications tower located at 10 Balsam Road to Spectrum Telecom Group Ltd., and to execute a lease agreement between the Township of McKellar and Spectrum Telecom Group Ltd., attached hereto as Schedule "A".
2. **THAT** the Mayor and Clerk/Administrator are hereby authorized to execute any additional documents and take any further actions as may be necessary to give full effect to this By-law and the agreements contemplated herein.
3. **THAT** this by-law shall come into force and take effect on the date of its final passing.

READ a FIRST and SECOND time this 21st day of April 2026.

David Moore, Mayor

Karlee Britton, Clerk/Administrator

READ a THIRD time and **PASSED** in **OPEN COUNCIL** this 21st day of April 2026.

David Moore, Mayor

Karlee Britton, Clerk/Administrator

THIS AGREEMENT made in duplicate this _____ day of _____, 2026

BETWEEN: CORPORATION OF THE TOWNSHIP of McKELLAR
(hereinafter referred to as the "Licensor")

OF THE FIRST PART

AND: SPECTRUM TELECOM GROUP LTD.
(hereinafter referred to as the "Licensee")

OF THE SECOND PART

TELECOMMUNICATIONS SITE LICENSE AGREEMENT

Site: McKellar, Balsam Road (PIN 52727-0241 (LT))

Township of McKellar

District of Parry Sound

(Property legally described on Schedule "A")

1. DEFINITIONS

In this Agreement:

- **"Agreement"** means this Telecommunications Site License Agreement.
- **"Commencement Date"** means May 6, 2026.
- **"Site"** means the lands located near the intersection of Balsam Road and Centre Road in the Township of McKellar, District of Parry Sound, as more particularly described in Schedule "A".
- **"Equipment"** means all telecommunications equipment, including towers, antennas, radios, shelters, cabling, and related infrastructure installed or operated by the Licensee.

2. TRANSFER OF EXISTING ASSETS

In consideration of the sum of One Dollar (\$1.00), the receipt and sufficiency of which is hereby acknowledged, the Licensor hereby transfers to the Licensee all of its right, title, and interest, if any, in and to the existing communications tower and associated equipment shelter located on the Site (collectively, the "Assets").

The profile of the tower is set out in *Schedule B* attached hereto. Photographs of the Site are included in *Schedule C* attached hereto.

The Licensee accepts the Assets on an “**as is, where is**” basis, with all faults, and the Licensor makes no representations or warranties, express or implied, including without limitation any warranties as to condition, fitness for purpose, structural integrity, regulatory compliance, or environmental status.

3. GRANT OF LICENSE

The Licensor hereby grants to the Licensee a non-exclusive license to access, use, and occupy the Site for the purpose of installing, operating, maintaining, repairing, replacing, and upgrading telecommunications facilities and providing telecommunications services.

4. TERM

This Agreement shall commence on the Commencement Date and shall continue for an initial term of **ten (10) years** (the “Initial Term”), unless terminated earlier in accordance with this Agreement.

5. RENEWAL

The Licensee may request up to **two (2) additional renewal terms of five (5) years each**, subject to the Licensor’s written approval, acting reasonably. Any renewal shall be confirmed in writing and executed by both Parties.

6. LICENSE FEES

The Licensee shall pay to the Licensor a license fee of **\$300.00 per month plus applicable HST**, payable monthly in advance.

The license fee shall be adjusted annually based on the **Consumer Price Index (CPI)** as published by Statistics Canada.

7. ADDITIONAL CONSIDERATION (INTERNET SERVICES)

In addition to the license fees, the Licensee shall provide the Licensor with **three (3) complimentary wireless Internet connections**, including subscriber equipment, at the following locations:

- 13 Lee’s Road (Transfer Station)
- 3 Sharon Park Drive (Fire Hall)
- 710 Hurdville Road (Fire Hall)

Where technologically feasible, each connection shall provide speeds of up to **25 Mbps download and 5 Mbps upload**.

8. INTERNET SERVICE CONDITIONS

The following conditions apply to the services described in Section 7:

- a) The locations designated by the Licensor must be approved by the Licensee and must fall within the Licensee's wireless coverage area within the Township of McKellar.
 - b) Service shall be provided upon commencement of this Agreement.
 - c) The Licensee shall not be responsible for the cost, supply, or installation of any towers, masts, or structures required to obtain or improve signal reception. All such costs shall be borne solely by the Licensor.
 - d) The Licensor shall comply with the Licensee's Acceptable Use Policy (AUP), as amended from time to time.
-

9. ACCESS

The Licensee and its employees, agents, and contractors shall have **24 hours per day, 7 days per week access** to the Site, subject to the Licensor's reasonable security requirements.

The Licensee shall have the right to install and maintain utility connections, including hydro, fibre optic, and telecommunications services, whether aerial or underground.

10. USE OF SITE

The Site shall be used solely for telecommunications purposes, including installation, operation, maintenance, and upgrading of equipment, at the Licensee's sole cost. The access point to the Site, located to the left of the trail, shall be repaired at the Licensee's expense to allow access by tracked machinery required for necessary tower repairs. Brushing and ongoing maintenance within a width of ten (10) feet on either side of the guy wires and hydro line shall be carried out as required.

11. UTILITIES

Responsibility for hydro service at the Site shall be transferred to and paid for by the Licensee.

12. TERMINATION

a) The Licensee may terminate this Agreement at any time upon **three (3) months' written notice** if it is unable to obtain or maintain required approvals, or if the Site becomes unsuitable for its intended use.

b) Either Party may terminate this Agreement upon **three (3) months' written notice** if the other Party is in default and fails to remedy such default within **ninety (90) days** after written notice.

13. EQUIPMENT

The tower, shelter, and antennas shall remain the property of the Licensee and shall be removed by the Licensee upon expiration or termination of this agreement and the Site restored to its original condition, reasonable wear and tear excepted.

13. INSURANCE AND LIABILITY

The Licensee shall maintain commercial general liability insurance of not less than **\$5,000,000 per occurrence**, naming the Licensor as an additional insured.

Each Party shall be responsible for its own acts and omissions and shall indemnify the other Party against liabilities arising from its negligence or willful misconduct.

14. COMPLIANCE WITH LAWS

The Licensee shall comply with all applicable federal, provincial, and municipal laws, regulations, and by-laws.

15. ENVIRONMENTAL MATTERS

The Licensor represents that, to its knowledge, the Site is free of hazardous substances. The Licensor shall remain responsible for any pre-existing contamination.

16. ASSIGNMENT

The Licensee may not assign this Agreement without the prior written consent of the Licensor; such consent not to be unreasonably withheld.

17. NOTICES

All notices shall be in writing and delivered by mail or email and shall be deemed received:

- Three (3) days after mailing, or

- On the date of transmission if sent by email
-

18. NO PARTNERSHIP

Nothing in this Agreement creates any partnership, joint venture, or agency relationship between the Parties.

19. GENERAL

- a) The Licensee shall have quiet enjoyment of the Site without interference.
 - b) The Licensor shall reasonably cooperate with the Licensee in obtaining approvals.
 - c) Any relocation of Licensee equipment requested by the Licensor shall be at the Licensor's expense and subject to Licensee approval.
 - d) This Agreement shall be governed by the laws of the Province of Ontario.
 - e) If any provision is invalid, the remainder shall remain in effect.
 - f) The Licensor may disclose this Agreement where required by law.
-

20. SUCCESSORS AND ASSIGNS

This Agreement shall enure to the benefit of and be binding upon the Parties and their respective successors and permitted assigns.

21. CONTACTS

The Licensor (Notices):

Township of McKellar
Attn: Clerk Administrator
701 Highway #124
McKellar, Ontario, P0G 1C0
Telephone No. (705) 389-2842
Email: clerk@mckellar.ca

The Licensor (Rental Payments):

Township of McKellar
Attn: Treasurer
701 Highway #124
McKellar, Ontario, P0G 1C0
HST Number: 10813 3331 RP0001

The Licensee: (Notices)

Spectrum Telecom Group Ltd.

Attn: General Manager

505 Frood Road

Sudbury Ontario, P3C 5A2

Telephone No. (705) 673-6661

Email: ghatton@spectrumtelecom.ca

HST Number: 84426 5298 RT0001

IN WITNESS WHEREOF the parties have executed the Agreement as follows,

Licensors:

By the Corporation of the Township of McKellar on the ___ day of _____, 2026

By: _____

Name: David Moore

Title: Mayor

Witness (to the signature of D. Moore)

By: _____

Name: Karlee Britton

Title: Clerk/Administrator

Witness (to the signature of K. Britton)

We have the authority to bind the corporation.

Licensee:

By Spectrum Telecom Group Ltd. on the ___ day of _____, 2026

By: _____

Name: Darren Schankula

Title: Vice President of Corporate Operations

I have the authority to bind the corporation.

Witness: (to the signature of D. Schankula)

(Schedules "A", "B" and "C" attached)

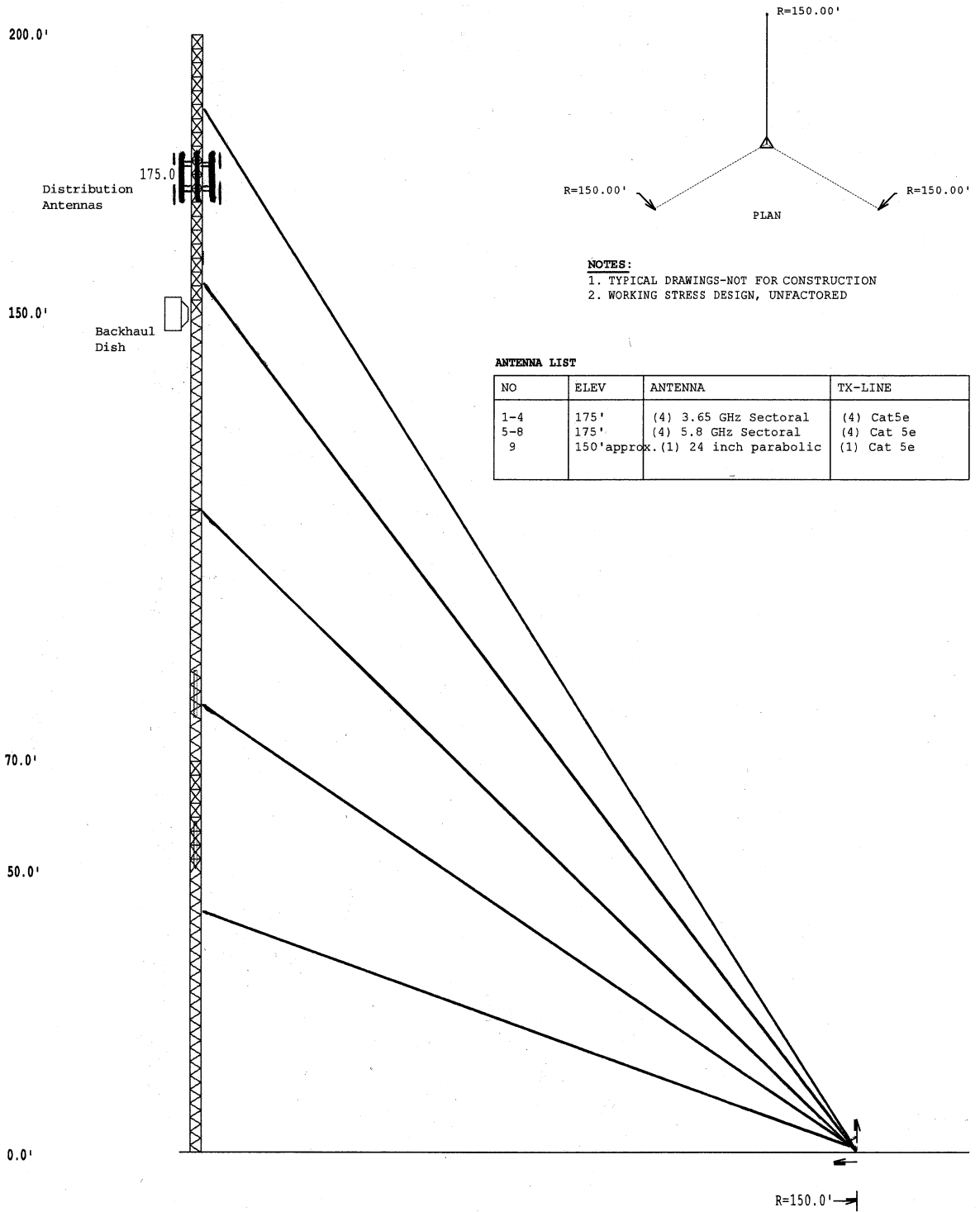
Property Map and Description



Property Coordinates: Lat 46.51041 deg. N; Long. -79.90811 deg. W

Property Identifier (PIN): 52127-0241 (LT)

Property Description: PT LT 21 CON B MCKELLAR PT 1 HWY707; PT LT 26 CON 11 MCKELLAR PT 2 HWY 707; PT RDAL BTN CON B AND CON 11 MCKELLAR CLOSED BY HWY 713 BEING PT 1 HWY709; MCKELLAR



Elevation view of 60 deg. face & 0 - 120 deg. guy lines



Head Office:
 505 Froid Road
 Sudbury, Ontario P3C 5A2

Title: Tower Profile

Date: 14 Aug 2014

Location: Balsam Road, McKellar, ON

Tower Height: 200.00'

Schedule C





22. Unfinished Business

Date	Res. No.	Item & Description	Assigned to	Status
		Deerfield-Bay Road Upgrades	Public Works & Administration	No response from the Association, project on hold.
		Stoney Road, Dockside Drive and Bruce Trail (Fire Route 152, 152A, 152B) Road Upgrades	Public Works & Administration	Road studies completed. Awaiting 2/3 in favour.
		Moffat Road Upgrades	Public Works & Administration	Road study completed.
Mar. 7/23	23-204	By-law 2023-23 Being a By-law to Regulate Dogs in the Township	By-law Enforcement	By-law deferred at Dec. 19/23 meeting. BLEO to make updates and present to Council at a future meeting.
Feb. 7/24	24-080	By-law 2024-15 Being a By-law to Amend the Parking By-law (with respect to fees)	By-law Enforcement	Report to Council on the area Municipality fees.
Mar. 1/24	24-107 25-194	Quotations for Playground Equipment for Broadbent Ball Park	Administration	Awaiting NOFHC grant response for new equipment at all 5 parks. To be announced mid to late May 2026.
Mar. 4/25		Add to the greeting message that calls are recorded	Administration	Current phones do not have this capability. Contract is up in September 2027.
May 6 /25		Sever Township Property on Dockside Drive to create 5 new non-waterfront lots	Administration	Surveying of 5 lots is completed. Awaiting reports from Planner and Legal.
October 29/25		Monument repairs in cemeteries (Lakeview, Hurdville and St. Stephen's)	Administration and Public Works Department	Sanderson Monument started work on November 24, 2025; to be completed in spring.
August 19/25		The floor in the Community Hall and the McKellar Arena is to be replaced	Public Works Department	RHH Engineering is reviewing the arena floor. Staff are pricing flooring for the hall, with samples to come.
Oct 21/25	25-445	Cyber Security Insurance	Finance/Treasury	Awaiting Report to Council from IT consultant.
Feb 17/26		Fix 150 th Legacy Project in Community Hall, flatten and protect poster on wall	Administration	Report ADMIN-2026-05 to be at April 21 st Regular Meeting of Council
Mar. 3/26	26-088	Belvedere Heights Loan Guarantee / Debenture	Administration/Treasury	Awaiting confirmation from the Board of Management on funding requirements.

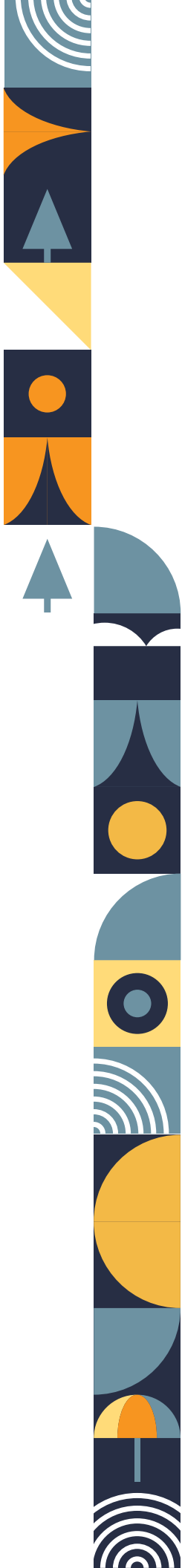


The Labour Market Group
Guiding partners to workforce solutions.

LOCAL LABOUR MARKET PLAN 2026

NIPISSING &
PARRY SOUND
DISTRICTS





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LOCAL LABOUR MARKET PLAN 2026

NIPISSING & PARRY SOUND DISTRICTS

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OVERVIEW

The Labour Market Group (LMG) is pleased to present the 2026 Local Labour Market Plan (LLMP) for the districts of Nipissing and Parry Sound. This plan reflects our ongoing commitment to supporting the people, businesses, and communities that make up our local labour market. The LLMP identifies key workforce challenges facing the region and sets a shared, forward-looking direction to help build a strong, inclusive, and sustainable workforce for the years ahead.



Our communities continue to adapt to ongoing changes in labour force supply and demand. Shifts in international student numbers, persistent economic pressures, the growing influence of artificial intelligence, and the increasing importance of welcoming and supportive workplaces have all shaped the local labour market over the past year. At the same time, our workforce is more diverse than ever before. Five generations—Traditionalists, Baby Boomers, Generation X, Millennials, and Generation Z—are working alongside one another, bringing a wide range of experiences, skills, and expectations. Across all sectors, employers are facing continued workforce shortages that impact business growth, service delivery, and long-term economic sustainability.



Looking ahead to 2026, our communities will need to remain welcoming, flexible, and innovative, ensuring that residents and newcomers alike have access to the skills, training, and supports needed to meet the evolving needs of the regional economy.

While employers continue to face difficulties recruiting qualified workers, demographic shifts and the reliance on social media are also reshaping how people view work, career pathways, and work-life balance. Today's workforce expects more than traditional employment models. Employers are increasingly called upon to offer supportive, inclusive workplaces that value mental well-being, mentorship, training, and career development. Investing in people today is essential to sustaining a skilled and resilient workforce for tomorrow.

The LLMP and its associated initiatives are designed to support community members at every stage of their employment journey—whether they are entering the workforce for the first time, re-entering after time away, or working to remain employed in a changing economy. The plan also supports local employers by helping them connect with the workers they need to remain competitive and responsive. As technology, artificial intelligence, and automation continue to reshape the world of work, staying connected to broader trends will help ensure our region is prepared for the opportunities ahead. Through ongoing collaboration with community partners, employers, educators, and service providers, we remain committed to working together to build a strong, adaptable, and people-centered workforce that will support a thriving regional economy well into the future.

INTRODUCTION

The Labour Market Group (LMG) is a non-profit organization dedicated to supporting our communities in navigating workforce challenges and opportunities through data-driven research, collaboration, and strategic insight. For nearly three decades, LMG has built on a strong foundation of labour market knowledge, working alongside partners across the region to turn evidence into action and develop practical workforce solutions.

As the Workforce Planning Board for the districts of Nipissing and Parry Sound, LMG is committed to strengthening local labour market conditions by gathering, analyzing, and sharing timely, relevant labour market information. Through meaningful community engagement and regional collaboration, we help inform planning, projects, and partnerships that support workforce development across the region. High-quality labour market insights and a clear understanding of employment trends are essential to helping governments, employers, community organizations, and individuals adapt and respond to the evolving world of work in Nipissing and Parry Sound.

The 2026 LLMP provides an overview of current labour market conditions in the Nipissing and Parry Sound districts. This year's report includes several key pieces;

- Update of Labour Market Indicators
- Monthly Jobs Report data
- Employment Ontario Client data
- Labour Market Action Plan

Each piece offers a unique snapshot of the local labour market and together provides great insight into the challenges faced by employers and job seekers in our region. This report builds on data explored in last year's report and the result is improved action strategies to address these complex issues.

In this report, labour market information from data sources such as Statistics Canada and other valid research reports are highlighted. This data is supplemented by research that LMG conducts along with input from extensive consultation from employers and key community partners.





CURRENT LABOUR MARKET DATA

This section reviews various labour market indicators, including unemployment rates, participation rates, job vacancy rates, employment income data and migration data, to provide insight into the current state of the labour market in Nipissing and Parry Sound.



Unemployment rates

As has been regularly documented in past Local Labour Market Plan reports, COVID caused a large increase in the unemployment rates across Ontario. Table 1 compares unemployment rates by year, for two years before COVID (2018 and 2019), when COVID hit in 2020 and its aftermath in 2021, and the trajectory since then, up until 2025. These rates are reported for the Toronto Census Metropolitan Area (CMA),¹ for the Rest of Ontario (Ontario figures minus the Toronto CMA), and for Northeast Ontario.² Chart 1 illustrates the data.

TABLE 1: Annual unemployment rates, Toronto CMA, Rest of Ontario and Northeast Ontario, 2018-2025

	2018	2019	2020	2021	2022	2023	2024	2025
Toronto CMA	6.0%	5.9%	11.0%	9.2%	6.3%	6.3%	8.0%	8.6%
Rest of Ontario	5.3%	5.2%	8.7%	7.2%	4.9%	5.1%	6.1%	6.9%
Northeast ONT	6.4%	6.3%	8.0%	6.8%	4.5%	5.4%	5.9%	6.0%

Statistics Canada, Tables 14-10-0327-01, 14-10-0461-01 and 14-10-0464-01

1 The Toronto CMA encompasses the City of Toronto, York Region, Peel Region, all of Halton Region except Burlington, a portion of Durham Region (Pickering, Ajax and Uxbridge), together with New Tecumseth and Bradford West Gwillimbury (Simcoe County) and Mono (Dufferin County). The Toronto CMA accounts for almost half (47%) of Ontario's labour force.

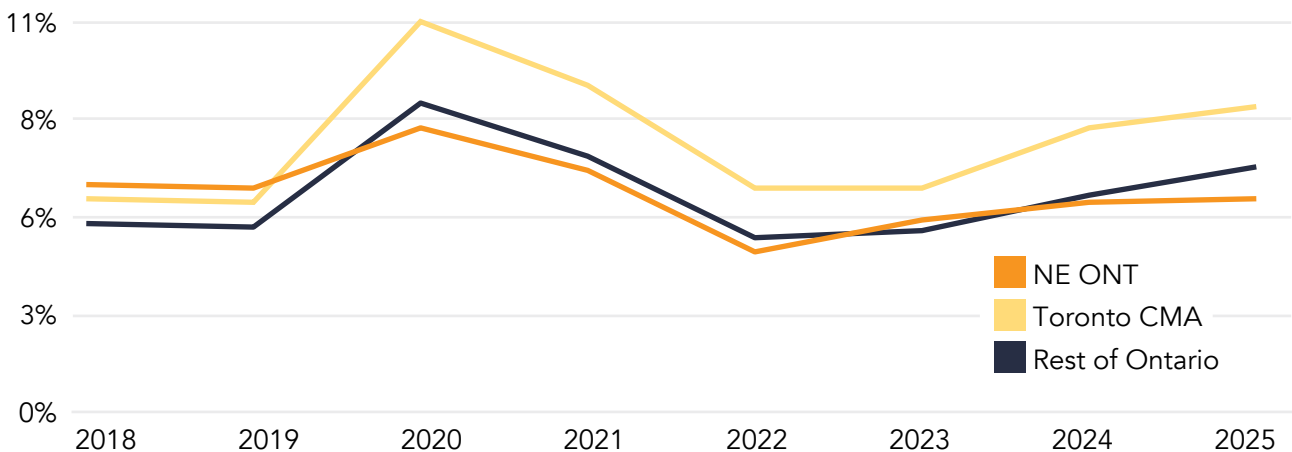
2 Northeast Ontario consists of Greater Sudbury, Sudbury, Manitoulin, Nipissing, Timiskaming, Cochrane and Algoma.



Overall, the trajectory of each unemployment rate followed much the same trajectory: a significant increase in the year when COVID hit (2020), a decline over the next two years, and then increasing through 2023, 2024 and 2025.

If one were to display only the Ontario data, one would miss the fact that COVID had a more significant impact on the Greater Toronto Area than any other areas. In 2020, the annual unemployment rate in the Toronto CMA reached 11.0%, more than two percentage points higher than the 8.7% in the Rest of Ontario. Although the unemployment rate had been slightly higher in Northeast Ontario before COVID, it did not rise as high during COVID as it had elsewhere, and it decreased in the same manner afterwards, and generally followed the same trajectory as the Rest of Ontario, except that in 2025, the unemployment rate rose by a greater margin in the Rest of Ontario (as well as the Toronto CMA), whereas it barely increased in Northeast Ontario.

CHART 1: Annual unemployment rates, Toronto CMA, Rest of Ontario and Northeast Ontario, 2018-2025



Statistics Canada, Tables 14-10-0327-01, 14-10-0461-01 and 14-10-0464-01

Three-month moving average unemployment rate

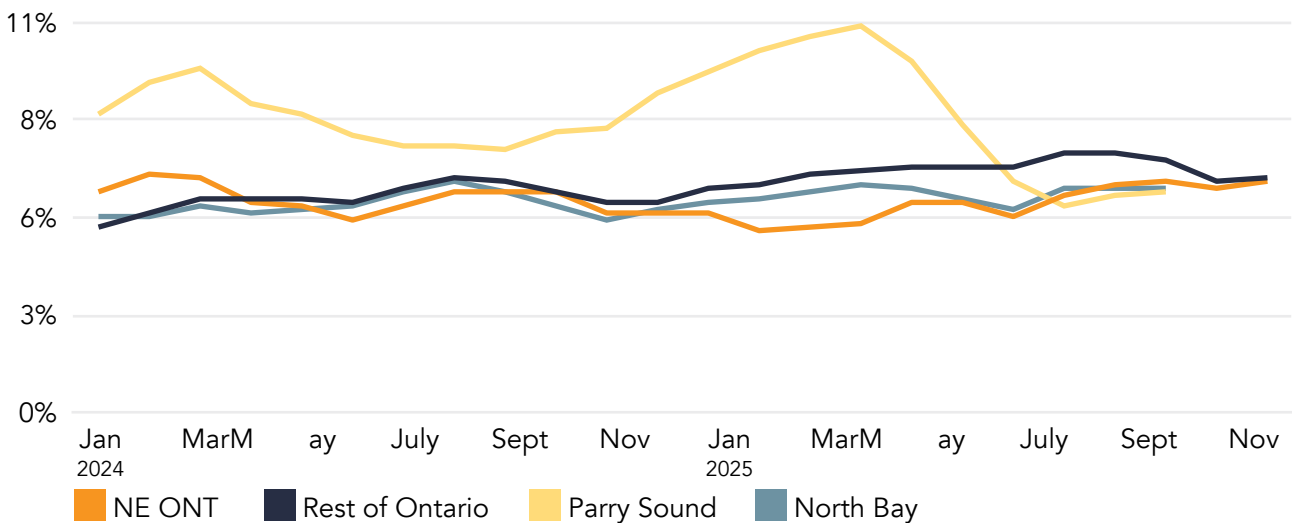
For smaller population areas, Statistics Canada provides data that represents a three-month moving average. The Labour Force Survey relies on a sample and Statistics Canada makes the data more robust by averaging the results across three months. With a three-month moving average, the reported figure for May is the average of the data for March, April and May. A three-month moving average will therefore have a time delay in terms of the impact of changes in any given month and it will also dampen the impact of any given month because that month's numbers are averaged with two other months. These are caveats to keep in mind when reviewing the following data, which relies on three-month moving averages.

Local labour market conditions are reflected by three sets of three-month moving average data:

- Labour Force Survey data for North Bay;
- Labour Force Survey data for the Town of Parry Sound; and
- Labour Force Survey data for Northeast Ontario.

To provide a comparison point, three-month moving average data is presented for Rest of Ontario as well. The monthly data for 2024 and 2025 for all four areas is illustrated in Chart 2.³

CHART 2: Unemployment rate, three-month moving average, Northeast Ontario, Rest of Ontario, Town of Parry Sound and North Bay, January 2024 to December 2025



Statistics Canada, Table 14-10-0459-01, Table 14-10-0462-01 and Table 14-10-0480-01

The general trends in the unemployment rate over the last 24 months have been as follows: for the Rest of Ontario, the Town of Parry Sound and North Bay, there was a slow, continuing increase in the unemployment rate until around May or June 2025, after which it either declined very sharply in the case of the Town of Parry Sound, dipped then increased in North Bay or continued a slow rise, then declined in the Rest of Ontario. In Northeast Ontario, it stayed within a relatively narrow band through much of this period, only sometimes reaching over 6%.

³ The data for Chart 2 is presented in Table A1 in the Appendix. The data for North Bay and the Town of Parry Sound is from a special calculation from Statistics Canada and is only available up until October 2025.

Annual participation rates

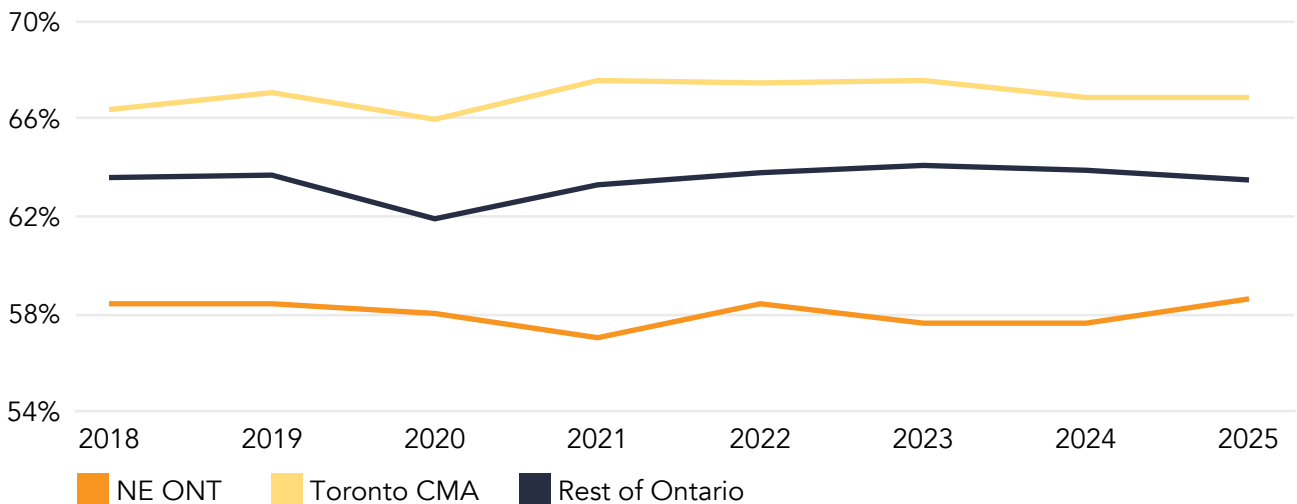
The participation rate measures the proportion of the resident population aged 15 year or older who are in the labour force, meaning that they are either employed or actively looking for work. Table 3 provides the annual participation rates for Northeast Ontario, the Toronto CMA and the Rest of Ontario. Chart 3 illustrates the comparison.

TABLE 2: Annual participation rates, Northeast Ontario, Toronto CMA and Rest of Ontario, 2018-2025

	2018	2019	2020	2021	2022	2023	2024	2025
Northeast ONT	58.4%	58.4%	58.0%	57.0%	58.4%	57.6%	57.6%	58.6%
Toronto CMA	66.4%	67.1%	66.0%	67.6%	67.5%	67.6%	66.9%	66.9%
Rest of Ontario	63.6%	63.7%	61.9%	63.3%	63.8%	64.1%	63.9%	63.5%

Statistics Canada, Tables 14-10-0327-01, 14-10-0461-01 and 14-10-0464-01

CHART 3: Annual participation rates, Northeast Ontario, Toronto CMA and Rest of Ontario, 2018-2025



Statistics Canada, Tables 14-10-0327-01, 14-10-0461-01 and 14-10-0464-01

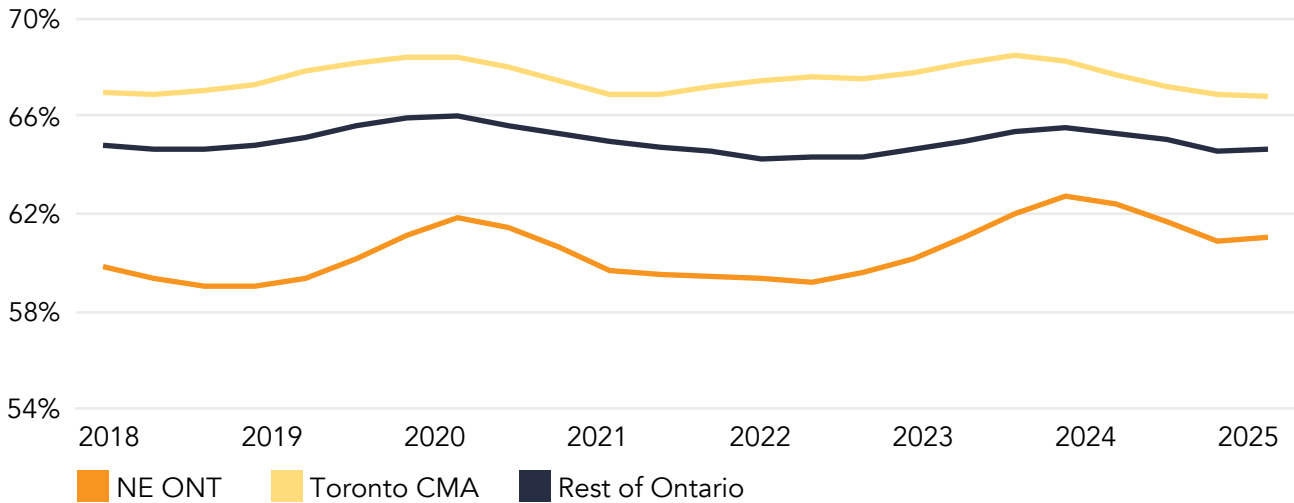
The participation rate is greatly influenced by the age profile of a community; a larger number of recent immigrants (who tend to be younger) and/or a larger proportion of families with children (suburbs) typically go hand-in-hand with a higher participation rate, signaling a higher proportion of working-age adults. This explains the higher participation rate in the Toronto CMA, and the lower figures for the Rest of Ontario and especially Northeast Ontario.

The participation rate declined everywhere at the height of COVID, then rebounded, more so in the Toronto CMA. In the Toronto CMA and the Rest of Ontario, it declined slightly in 2024 and 2025; it is often the case that when the unemployment rate goes up, the participation rate goes down, as individuals find it harder to find work and some drop out of the labour force. Yet in Northeast Ontario, the participation rate rose slightly in 2025. Despite these ups and downs, the participation rates in 2025 were almost exactly the same as they had been in 2018.

Three-month moving average participation rates

Chart 4 provides the three-month moving average participation rates for Northeast Ontario, the Rest of Ontario and the Toronto CMA. Statistics Canada only makes unemployment rate data available for Parry Sound and North Bay, not participation rate data.

CHART 4: Participation rate, three-month moving average, Northeast Ontario, Rest of Ontario and Toronto CMA, January 2024 to December 2025



Statistics Canada, Table 14-10-0459-01 and Table 14-10-0462-01

On a monthly basis, the participation rate increases in June, July and August, as the addition of summer jobs brings more individuals into the labour force. Despite the variations, over a 24-month period there is almost no change in the participation rates for the Rest of Ontario and the Toronto CMA, while Northeast Ontario did see a small increase.

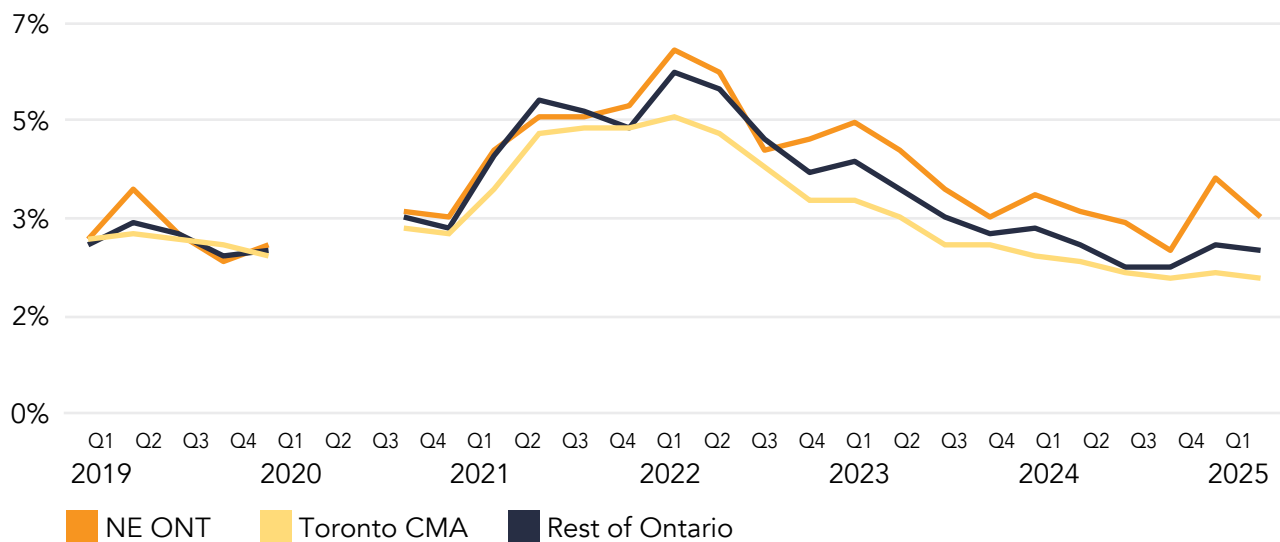


Job vacancy rates

The job vacancy rate is calculated by adding up all job vacancies reported by employers and divided by the total number of filled jobs plus the total number of vacant jobs.

Chart 5 provides the job vacancy rate by quarter, starting in Quarter One 2019, to establish the trend before COVID, until Quarter 3 2025, the last quarter for which there is data.⁴ During Quarters 2 and 3 of 2020, Statistics Canada did not administer the Job Vacancy and Wage Survey, as the pandemic lockdowns across the country essentially shut down a major portion of the labour market. The job vacancy rates are provided for the Toronto Economic Region,⁵ the Rest of Ontario (Ontario minus the Toronto Economic Region) and Northeast Ontario.

CHART 5: Job vacancy rates, Toronto Region, Rest of Ontario and Northeast Ontario, Q1 2019 to Q3 2025, unadjusted for seasonality



Statistics Canada, Table 14-10-0441-01

Before COVID, the job vacancy rate fluctuated between a relatively narrow band throughout 2019 and Q1 2020 for all three areas. Right after COVID, the job vacancy rate increased considerably, more so in Northeast Ontario, slightly lower in the Rest of Ontario, and lower still in the Toronto Region. There followed a slow and steady decline, until by Q1 2025, the job vacancy rate was lower in all three areas than the average for the five quarters in each area before COVID. Since Q1 2025, the job vacancy rate has inched up slightly.

Another insight into the recent dynamics in the local labour market is provided by examining trends in job vacancy rates by occupations. Chart 6 shows the number of job vacancies in the Northeast Economic Region for the following three occupational categories and their labels in the chart:

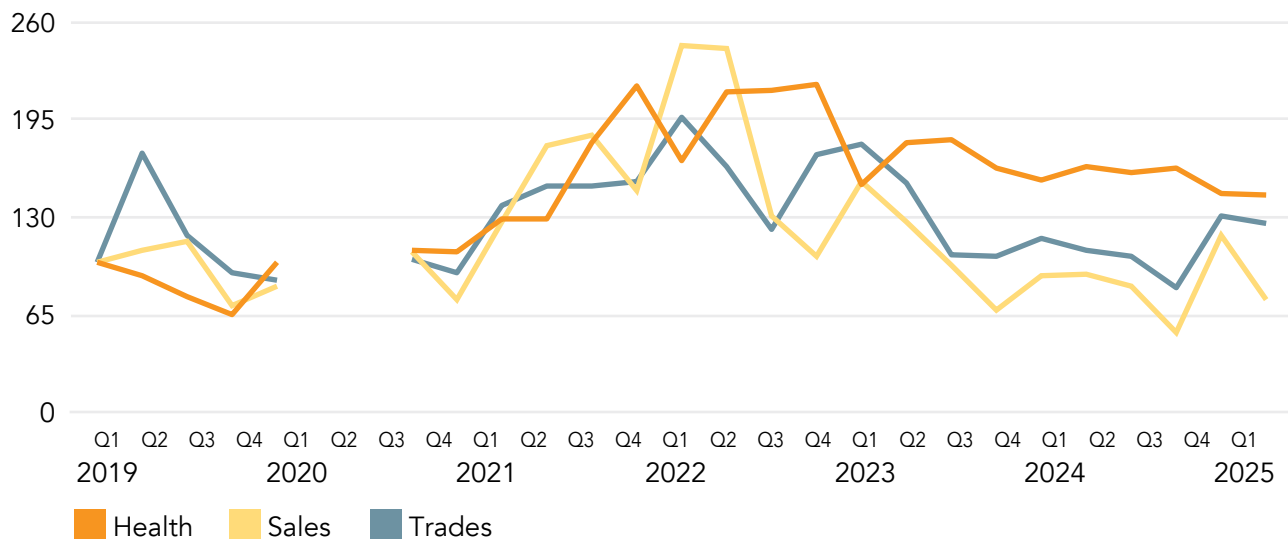
- Health occupations (**Health**)
- Sales and service occupations (**Sales**)
- Trades, transport and equipment operators and related occupations (**Trades**)

⁴ The data for Chart 5 is provided Table A2 in the Appendix.

⁵ The job vacancy rate is reported by economic region, not census metropolitan areas. There are only minor geographic differences between the Toronto CMA and the Toronto Economic Region.

The number of job vacancies in each of these categories varies considerably. To illustrate the trends over time and compare them, the number of job vacancies in Q1 2019 in each occupation is given a value of 100, and each subsequent quarter is expressed in relation to that Q1 2019 figure. Thus, a value of 105 means that the number of job vacancies in that quarter was 5% higher than the number for Q1 2019.

CHART 6: Ratio of job vacancies for select occupations, Northeast Ontario Economic Region, Q1 2019 to Q3 2025 (Q1 2019 = 100), unadjusted for seasonality



Statistics Canada, Table 14-10-0444-01

For each of these three occupations, apart from a large increase in job vacancies among Trades, Transport and Equipment Operators and Related Occupations in Q2 2019, the level of job vacancies stayed stable during the five quarters before COVID. After COVID, the job vacancy levels rose sharply, doubling in most instances either in 2021 or early 2022. By Q2 and Q3 2022, the job vacancies for Sales and Service Occupations reached almost two and a half times what they had been in Q1 2019. But then, job vacancies in this occupation dropped off considerably, by Q4 2023 falling below what they had been in Q1 2019 (except for Q2 2025), staying below that level through to Q3 2025. Health Occupations, meanwhile, continued to experience higher levels of job vacancies, staying around one and half times the level in Q1 2019. Trades, Transport and Equipment Operators and Related Occupations fell in between these other two occupations, tapering off in late 2023 and 2024, but rising again in Q2 and Q3 2025 to slightly higher job vacancy levels compared to Q1 2019.

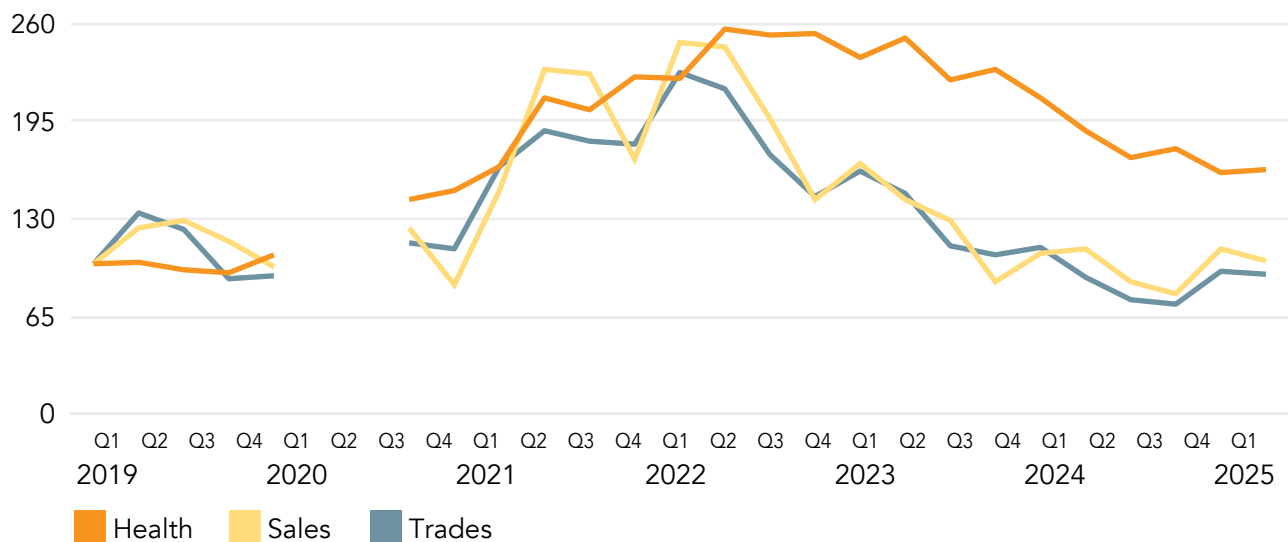
By way of comparison, Chart 7 shows the same occupation vacancy data for the Rest of Ontario.





The pattern is generally similar, with vacancies for Health Occupations increasing considerably, then dropping somewhat but still staying high, where Sales and Service Occupations increase by a large factor, then decline back to pre-COVID levels, with the same trend applying as well to Trades, Transport and Equipment Operators and Related Occupations. All of which is to say that the dynamics of job vacancies by these occupations in Northeast Ontario were more or less the same as those experienced in the Rest of Ontario.

CHART 7: Ratio of job vacancies for select occupations, Rest of Ontario, Q1 2019 to Q3 2025 (Q1 2019 = 100), unadjusted for seasonality



Statistics Canada, Table 14-10-0444-01

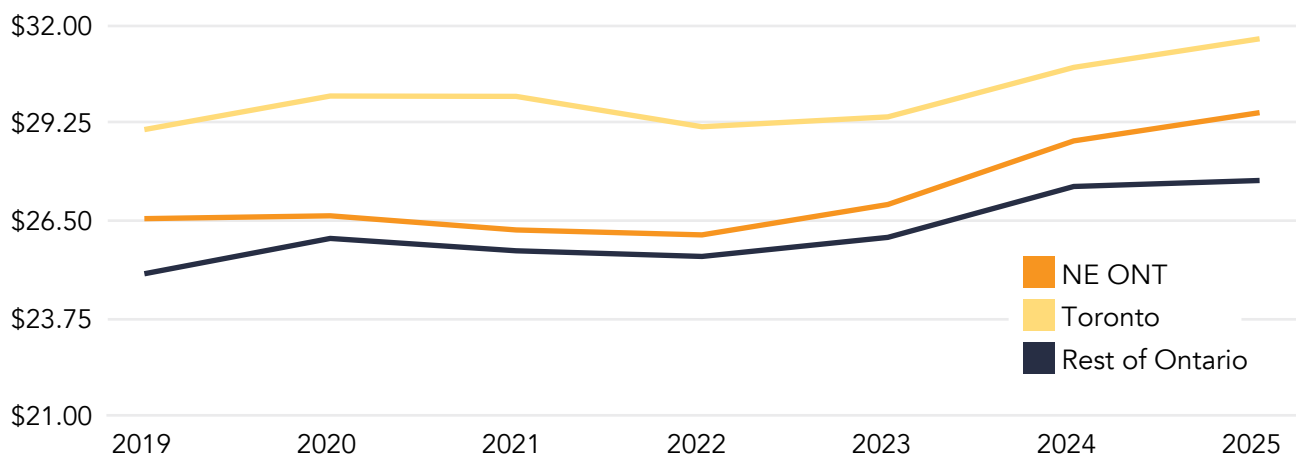
The Job Vacancy and Wage Survey also collects data on the hourly wage being offered and provides an average offered hourly wage for each quarter. There can be seasonal variations in the data: there are more job openings for summer jobs in Quarter 2, lowering the average wage level, then as those job openings end in the fall, the average offered wage goes up. To eliminate the seasonal variations, an annual figure has been created by averaging the results for each quarter (the entry for 2025 is the average of the three reported quarters). To make comparisons across each year, the figures have been converted into constant Q3 2025 dollars, to eliminate the impact of inflation. Chart 8 shows the results for Toronto, the Rest of Ontario and Northeast Ontario.



SEVERAL OBSERVATIONS ABOUT CHART 8:

- The average offered wage in the Toronto Region is noticeably higher than elsewhere
- The average offered wage in Northeast Ontario is higher than the Rest of Ontario
- The average offered wage, in constant dollars, actually declined between 2020 and 2022
- Starting in 2023, the average offered wage increased; between 2023 and 2025, it rose by slightly over 8% in both Toronto and the Rest of Ontario, while in Northeast Ontario it increased by 13%
- Not all the increase can be attributed to rising wages, as the mix of occupations for which there are vacancies could also impact the average offered wage

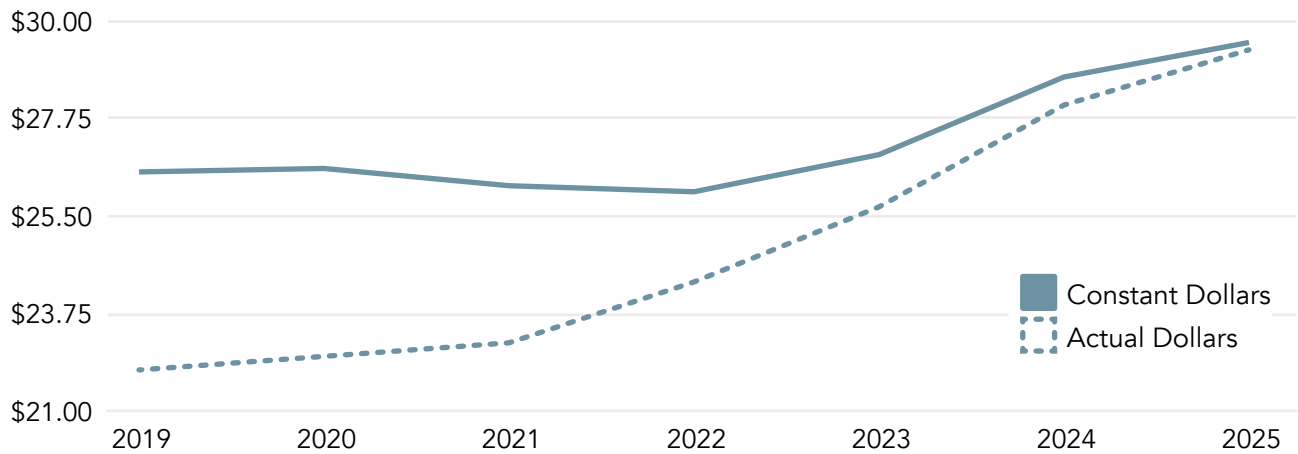
CHART 8: Average offered hourly wage, Toronto, Rest of Ontario and Northeast Ontario, 2019 to 2025, constant (Q3 2025) dollars



Statistics Canada, Table 14-10-0441-01

The impact of inflation is illustrated in Chart 9, showing the average offered wage in Northeast Ontario, comparing the actual dollar figure (what wage earners saw in the pay stub) and the constant dollar (the value of the wage expressed in Q3 2025 dollars). When the rate of inflation was especially high (particularly in 2022), the pay stub figure was increasing, but the purchasing power of that wage was dropping.

CHART 9: Average offered hourly wage, actual and constant Q3 2025 dollars, Northeast Ontario, 2019 to 2025



Statistics Canada, Table 14-10-0441-01



Tax Filer Data

Tax filer data is derived from T1 income tax returns, where income tax forms filled out in the spring provide data on employment income in the previous calendar year. The tax filer data represents over 70% of the total population aged 15 years and older.

Table 3 shows the total number of tax filers with reported employment income⁶ for 2017 to 2023 (the most recent year for which there is data).

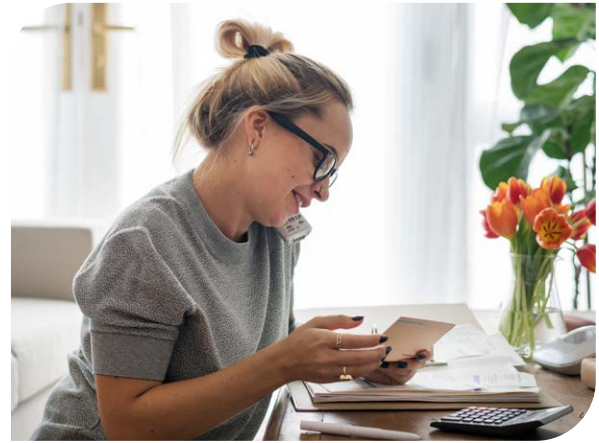


TABLE 3: Total number of tax filers with employment income, Nipissing, Parry Sound and Northeast Ontario, 2017-2023

	2017	2018	2019	2020	2021	2022	2023
Nipissing	38,520	39,200	38,530	38,550	39,210	40,340	41,110
Parry Sound	19,740	19,950	19,560	19,460	19,800	20,630	21,010
Northeast ONT	265,100	268,870	262,540	260,940	263,010	271,950	279,020

Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2023

The number of tax filers have gone up and down over the last seven years, increasing in 2018, decreasing in 2019, staying flat in Nipissing but decreasing in Parry Sound and Northeast Ontario in 2020. Since then, the numbers have steadily increased annually, in Nipissing by 2% to 3% each year, in Parry Sound by 2% to 4% each year, and in Northeast Ontario by 1% to 3.5% each year.

Tables 4 and 5 provide the data for median employment income,⁷ for each of males and females, for Nipissing, Parry Sound, Northeast Ontario, Toronto CMA and the Rest of Ontario. The figures are expressed in constant 2023 dollars, to remove the effect of inflation.

The general trend was for incomes to stay in a relatively narrow range between 2017 and 2020, with only Parry Sound males showing consistent growth in their median employment income. In 2021, there was a slight increase in the median employment income figure; this is likely due to the fact that during this COVID period, individuals in lower-paid occupations, such as customer-facing roles, were not working (and more likely receiving the COVID Canada Emergency Response Benefit – CERB), while workers in higher-paid occupations were able to continue working remotely. In 2022, the median employment income dropped in all areas, in part because lower-paid workers returned to work, but also because inflation actually reduced the real income of individuals.

⁶ Includes wages, salaries, commissions, tips and gratuities.

⁷ Median employment income represents the wage of that individual whose earnings are at the mid-point of the wages of all individuals; 50% of the wage earners earn less than that amount and 50% of the wage earners earn more than that amount.

All areas showed median employment income growth in 2023, but to different degrees. Males in Nipissing and Parry Sound had an increase of around 2%, whereas the other areas had growth closer to 1%. Females in Parry Sound had a large jump of 4.5%, while other areas managed around a 2% to 3% increase, except for Nipissing, where the female median employment income only rise 1%.



TABLE 4: Median employment income, males, Nipissing, Parry Sound, Northeast Ontario, Toronto CMA and Rest of Ontario, 2017-2023 (2023 dollars)

MALES	2017	2018	2019	2020	2021	2022	2023
Nipissing	\$ 45,995	\$ 46,578	\$ 46,269	\$ 46,958	\$ 48,973	\$ 47,264	\$ 48,140
Parry Sound	\$ 41,139	\$ 42,620	\$ 42,643	\$ 43,402	\$ 46,611	\$ 44,708	\$ 45,610
NE ONT	\$ 50,128	\$ 51,208	\$ 50,878	\$ 51,466	\$ 53,676	\$ 51,545	\$ 52,150
Toronto CMA	\$ 53,779	\$ 54,282	\$ 53,881	\$ 54,872	\$ 56,703	\$ 54,599	\$ 55,000
Rest of ONT	\$ 53,054	\$ 53,714	\$ 53,258	\$ 53,517	\$ 55,479	\$ 54,076	\$ 54,622

Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2023

TABLE 5: Median employment income, females, Nipissing, Parry Sound, Northeast Ontario, Toronto CMA and Rest of Ontario, 2017-2023 (2023 dollars)

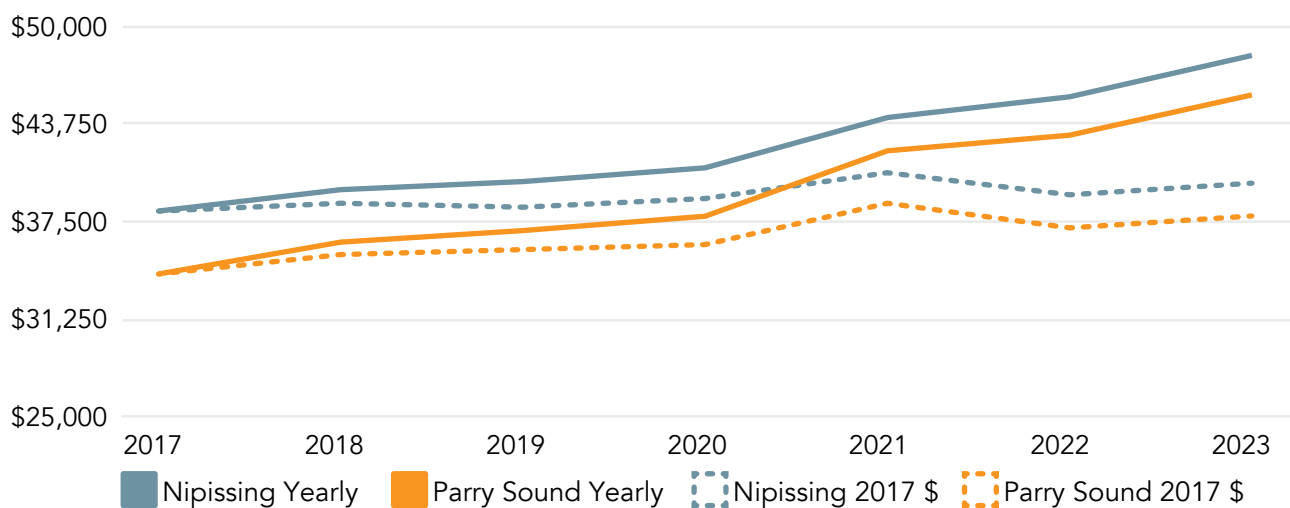
FEMALES	2017	2018	2019	2020	2021	2022	2023
Nipissing	\$ 36,150	\$ 36,589	\$ 36,764	\$ 37,289	39,037	\$ 38,370	\$ 38,780
Parry Sound	\$ 32,764	\$ 33,549	\$ 33,368	\$ 34,364	36,109	\$ 35,378	\$ 36,990
NE ONT	\$ 36,234	\$ 37,272	\$ 37,734	\$ 38,470	40,179	\$ 39,035	\$ 40,240
Toronto CMA	\$ 40,982	\$ 41,843	\$ 41,580	\$ 41,028	\$ 44,083	\$ 43,119	\$ 44,000
Rest of ONT	\$ 38,245	\$ 39,428	\$ 39,499	\$ 39,263	\$ 41,295	\$ 40,687	\$ 41,571

Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2023

To visualize the impact that inflation has had on incomes, Charts 10 and 11 show the trajectory of median employment income for males and females in Nipissing and Parry Sound, highlighting two different measures. In both charts, the red lines represent the incomes for Nipissing residents and the blue lines show the incomes for Parry Sound residents.

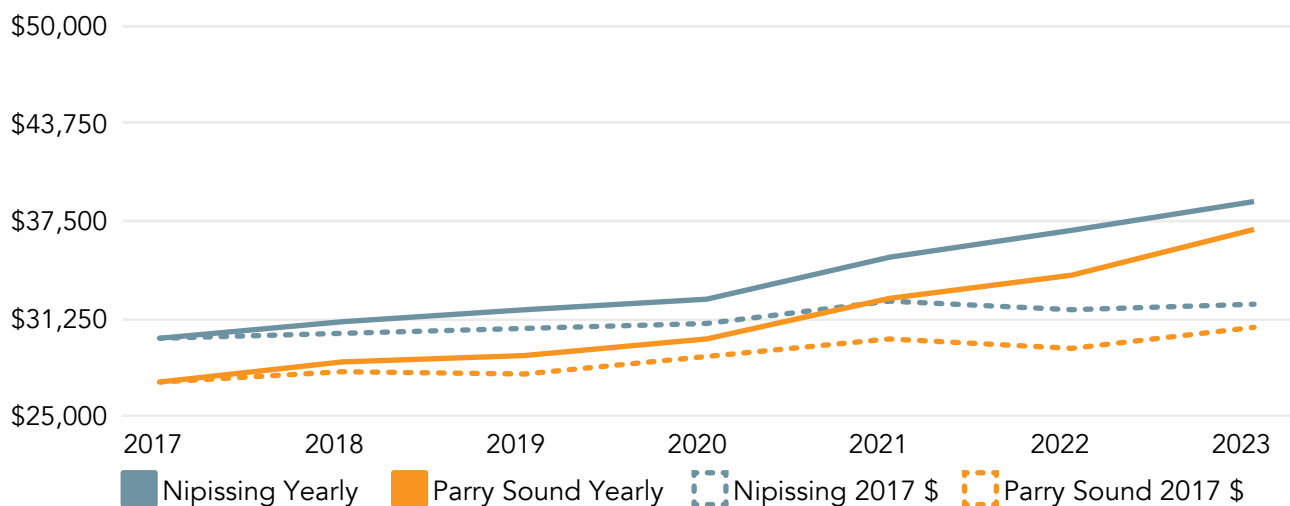
The solid lines show the median employment income as expressed in current dollars, that is, for each year, that is the dollar amount for that year, the figure that one would see on one’s pay stub or that one would report for tax purposes. The dotted lines show the figures adjusted for inflation, that is, in constant dollars using 2017 as the baseline. Each other year is expressed in the value of 2017 dollars (this is unlike the data presented in Tables 4 and 5, where the constant dollar reference is 2023 dollars).

CHART 10: Median employment income, males, Nipissing and Parry Sound, 2017-2023 (current and 2017 dollars)



Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2023

CHART 11: Median employment income, females, Nipissing and Parry Sound, 2017-2023 (current and 2017 dollars)



Statistics Canada, Income and Financial Data of Individuals, Preliminary T1 Family File, 2017-2023

A FEW OBSERVATIONS ABOUT CHARTS 10 AND 11:

- The current dollar value for median employment income increased somewhat between 2017 and 2020, then jumped considerably in 2021 and by a slightly lesser extent in 2022; the rate of increase was slightly greater for Parry Sound residents than Nipissing residents
- However, the data adjusted for inflation shows a different story; in general, median employment income for Nipissing residents stayed relatively flat between 2017 and 2020, increased in 2021, dropped in 2022, then recovered slightly in 2023; Parry Sound residents experienced growth in their median employment income through most of the period between 2017 and 2023, except for 2022
- The median employment income growth was more pronounced for Parry Sound males
- Essentially, the story can be expressed as follows: what workers “saw” was their pay cheque increasing (the solid line – current dollars), but what workers “felt” was that their pay cheque was often flat (the dotted line – constant dollars)



Migration data

The migration data is derived from a dataset compiled by Statistics Canada using a comparison of addresses from individual income tax returns for two consecutive years. The data in this report covers the tax years from 2016-2017 to 2022-2023.

Tables 6 and 7 show the net migration figures by age group for each year between 2016/17 and 2022/23, as well as the net total for the seven years, for each of Nipissing and Parry Sound. Net is the difference between the number of individuals migrating into an area minus the number of individuals migrating out of an area. A positive net figure means more individuals migrated in than migrated out.

Nipissing has had net migration in all age categories and in each year (except for two very small negative numbers among those aged 65 years and older in 2017-18 and 2018-19). The trend line in total net migration has been generally upward each year. For most of these years, there were growing numbers in all age categories, and in 2021-22, there were two prominent age categories, those aged 25 to 44 and 45 to 64 years old, each accounting for around one-third of all net migrants. In 2022-23, there were further increases in the net in-migration across all age groups except those aged 45 to 64 years old. In 2022-23, the total net in-migration number was more than twice what it had been between 2016-17 and 2019-20 and higher than any previous total number over these seven years (Table 6 shows the numbers for Nipissing and Chart 12 illustrates the trends.)

TABLE 6: Net Migration by Age Groups, Nipissing, 2016-17 to 2022-23

	AGE					TOTAL
	0-17	18-24	25-44	45-64	65+	
2016-17	51	34	47	164	19	315
2017-18	22	90	12	172	-1	295
2018-19	183	95	175	179	-3	629
2019-20	132	127	274	232	39	804
2020-21	282	98	255	293	92	1,020
2021-22	263	214	527	500	115	1,619
2022-23	291	364	675	402	128	1,860
2016-17 to 2022-23	1,224	1,022	1,965	1,942	389	6,542

Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2022/23

TABLE 7: Net Migration by Age Groups, Parry Sound, 2016-17 to 2022-23

	AGE					TOTAL
	0-17	18-24	25-44	45-64	65+	
2016-17	89	-54	50	422	-127	380
2017-18	128	-72	151	378	5	590
2018-19	29	-1	68	354	-142	308
2019-20	113	-31	120	428	-80	550
2020-21	104	-4	128	461	-7	682
2021-22	164	-25	200	792	31	1,162
2022-23	139	-20	293	521	99	1,032
2016-17 to 2022-23	766	-207	1,010	3,356	-221	4,704

Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2022/23

Parry Sound has also had a generally upward trend in its net migration numbers, although in two age categories it has had a net loss of residents over the last seven years, among those aged 18-24 years old and those aged 65 years and older. By far, the biggest category of net in-migrants is those aged 45-64 years old, followed by those aged 25 to 44 years old.

Between 2016-17 and 2027-18, Parry Sound had slightly more net migrants than Nipissing, but

in the years that followed, Nipissing always had more net in-migrants, except in 2021-22. In that year, there was a very large increase for Parry Sound in the net in-migration of those aged 45 to 64 years old. That number dropped somewhat in 2022-23 but was still higher than in the past. That drop contributed to a slightly lower net total in-migration number in 2022-23. Table 7 shows the numbers for Parry Sound and Chart 13 illustrates the trends.)

CHART 12: Net Migration by Age Groups, Nipissing, 2016-17 to 2022-23

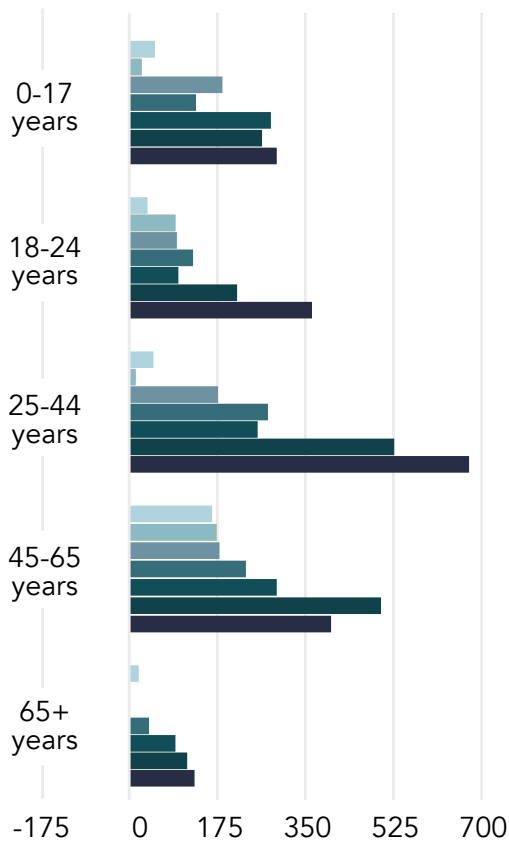
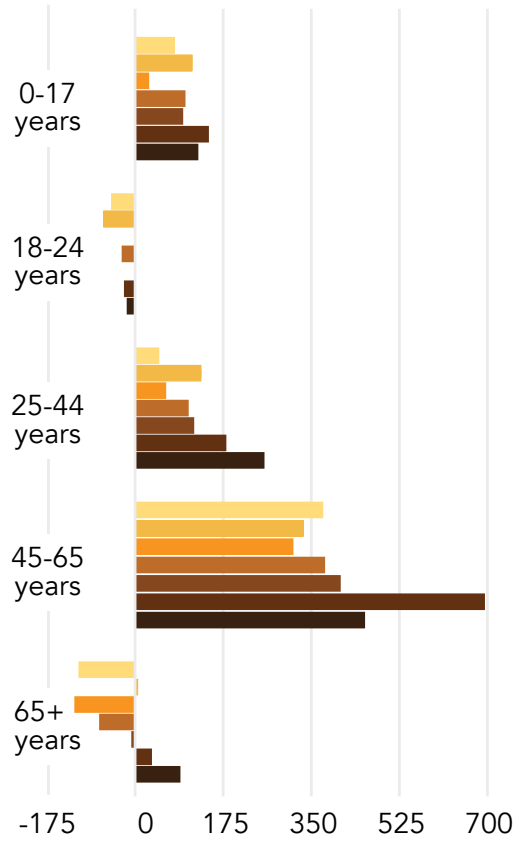


CHART 13: Net Migration by Age Groups, Parry Sound, 2016-17 to 2022-23



Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2022/23

Profiling the data by where migrants were coming from and going to provides a further insight into migration patterns. The next set of tables and charts show that data, categorized as follows:

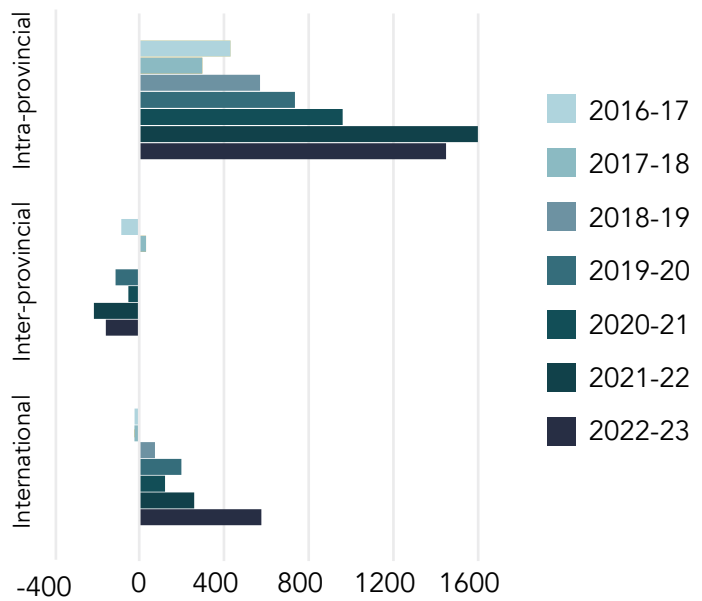
- Intra-provincial: movement to and from Ontario
- Interprovincial: movement to and from Canada, excluding Ontario
- International: movement to and from outside Canada



IN THE CASE OF NIPISSING, THE PATTERN IS AS FOLLOWS:

A very significant net number of residents arrive in Nipissing from other parts of Ontario, and that number has been increasing, rising considerably in 2021-22, and staying high in 2022-23; there is a small net migration out of Nipissing to other provinces, which also increased in 2021-22 and stayed at that level in 2022-23, and there is a small but increasing number of net migrants from international sources, especially in 2022-23. Table 8 provides the numbers and Chart 14 illustrates the trends.

CHART 14: Net Migration by Source and Destination, Nipissing, 2016/17-2022/23



Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to

TABLE 8: Net Migration by Source and Destination, Nipissing, 2016/17-2022/23

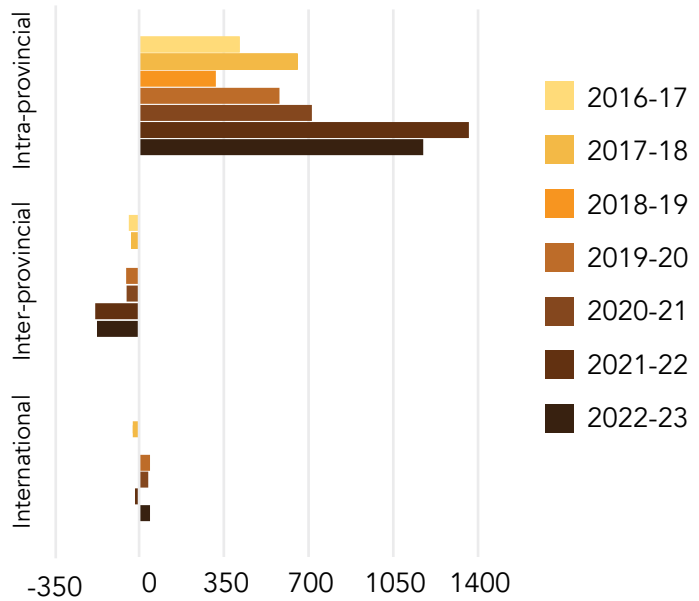
	Intra-provincial		Interprovincial		International		TOTAL	
	Males	Females	Males	Females	Males	Females	Males	Females
2016-17	215	216	-57	-32	4	-31	162	153
2017-18	210	89	21	3	-11	-17	220	75
2018-19	281	283	-11	7	39	30	309	320
2019-20	382	346	-49	-63	86	102	419	385
2020-21	504	459	-5	-46	59	49	558	462
2021-22	785	803	-88	-132	130	121	827	792
2022-23	729	716	-88	-70	313	260	954	906
2016-17 to 2022-23	3,106	2,912	-277	-333	620	514	3,449	3,093



THE PATTERN IN PARRY SOUND IS SOMEWHAT SIMILAR:

Migrants from the rest of Ontario represent almost all of the net total migrants to Parry Sound, that number stayed steady for most of these years, but had a large increase in 2021-22, which continued in 2022-23; there is a small net migration out of Parry Sound to other provinces, which also increased slightly in 2021-22 and continued in 2022-23; and there is a very small net migration from international sources, less than in the case of Nipissing. Table 9 provides the numbers and Chart 13 illustrates the trends.

CHART 14: Net Migration by Source and Destination, Nipissing, 2016/17-2022/23



Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to

TABLE 9: Net Migration by Source and Destination, Parry Sound, 2016/17-2022/23

	Intra-provincial		Interprovincial		International		TOTAL	
	Males	Females	Males	Females	Males	Females	Males	Females
2016-17	280	133	-14	-22	0	3	266	114
2017-18	341	303	-19	-11	-5	-19	317	273
2018-19	183	120	2	2	-2	3	183	125
2019-20	313	261	-27	-33	16	20	302	248
2020-21	325	381	-21	-29	17	9	321	361
2021-22	737	620	-81	-100	-8	-6	648	514
2022-23	628	541	-81	-90	27	7	574	458
2016-17 to 2022-23	2,807	2,359	-241	-283	45	17	2,611	2,093

Statistics Canada, Tax filer (T1FF) – Migration Estimates, 2016/17 to 2022/23

APPENDIX

TABLE A1: Unemployment rate, three-month moving average, Northeast Ontario, Rest of Ontario, Town of Parry Sound and North Bay, January 2024 to December 2025

Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
2024											
NORTHEAST ONTARIO											
6.2%	6.7%	6.6%	5.9%	5.8%	5.4%	5.8%	6.2%	6.2%	6.2%	5.6%	5.6%
REST OF ONTARIO											
5.2%	5.6%	6.0%	6.0%	6.0%	5.9%	6.3%	6.6%	6.5%	6.2%	5.9%	5.9%
TOWN OF PARRY SOUND											
8.4%	9.3%	9.7%	8.7%	8.4%	7.8%	7.5%	7.5%	7.4%	7.9%	8.0%	9.0%
NORTH BAY											
5.5%	5.5%	5.8%	5.6%	5.7%	5.8%	6.2%	6.5%	6.2%	5.8%	5.4%	5.7%
2025											
NORTHEAST ONTARIO											
5.6%	5.1%	5.2%	5.3%	5.9%	5.9%	5.5%	6.1%	6.4%	6.5%	6.3%	6.5%
REST OF ONTARIO											
6.3%	6.4%	6.7%	6.8%	6.9%	6.9%	6.9%	7.3%	7.3%	7.1%	6.5%	6.6%
TOWN OF PARRY SOUND											
9.6%	10.2%	10.6%	10.9%	9.9%	8.1%	6.5%	5.8%	6.1%	6.2%		
NORTH BAY											
5.9%	6.0%	6.2%	6.4%	6.3%	6.0%	5.7%	6.3%	6.3%	6.3%		

Statistics Canada, Table 14-10-0459-01, Table 14-10-0462-01 and Table 14-10-0480-01; and AWIC custom data

TABLE A2: Job vacancy rates, Toronto Region, Rest of Ontario and Northeast Ontario, Q1 2019 to Q3 2025, unadjusted for seasonality

	Q1	Q2	Q3	Q4
2019				
Toronto Region	3.1%	3.2%	3.1%	3.0%
Rest of Ontario	3.0%	3.4%	3.2%	2.8%
Northeast Ontario	3.1%	4.0%	3.2%	2.7%
2020				
Toronto Region	2.8%	---	---	3.3%
Rest of Ontario	2.9%	---	---	3.5%
Northeast Ontario	3.0%	---	---	3.6%
2021				
Toronto Region	3.2%	4.0%	5.0%	5.1%
Rest of Ontario	3.3%	4.6%	5.6%	5.4%
Northeast Ontario	3.5%	4.7%	5.3%	5.3%
2022				
Toronto Region	5.1%	5.3%	5.0%	4.4%
Rest of Ontario	5.1%	6.1%	5.8%	4.9%
Northeast Ontario	5.5%	6.5%	6.1%	4.7%
2023				
Toronto Region	3.8%	3.8%	3.5%	3.0%
Rest of Ontario	4.3%	4.5%	4.0%	3.5%
Northeast Ontario	4.9%	5.2%	4.7%	4.0%
2024				
Toronto Region	3.0%	2.8%	2.7%	2.5%
Rest of Ontario	3.2%	3.3%	3.0%	2.6%
Northeast Ontario	3.5%	3.9%	3.6%	3.4%
2025				
Toronto Region	2.4%	2.5%	2.4%	
Rest of Ontario	2.6%	3.0%	2.9%	
Northeast Ontario	2.9%	4.2%	3.5%	

Statistics Canada, Table 14-10-0441-01



2

CANADIAN BUSINESS COUNTS

This section reviews various labour market indicators, such as unemployment rates, participation rates, job vacancy rates and other variables.

Introduction

A regular part of our annual review of labour market indicators includes profiling Statistics Canada's Canadian Business Counts, which reflects the number of business establishments in a community. We also profile how these numbers have changed, by size of establishment and by industry. As a general rule, Statistics Canada recommends against using its semi-annual count of businesses as a longitudinal barometer of whether the number of businesses is growing or shrinking in a given community, and they particularly cautioned against using this data to measure the impact that COVID had on the number of businesses. We note this caution but continue to use comparisons as an additional piece of evidence that contributes to our understanding of local business and employment patterns.

We are also including data from another Statistics Canada program, the [Experimental Estimates for Business Openings and Closures](#), as this provides another perspective regarding how businesses (and, by inference, employment) were affected during and after the pandemic.

Experimental Estimates for Business Openings and Closures

These estimates are derived from the Business Register which Statistics Canada maintains and are supplemented by payroll deduction files from the Canada Revenue Agency. This data provides the following information:

- **Business openings:** An establishment that had no employee in the previous month but has an employee in the current month
- **Business closures:** An establishment that had an employee in the previous month but has no employee in the current month
- **Active businesses:** An establishment that has an employee in the current month
- **Continuing businesses:** An establishment that had an employee in the previous month and has an employee in the current month



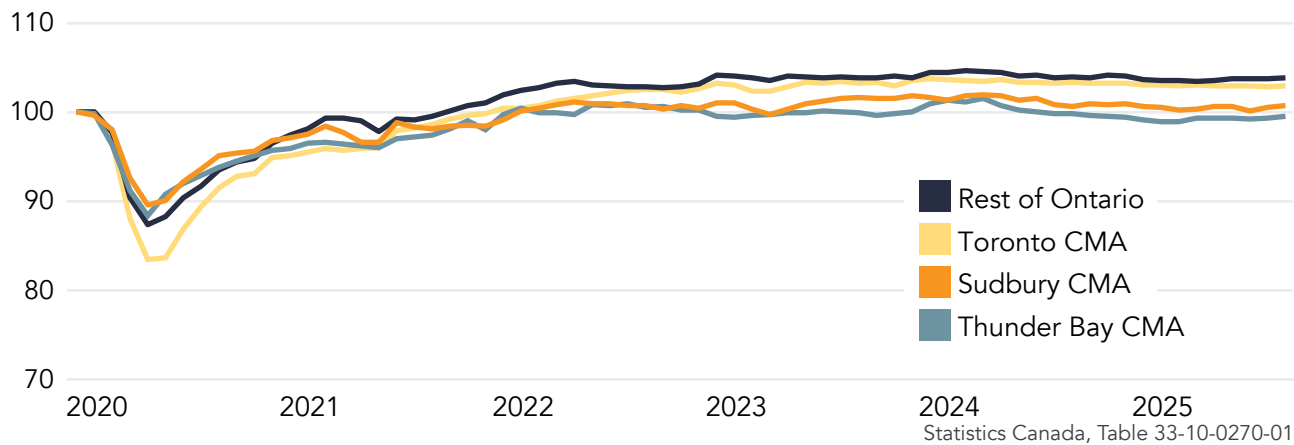
This data is particularly relevant to the circumstances of the pandemic because a business closure can be temporary or permanent (as opposed to an exit). The experience of the pandemic included many businesses which closed for a limited period of time, but then re-opened.

The limitation of the data is that it is not available for smaller geographies, but rather only for provinces and census metropolitan areas. Even for smaller census metropolitan areas, the data is not available for all industries, because the data groups become quite small and cannot be released due to confidentiality requirements.

Active Businesses

The first chart profiles active businesses in the Rest of Ontario (that is, excluding the Toronto Census Metropolitan Area or CMA), the Toronto CMA, and the two Northern Ontario CMAs profiled in this data: the Greater Sudbury CMA and the Thunder Bay CMA. Monthly data is provided from January 2020, to show the number just before COVID hit (March 2020), up to the most recent available figures (September 2025). All data in the chart is expressed in relation to the number of businesses active in January 2020; that figure is given a value of 100 and all subsequent months are a ratio of that 100. A value of 95 means that the number of businesses is 5% lower than the number present in January 2020.

CHART 1: Active businesses, Rest of Ontario, Toronto CMA, Sudbury CMA and Thunder Bay CMA, January 2020 to September 2025 (January 2020 = 100)



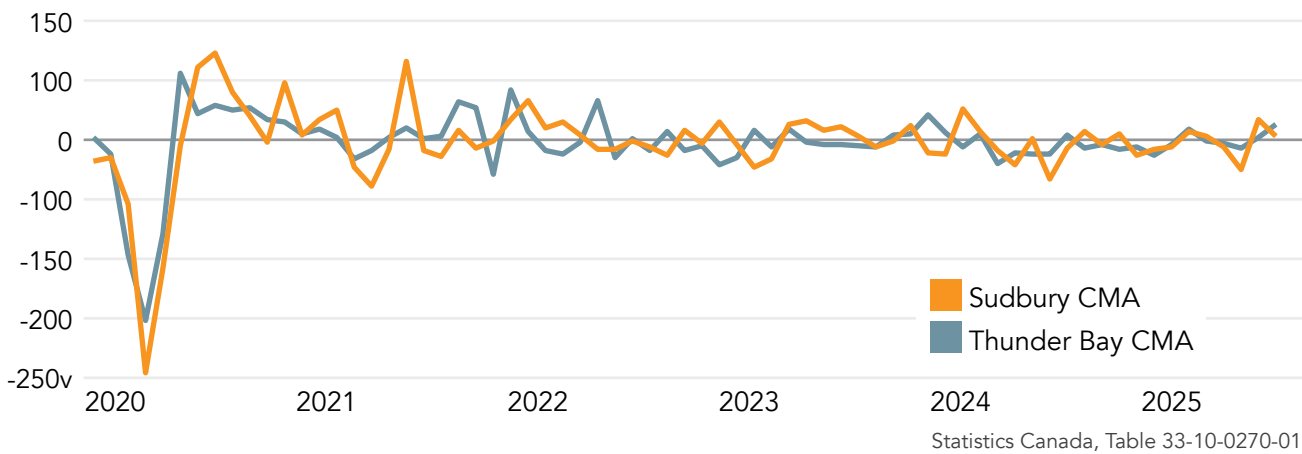
All four areas followed a roughly similar trend as COVID struck, when the number of active businesses dropped precipitously, more so for the Toronto CMA (down to 84 in May 2020, that is, down 16%) and somewhat less so for Sudbury CMA (down to 90 in May 2020, a decline of 10%). The recovery was in full swing by the fall of 2020. By October 2021, the Rest of Ontario returned to the level of active businesses that had been present in January 2020; the Toronto CMA returned to that level by January 2022, and Sudbury CMA and Thunder Bay CMA reached their January 2020 levels by February 2022.

Since then, each area reached a slightly higher plateau through 2023 and 2024, but in June 2024, there was a slight drop everywhere. Overall, the recovery slowed down sooner for both the Sudbury CMA and the Thunder Bay CMA, and the growth in active businesses in both these areas has lagged behind that of the Toronto CMA and the Rest of Ontario. In September 2025, the number of active businesses was 4% higher in the Rest of Ontario compared to the January 2020 figures, in the Toronto CMA it was 3% higher, in the Sudbury CMA it was 1% higher, while in the Thunder Bay CMA it was at the same level as it had been in January 2020.



Another way to look at these numbers is to focus on the difference between the number of business openings and the number of business closures per month. Chart 2 tracks this number for each of the two Northern CMAs, from January 2020 to September 2025. A positive number means there were more openings than closures and a negative number means there were more closures than openings.

CHART 2: Net difference between business openings and business closures, Sudbury CMA and Thunder Bay CMA, January 2020 to September 2025

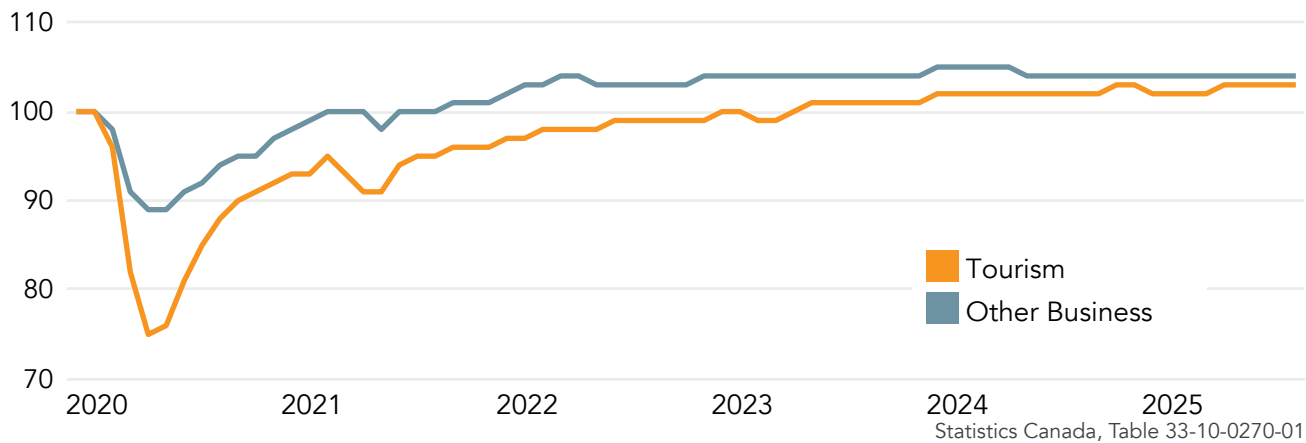


The immediate net loss between business openings and closures was considerable at the onset of COVID: for the Sudbury CMA, minus 52 in March, minus 194 in April, minus 106 in May; for Thunder Bay CMA, minus 95 in March 2020, minus 150 in April and minus 77 in May. The numbers started rebounding already in June 2020, but those initial losses were only made up by April 2022 for the Sudbury CMA and June 2022 for the Thunder Bay CMA. However, since then the net change is minimal: between August 2022 and September 2025, Sudbury CMA has seen a net increase of 10 establishments (that is, 10 more openings compared to closures), while Thunder Bay CMA has seen a net decline of 30 establishments, which is not a good sign for its local economy.

Industries

It is well-established that the tourism sector was particularly hard hit by the COVID lockdowns. These sectors include tourism transportation, travel services, recreation and entertainment, accommodation, and food and beverage services. The active business data is only available for larger geographies, so to illustrate the impact of COVID and the trajectory of the subsequent recovery, Chart 3 illustrates the trends for the Rest of Ontario, profiling the tourism sector and all other business sector industries (excluding tourism industries, as well as excluding industries in educational services and health care and social assistance).

CHART 3: Active businesses, tourism industries and all other business sector industries, Rest of Ontario, January 2020 to September 2025 (January 2020 = 100)



By May 2020, soon after COVID struck, the number of tourism sector businesses had declined by 25%, whereas the drop among all other business sector industries was less than half as severe (11%). While both sectors rebounded relatively quickly, the recovery for business sector industries was more robust, returning by October 2021 to the number of businesses which had been present in January 2020. The tourism recovery took much longer and was more likely to suffer greater setbacks with subsequent lockdowns, such that this sector only returned in February 2023 to its January 2020 level of establishments. Through 2023 and 2024, the number of business sector establishments reached a plateau, as did the tourism sector. In 2025, the tourism sector further closed the gap between the growth rates of the two sectors. By September 2025, the level of business sector establishments was 4% higher than it had been in January 2020, while the tourism establishment number was 3% higher.

Thus, while the tourism sector did suffer much more than other industries on account of COVID, and their recovery has taken a longer time, some five years after COVID there has finally been a convergence in the business growth trends across the tourism sector and all other business service sectors.



Employment size of establishment

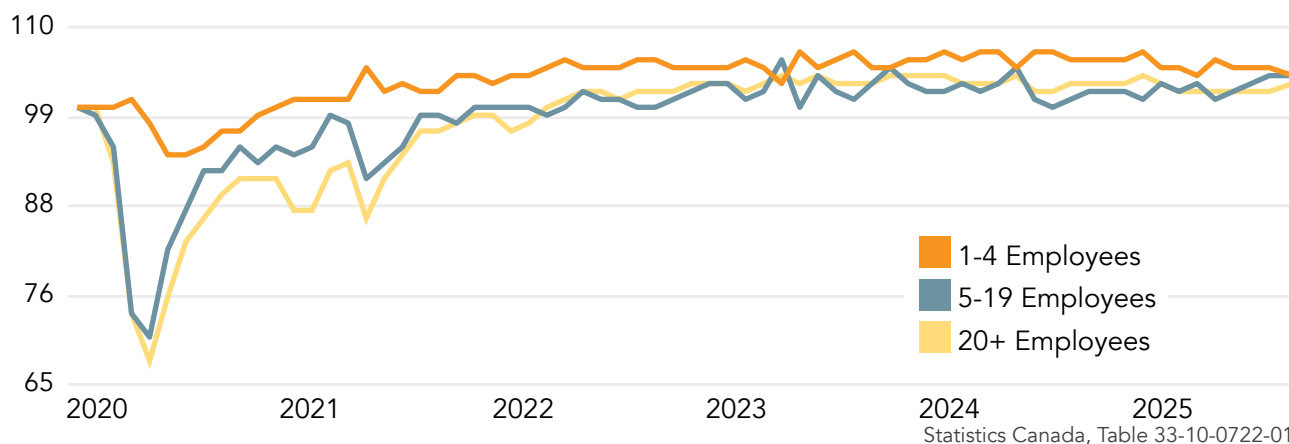
The changes in the number of establishments can also be examined by the employment size of the establishment. Chart 4 shows the results for the Rest of Ontario for all businesses, profiling three categories of employee size:

- 1-4 employees
- 5-19 employees
- 20 or more employees

To compare these three categories, the number of active firms in each category in January 2020 was given a value of 100, and each subsequent month for that category is expressed in relation to the January 2020 figure. Thus, a value of 105 means that the number of firms present in that month was 5% greater than the number in January 2020.



CHART 4: Active businesses by number of employees, Rest of Ontario, January 2020 to August 2025 (January 2020 = 100)



The greatest proportional decline as a result of COVID was among establishments with 20 or more employees (in May 2020, a 32% drop from January), followed closely by firms with 1 to 19 employees (29% drop), whereas firms with 1 to 4 employees hardly declined (minus 2%), no doubt because as firms laid off workers but continued operating, they shifted from a larger employee size category to a smaller one. Over time, these two larger sized categories recovered and then increased further in number; for example, the values in January 2025 were: firms with 1-4 employees at 105; firms with 5-19 employees at 103; and firms with 20 or more employees at 103 as well. Since then, there has been a slight narrowing of the differences between these categories. In August 2025, the figures stood at: firms with 1-4 employees at 104; firms with 5-19 employees at 104; and firms with 20 or more employees at 103.

In short, larger-sized firms experienced slightly lower increases in their numbers compared to small firms, but more recently all three categories of firms have about the same growth rate since January 2020.

Number of businesses, by size of establishment and by industry

Tables 1 and 2 provide the summary data for all businesses located in the Districts of Nipissing and Parry Sound for June 2025. The table provides two different counts:

1. Classified businesses: The major part of the table provides the data for all businesses for which the industry classification is known and shows the breakdown by number of employees as well;
2. All businesses, classified and unclassified: The last three rows of the table present the distribution of all businesses (classified and unclassified) by number of employees; roughly 8-9% of the total counts in each of Nipissing and Parry Sound represent businesses that are unclassified, lower than the provincial average of 11%. This means that for these businesses, Statistics Canada was unable to identify which industries these businesses belonged to.

Explanation for specific columns in the tables:

- The second-to-last column in each table shows the percentage distribution of all classified businesses by industry
- The last column shows the ranking of the total number of classified businesses by industry, from the largest (1) to the fewest (20) number of businesses. The five industries with the most classified businesses have their ranking numbers bolded in red
- The highlighted cells identify the three industries with the largest number of firms for each employee-size category (each column)
- Where under the percentage distribution a cell shows 0%, it does not mean there are no firms in that category, only that the number of firms, when expressed as a percentage of the total, is below 0.5% of the total and has been rounded down to 0%. Also, where the total is slightly less or more than 100%, this is due to rounding of the component percentages



Table 1 – Nipissing
Number of Businesses By Employee Size Range (June 2025)

INDUSTRY SECTOR (2-DIGIT NAICS)	NUMBER OF EMPLOYEES								%	RANK
	0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL		
11 Agriculture	158	25	7	2	4	0	1	197	3	11
21 Mining	17	4	3	2	3	0	5	34	1	18
22 Utilities	22	1	1	0	0	2	0	26	0	19
23 Construction	397	193	74	33	21	8	4	730	10	2
31-33 Manufacturing	64	34	25	19	19	8	3	172	2	12
41 Wholesale Trade	56	31	26	20	9	2	1	145	2	13
44-45 Retail Trade	187	126	97	105	50	18	6	589	8	4
48-49 Transportation/Warehousing	169	45	12	10	10	5	5	256	4	9
51 Information and Cultural	44	21	14	8	3	1	0	91	1	15
52 Finance and Insurance	210	30	22	16	14	6	0	298	4	8
53 Real Estate, Rental, Leasing	1777	113	22	8	3	0	1	1924	27	1
54 Professional Scientific Tech	336	106	30	27	13	8	2	522	7	6
55 Management of Companies	37	2	1	1	2	1	1	45	1	17
56 Administrative Support	158	52	20	18	5	3	0	256	4	9
61 Educational Services	51	10	7	5	3	2	6	84	1	16
62 Health Care & Social Assist	366	169	62	41	28	13	11	690	10	3
71 Arts, Entertainment & Rec	68	13	8	10	6	2	1	108	2	14
72 Accommodation & Food	110	60	62	35	51	11	1	330	5	7
81 Other Services	343	141	48	24	3	1	0	560	8	5
91 Public Administration	0	3	1	5	4	5	8	26	0	19
CLASSIFIED BUSINESSES	4570	1179	542	389	251	96	56	7083		
Percentage of all classified and unclassified businesses	66%	17%	7%	5%	3%	1%	1%	100		
Cumulative percentage	66%	82%	90%	95%	98%	99%	100			
ONTARIO percentage of classified and unclassified businesses	74%	15%	4%	3%	2%	1%	1%			

Statistics Canada, Canadian Business Counts, June 2025

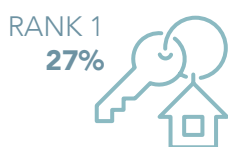
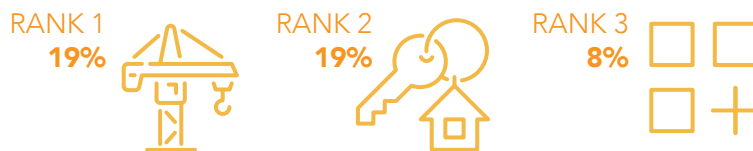


Table 2 – Parry Sound
Number Of Businesses By Employee Size Range (June 2025)

INDUSTRY SECTOR (2-DIGIT NAICS)	NUMBER OF EMPLOYEES								%	RANK
	0	1-4	5-9	10-19	20-49	50-99	100+	TOTAL		
11 Agriculture	140	24	5	1	0	0	0	170	4	11
21 Mining	9	2	0	4	0	0	0	15	0	19
22 Utilities	9	1	1	1	0	0	0	12	0	20
23 Construction	491	294	84	25	13	0	0	907	19	1
31-33 Manufacturing	70	19	17	9	4	5	1	125	3	12
41 Wholesale Trade	45	17	7	6	4	0	0	79	2	14
44-45 Retail Trade	128	76	46	34	20	7	4	315	7	5
48-49 Transportation/Warehousing	137	30	10	8	2	2	0	189	4	10
51 Information and Cultural	27	11	9	0	0	0	0	47	1	15
52 Finance and Insurance	160	15	6	7	3	2	0	193	4	9
53 Real Estate, Rental, Leasing	821	47	9	2	0	0	0	879	19	2
54 Professional Scientific Tech	277	76	17	10	1	1	0	382	8	4
55 Management of Companies	29	1	0	0	0	0	0	30	1	18
56 Administrative Support	148	37	16	12	2	0	0	215	5	8
61 Educational Services	28	0	4	3	1	1	0	37	1	17
62 Health Care & Social Assist	162	73	11	20	12	0	10	288	6	6
71 Arts, Entertainment & Rec	56	23	17	7	3	2	0	108	2	13
72 Accommodation & Food	140	45	26	18	21	6	1	257	6	7
81 Other Services	262	93	26	7	3	1	0	392	8	3
91 Public Administration	1	2	2	6	16	8	4	39	1	16
CLASSIFIED BUSINESSES	3140	886	313	180	105	35	20	4679		
Percentage of all classified and unclassified businesses	69%	18%	6%	4%	2%	1%	0%	100		
Cumulative percentage	69%	87%	93%	97%	99%	100	100			
ONTARIO percentage of classified and unclassified businesses	74%	15%	4%	3%	2%	1%	1%			

Statistics Canada, Canadian Business Counts, June 2025





Some observations:

- Number of small firms: Businesses are by far made up of small establishments. 66% of the classified and unclassified firms in Nipissing have no employees, 1 and another 17% have 1-4 employees; in Parry Sound, no employee firms account for 69%, and 1-4 employees another 18%; in both instances, the percentages of firms with 4 employees or less is lower than the figures for Ontario (last line of the table: 74% for no employees and 15% for 1-4 employees), especially in the case of Nipissing; on the other hand, looking at firms with 5 to 49 employees, in Nipissing they make up 16% of all firms and in Parry Sound 12%, compared to 9% for Ontario;
- Highest number of firms by industry: The second to last column provides the percentage distribution of all firms by industry. The three industries with the largest number of firms in Nipissing are Real Estate & Rental and Leasing, accounting for 27.2% of all firms (last three years: 25.8%; 26.2%; 26.3%); the second largest, Construction, represents 10.3% of all firms (last three years: 10.3%; 10.0%; 10.2%); and third, Health Care & Social Assistance, representing 9.7% of all firms (last three years: 9.6%; 9.4%; 8.8%; 9.3%); in Parry Sound, the largest are Construction at 19.4% (last three years: 19.6%; 19.4%; 19.5%); Real Estate and Rental & Leasing at 19.4% (last three years: 19.0%; 19.1%; 19.0%); and then Other Services climbing into third spot at 8.4% (last three years: 8.0%; 7.9%; 7.7%); by way of context, the five largest industries by number of firms in Ontario are: Estate and Rental & Leasing (25.7%) (it is likely that the growth in this sector has been partly related to the large number of international students seeking rental accommodations); Professional, Scientific and Technical Services (13.4%); Construction (9.1%); Transportation & Warehousing (8.4%); and Health Care & Social Assistance (7.4%); the real lesson is that the proportions locally do not change much at all year-to-year, only by a fraction of 1%;
- Highest number of firms by size and industry: The three largest industries by each employee size category have also been highlighted. The table demonstrates how the very large number of firms in the no employee size category drives the total numbers (in Nipissing, this means Real Estate & Rental and Leasing; and more distantly Construction; and Health Care & Social Assistance; in Parry Sound, this means Real Estate & Rental and Leasing; Construction; and Professional, Scientific & Technical Services). In the mid-size ranges, firms in Retail Trade and Accommodation & Food Services come to the fore (and in Nipissing, Health Care & Social Assistance). Among the largest firms (100 or more employees), in Nipissing they are found in: Health Care & Social Assistance; Public Administration; Retail Trade; and Educational Services; in Parry Sound, these are found in Health Care & Social Assistance; Retail Trade; and Public Administration.

¹ This actually undercounts the number of self-employed individuals. The Statistics Canada's Canadian Business Count database does not include unincorporated businesses that are owner-operated (have no payroll employees) and that earn less than \$30,000 in a given year.

Looking more closely at firms with zero employees, Real Estate & Rental and Leasing accounts for almost four in ten (39%) of all such firms in Nipissing, and a smaller but still significant one quarter (26%) in Parry Sound. In Nipissing, 80% of this industry's zero employee firms are landlords of residential buildings and dwellings, while in Parry Sound this category accounts for 71%. Other prominent sub-categories are landlords of non-residential buildings and real estate agents.

The zero employee firms in Construction are mainly made up of specialty trade contractors (around 55% of all firms in both areas) and construction of buildings firms (around 35%).

In Nipissing, the third largest zero employee industry is Health Care & Social Assistance, with the large sub-categories being: offices of health practitioners other than physicians (43%); offices of physicians (23%); and child day-care centres (14%).

In Parry Sound, the third largest zero employee industry is Professional, Scientific & Technical Services, where the larger sub-categories are: management, scientific and technical consulting services (33%); other professional, scientific and technical services (17%); and accounting, tax preparation, bookkeeping and payroll services (11%).



In the range of firms with 1 to 19 employees, the following represent the three largest industries in this category:

NIPISSING

- Retail Trade (303 firms): 37 grocery and convenience retailers; 34 other miscellaneous store retailers; 30 gasoline stations; 29 health and personal care retailers
- Construction (300 firms): 86 building equipment contractors; 66 residential building construction firms; 44 foundation, structure, and building exterior contractors
- Health Care & Social Assistance (266 firms): 119 offices of physicians; 91 offices of health practitioners other than physicians; 24 child day-care centres

PARRY SOUND

- Construction (403 firms): 90 building equipment contractors; 66 building equipment contractors; 57 other specialty trade contractors
- Retail Trade (151 firms): 19 other miscellaneous store retailers; 16 gasoline stations; 14 grocery and convenience retailers; 14 beer, wine and liquor retailers
- Other Services (126 firms): 35 religious organizations; 27 automotive repair and maintenance establishments; 13 civic and social organizations



In the range of medium-sized firms with 20 to 99 employees, the following represent the three largest industries in this category:

At the large end of the employee size spectrum, Nipissing has 21 firms with 200 or more employees, whereas Parry Sound has two:

NIPISSING

- Retail Trade (63 firms): 13 automobile dealers; 10 health and personal care retailers; 9 grocery and convenience retailers; 8 building material and supplies dealers
- Accommodation & Food Services (57 firms): 24 full-service restaurants; 24 limited-service eating places
- Health Care & Social Assistance (42 firms): 7 other individual and family services; 4 offices of health practitioners other than physicians; 3 nursing care facilities; 3 child day-care centres

NIPISSING

- Firms with over 500 employees: one firm in support activities for forestry; two firms in other support activities for mining; one in short-haul freight rail transportation; four establishments in elementary and secondary schools (includes school boards); one community college; one university; one general hospital; one local public administration establishment;
- Firms with 200-499 employees: one firm in contract drilling (except oil and gas); one in oil and gas pipeline and related construction; one department store; one in home and auto supplies retailer; one in interurban and rural bus transportation; ; one general hospital; one community care facility for the elderly; one provincial police service; one First Nations public administration establishment

PARRY SOUND

- Retail Trade (27 firms): 8 grocery and convenience retailers; 6 building material and supplies dealers; 4 automobile dealers
- Accommodation & Food Services (26 firms): 11 full-service restaurants; 4 limited-service eating places
- Public Administration (22 firms): 17 local, municipal and regional public administration; 3 First Nations public administration; 2 provincial police services

PARRY SOUND

- Firms with 500 or more employees: one specialty hospital
- Firms with 200-499 employees: one community care facility for the elderly

Change in the number of firms by industry, June 2024 to June 2025



Changes in the number of employers are experienced differently across the various industries. **Tables 3 and 4** highlight the changes in the number of firms by industry and by employee size between June 2024 and June 2025 for Nipissing and Parry Sound. The table also lists the total number of firms in each industry in June 2025, to provide a context. The colour-coding of the tables (dark colour where there is an increase, light colour where there is a decrease) helps to illustrate any pattern.

A comparison between this year's net changes by employee size and those of the previous five years is included at the bottom of each table, to illustrate overall changes in the number of businesses over this time period. It should be noted that Statistics Canada discourages comparisons of this sort, on the grounds that their data collection and classification methods change. At the very least, these comparisons can provide the foundation for further inquiry, tested by local knowledge about changes in industries.

Table 3: Nipissing
Change in the number of employers, by industry and by firm size, June 2024 to June 2025

INDUSTRY	FIRM SIZE (Number of employees)					Total n° of firms (June-25)
	0	1-19	20-99	100+	TOTAL	
Agriculture, forestry, fishing and farming	-7	2	0	1	-4	197
Mining and oil and gas extraction	1	0	2	0	-1	34
Utilities	-2	0	0	0	-2	26
Construction	28	1	-1	-1	27	730
Manufacturing	7	-1	-1	1	6	172
Wholesale trade	0	-2	1	1	0	145
Retail trade	12	-3	-3	0	-18	589
Transportation and warehousing	13	2	-1	-1	13	256
Information and cultural industries	-3	3	0	0	0	91
Finance and insurance	-8	-1	4	0	-5	298
Real estate and rental and leasing	156	1	-2	1	156	1924
Professional, scientific and technical services	1	-1	5	0	5	522
Management of companies and enterprises	-2	-2	2	0	-2	45
Administrative and support	26	0	-4	0	22	256
Educational services	5	-1	-1	0	3	84
Health care and social assistance	17	9	4	0	30	690
Arts, entertainment and recreation	-5	4	0	0	-1	108
Accommodation and food services	-8	2	4	-1	-3	330
Other services	9	7	-3	0	13	560
Public administration	0	0	0	0	0	26
NET TOTAL CHANGES, 2024-25	216	20	2	1	239	
NET TOTAL CHANGES, 2023-24	264	54	9	2	329	
NET TOTAL CHANGES, 2022-23	183	17	5	5	210	
NET TOTAL CHANGES, 2021-22	8	13	37	2	60	
NET TOTAL CHANGES, 2020-21	-37	8	-44	-5	-78	
NET TOTAL CHANGES, 2019-20	-87	-23	22	0	-88	

Statistics Canada, Canadian Business Counts, June 2024 and June 2025

Table 4: Parry Sound
Change In The Number of Employers, By Industry And By Firm Size (June 2024 - June 2025)

INDUSTRY	FIRM SIZE (Number of employees)					Total n° of firms (June-25)
	0	1-19	20-99	100+	TOTAL	
Agriculture, forestry, fishing and farming	12	-1	0	0	11	170
Mining and oil and gas extraction	2	0	-1	0	1	15
Utilities	0	1	0	0	1	12
Construction	-1	3	2	0	4	907
Manufacturing	-2	-4	-2	-1	-9	125
Wholesale trade	-6	3	1	0	-2	79
Retail trade	-15	0	-4	0	-19	315
Transportation and warehousing	8	-9	0	0	-1	189
Information and cultural industries	0	1	0	0	1	47
Finance and insurance	15	-1	1	0	15	193
Real estate and rental and leasing	0	5	0	0	5	879
Professional, scientific and technical services	6	3	0	0	9	382
Management of companies and enterprises	-1	0	0	0	-1	30
Administrative and support	8	0	1	0	9	215
Educational services	8	-2	0	0	6	37
Health care and social assistance	15	10	-2	2	25	288
Arts, entertainment and recreation	-2	2	1	0	1	108
Accommodation and food services	-7	-4	2	0	-9	257
Other services	16	10	-3	0	23	392
Public administration	0	0	-1	1	0	39
NET TOTAL CHANGES, 2024-25	56	17	-5	2	70	
NET TOTAL CHANGES, 2023-24	90	-29	7	2	70	
NET TOTAL CHANGES, 2022-23	333	52	8	2	395	
NET TOTAL CHANGES, 2021-22	65	46	17	2	130	
NET TOTAL CHANGES, 2020-21	-83	-107	-25	-4	-219	
NET TOTAL CHANGES, 2019-20	-77	16	4	0	-57	

Statistics Canada, Canadian Business Counts, June 2024 and June 2025

NIPISSING

The first thing to note are the last rows in Table 5: since the large declines in several of the establishment categories between 2020-21, there have only been increases in every category for four years now. The most recent entry, comparing June 2024 and June 2025, does show a slowdown in the rate of increase among different size firms, although the increase among firms with zero employees remains high. With increases in all categories, one can assume that this also represents an increase in employment. When one examines the patterns of increases and decreases for each industry, one could assume that net employment **increased among the following industries:** Agriculture, Forestry, Fishing & Farming; Wholesale Trade; Information & Cultural Industries; Finance & Insurance; Professional, Scientific & Technical Services; Health Care & Social Assistance; Arts, Entertainment & Recreation; and Accommodation & Food Services.

It also seems likely that employment declined in the following industries: Mining & Oil and Gas Extraction; Retail Trade; Administrative & Support; and Educational Services.

PARRY SOUND

The pattern in Parry Sound was almost similar (Table 4): apart from two cells, there has been consistent growth across all categories over the last four years. As in the case of Nipissing, one can say that the pace of growth has declined between June 2024 and June 2025. It is likely the case that there has been a net growth in employment.

By industry, net employment has likely grown in: Construction; Wholesale Trade; Information & Cultural Industries; Finance & Insurance; Real Estate & Rental and Leasing; Professional, Scientific & Technical Services; Administrative & Support; Health Care & Social Assistance; Arts, and Entertainment & Recreation.

Employment likely declined in: Mining & Oil and Gas Extraction; Manufacturing; Retail Trade; and Transportation & Warehousing.



Time series from June 2018 to June 2025

Changes which occur from year to year can sometimes be the consequence of a change in how a firm is classified or a small increase or decrease in employment resulting in a shift from one employee size category to another, the kind of measurement error which Statistics Canada is worried about when making comparisons in the number of firms between one year and the next.

What can be more revealing is the longer pattern of changes among larger aggregates of firms. The following charts track these changes for all firms with employees, comparing the following clusters of industries between June 2018 and June 2025:



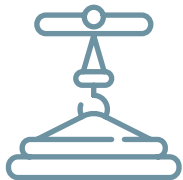
KNOWLEDGE SECTOR



- Educational services
- Finance and insurance
- Health care and social assistance
- Information and cultural industries

- Management of companies and enterprises
- Professional, scientific and technical services
- Public administration

GOODS PRODUCING



- Agriculture, forestry, fishing and hunting
- Construction
- Manufacturing

- Mining, quarrying, and oil and gas extraction
- Utilities

SERVICE SECTOR



- Accommodation and food services
- Administrative and support
- Arts, entertainment and recreation
- Other services

- Real estate and rental and leasing
- Retail trade
- Transportation and warehousing
- Wholesale trade

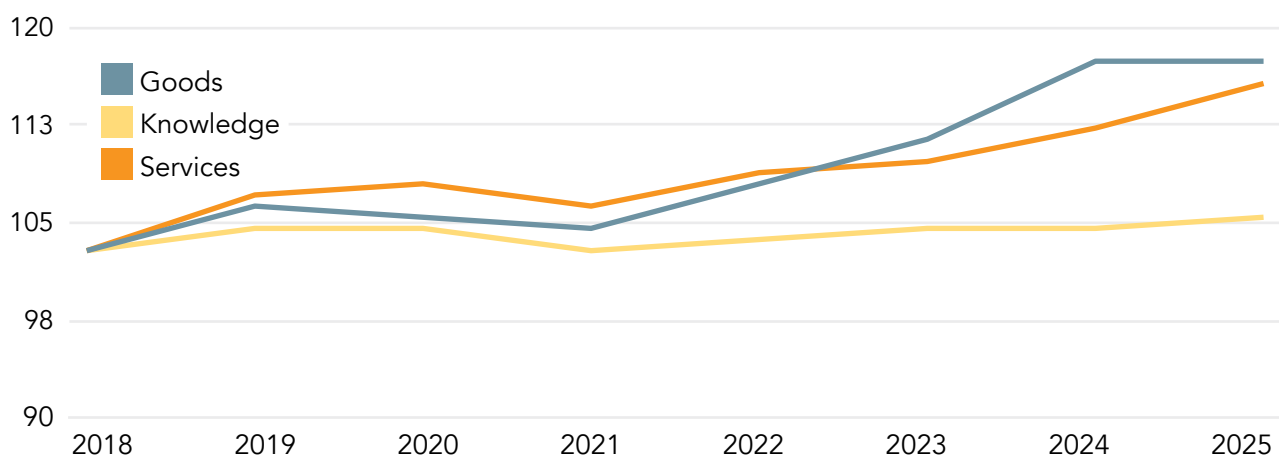
INDUSTRIES WITHIN EACH CLUSTER SHARE CERTAIN SIMILARITIES:

- Goods producing industries typically employ larger proportions of labourers, the majority of whom are males
- Service sector industries tend to be lower paying²
- Knowledge sector industries are also technically service sector industries; however, these industries tend to have higher proportions of jobs that typically require a post-secondary education

The number of firms present in each category in June 2019 is assigned a value of 100 and for each subsequent year the number of firms is expressed in relation to that value of 100. For example, if the value is 105, it means that the number of firms rose by 5%. In this way, one can compare the proportional change when the actual number of firms in each category is vastly different.

Charts 5 and 6 show the results for **Nipissing** and **Parry Sound**; for context, Chart 7 shows the trends for Ontario.

CHART 5: Ratio of number of firms with employees by Goods Producing Sector, Knowledge Sector and Service Sector, Nipissing, June 2018 to June 2025 (June 2018 = 100)



Statistics Canada, Canadian Business Counts, June 2018 to June 2025

² One could make an argument that Wholesale Trade should be in the Knowledge Sector category, but it is very close to the average proportions of jobs requiring a postsecondary education. It represents a smaller proportion of all jobs and where it is placed makes less difference in terms of the overall figures.

Overall, the trends by each cluster for **Nipissing** were as follows:

- All three sectors experienced a slight decline in 2021 as a result of COVID
- The Knowledge Sector has seen a steady and increasing growth over these last eight years and in 2025 the number of employers was 15% higher than in 2018
- The Goods Producing Sector saw considerable growth after 2021, flattening out in 2025, but still the number of employers was 17% higher than in 2018
- The Services Sector had very slow growth after 2021; the number of employers in 2025 was only 3% higher than it had been in 2018

Within these three sectors in **Nipissing** there are important variations:



Knowledge Sector: All industries in this sector saw considerable growth in the number of employers, except for Finance & Insurance, where there had been a decline in 2021 and very little recovery, such that the number of employers in this sector was 3% lower than what it had been in 2018

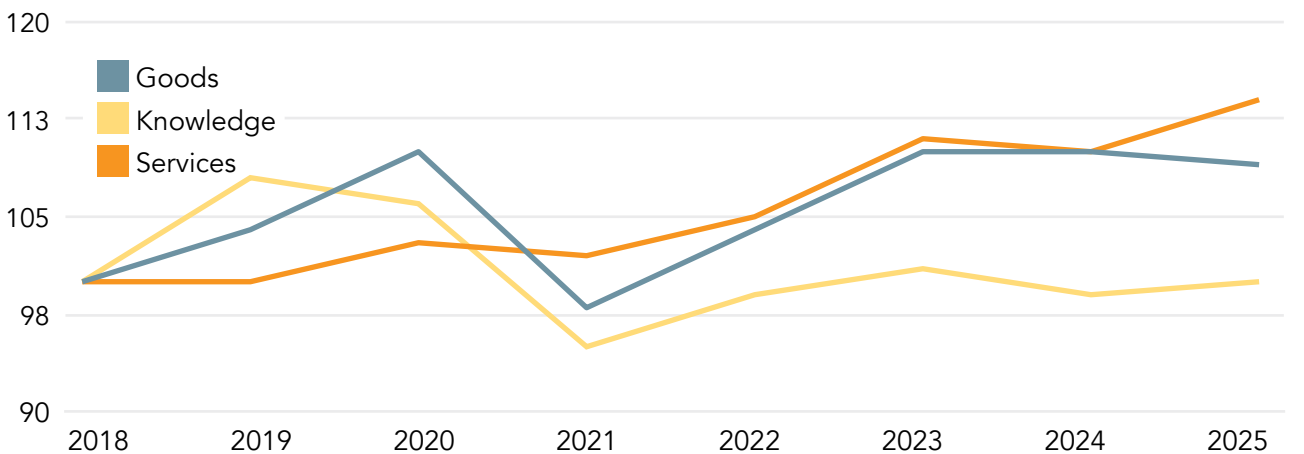


Goods Producing Sector: There was very strong growth among Mining, Quarrying, & Oil and Gas Extraction employers, as well as healthy growth in the Construction and Manufacturing sectors; Agriculture, Forestry, Fishing & Hunting had seen a slight decline but by 2025 was back at the same number of employers as in 2018; Utilities had dropped from six firms in 2018 to four in 2025



Services Sector: Some sectors had high growth: Real Estate & Rental and Leasing, followed by Arts, Entertainment & Recreation and Accommodation & Food Services; Administrative & Support also showed healthy growth; Other Services had declined, but returned in 2025 to the same number of employers as in 2018; two sectors experienced declines (Retail Trade and Transportation & Warehousing), by 2025 dropping to 7% fewer employers than there had been in 2018; while Wholesale Trade also declined, in 2025 reaching 3% below what it had been in 2018

CHART 6: Ratio of number of firms with employees by Goods Producing Sector, Knowledge Sector and Service Sector, Parry Sound, June 2018 to June 2025 (June 2018 = 100)



Statistics Canada, Canadian Business Counts, June 2018 to June 2025

The trends by each cluster for **Parry Sound** were as follows:

- The Knowledge Sector has seen a steady and increasing growth over these last eight years, only stalling in 2021 and 2024; by 2025 the number of employers was 14% higher than in 2018
- The Goods Producing Sector witnessed high growth until 2020, then a sharp decline in 2021, recovering immediately, with the number of employers in 2025 reaching 9% higher than in 2018
- The Services Sector also had healthy growth in 2019, but then declined, in 2021 dropping to 5% below its level in 2018; afterwards, there was some recovery, which plateaued, so that by 2025 the number of employers was equal to what it had been in 2018

Within these three sectors in **Parry Sound**, the variations were as follows:



Knowledge Sector: There was considerable variation among the industries in the Knowledge Sector: Both Professional, Scientific & Technical Services and Health Care & Social Assistance experienced high growth in the number of employers (both over 20% over these eight years); Public Administration stayed steady; Retail Trade as well as Finance & Insurance each had sharp declines but both recovered to a level 3% below what they had been in 2018; Information & Cultural Industries dropped from 29 employers in 2018 to 20 in 2025, while Educational Services dropped from 14 employers in 2018 to 9 in 2025



Goods Producing Sector: Three industries (Agriculture, Forestry, Fishing & Hunting; Construction; Manufacturing) had medium-level growth; Utilities, a small industry, went from one employer in 2018 to three in 2025; Mining, Quarrying, & Oil and Gas Extraction declined in 2020 then had a sharp drop in 2021, recovering in 2025 back to the same number of employers as was present in 2018



Services Sector: Administrative & Support had high growth, followed by medium growth in Real Estate & Rental and Leasing; Other Services stayed around the same level of employers, while Wholesale Trade, which had increased, dropped down in 2025 to the same level of employers as in 2018; the biggest decline was in Arts, Entertainment & Recreation, in 2025 down 21% from the number of employers in 2018, Accommodation & Food Services down 6%, Transportation & Warehousing down 5%, and Retail Trade down 3%

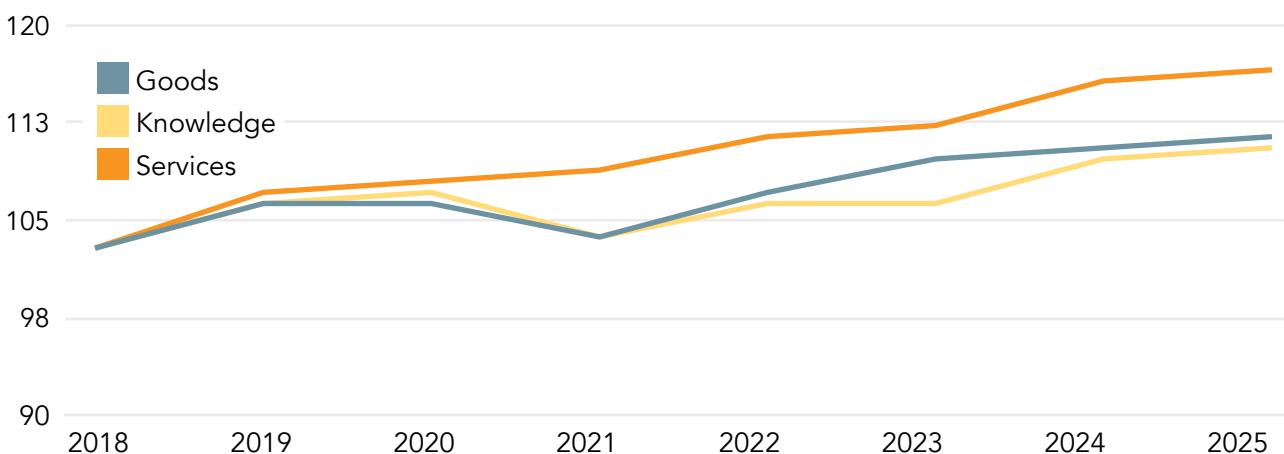




A relevant reference point is to compare these trends for those for Ontario. Chart 7 presents the same results for Ontario over the same time period. There are a few comparison points:

- The pattern for the Knowledge Sector in Nipissing and Parry Sound is generally similar to that for Ontario
- The pattern for the Goods Producing Sector has some similarity, except that in Parry Sound, there was a sharper drop in the number of employers in 2021 and the recovery has been more tepid, while in Nipissing the growth since 2021 is greater than that for Ontario
- The pattern for the Services Sector is also broadly similar, although the growth by 2025 has been higher in Ontario than that for either Nipissing or Parry Sound

CHART 7: Ratio of number of firms with employees by Goods Producing Sector, Knowledge Sector and Service Sector, Ontario, June 2018 to June 2025 (June 2018 = 100)





3

JOBS REPORT DATA

This section of the report highlights and analyzes the job postings as they appear on LMG's [readysethired.ca](https://www.readysethired.ca) portal. This online job portal provides and collects real-time job postings within the districts of Nipissing and Parry Sound. These postings are updated daily and a report is produced monthly. The portal provides job seekers with a one-stop shop for local current employment opportunities, while also providing valuable information about occupations and industries that are posting jobs more often.

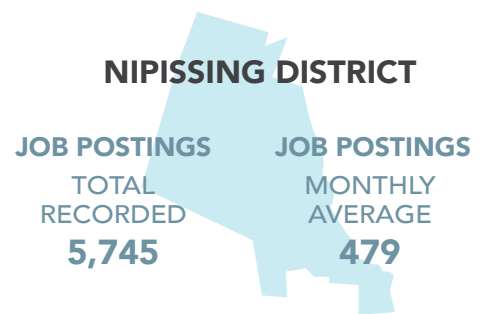
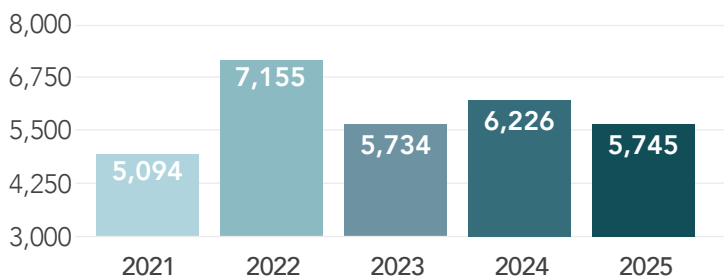


Nipissing District Data

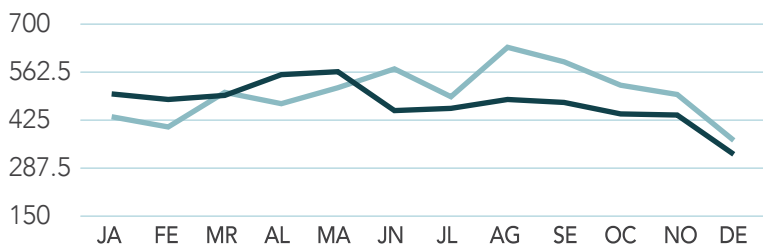
Total Job Postings

There were a total of 5,745 job postings recorded within Nipissing District throughout 2025. This figure is lower than the 2024 total (-481, -7.73%) and also sits below the previous 4-year average (-307, -5.08%). While 2024 saw a temporary rebound in hiring activity, the 2025 numbers indicate a cooling in the labour market as volumes returned to levels consistent with 2023 (5,734). Adding to these employment challenges, diversity in various industry environments in 2025 introduced further caution, particularly affecting sectors already experiencing labour shortages. Combined with broader economic ebbs and flows, these conditions challenged recruitment, with 2025 reflecting a more normalized and measured pace of hiring across the district.

Annual job postings over past 5 years



Monthly Job Postings in 2025 compared to previous 4-Year average



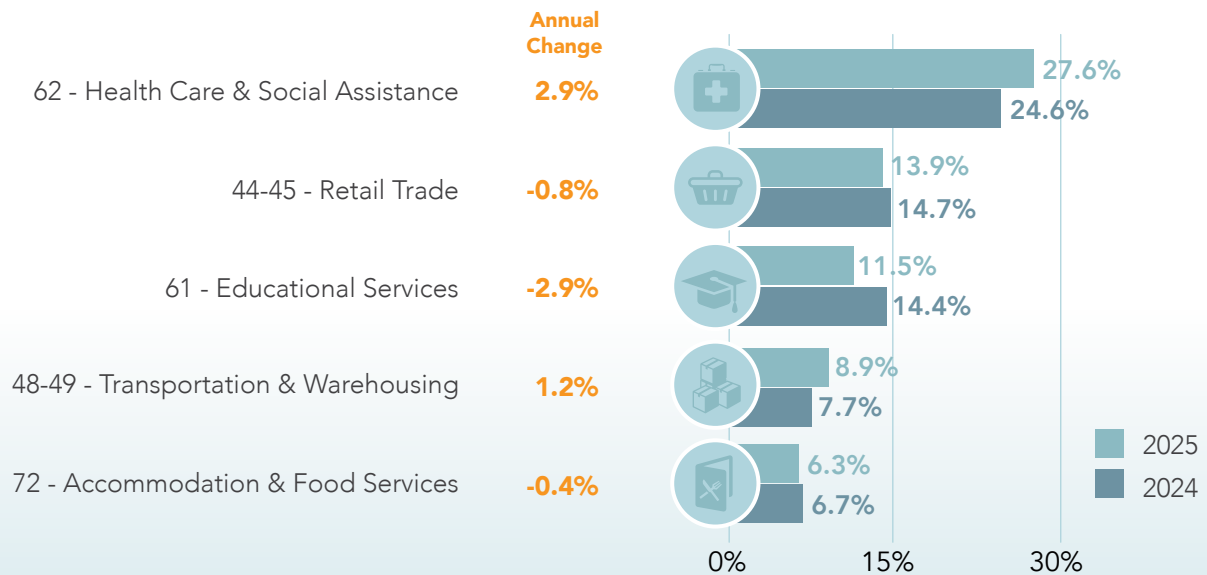
■ 2025 Job Postings
■ 2021-2024 Average Job Postings

April - May has had the most postings

Job Postings by Industry Classification

The Health Care and Social Assistance (NAICS-62) industry remained the primary driver of labour demand in 2025, accounting for 27.6% of all job postings and seeing the largest annual increase in share (+2.9%). Retail Trade (NAICS-44-45) and Educational Services (NAICS-61) followed as the next most active sectors, though both experienced declines in their overall share of the market. Retail Trade saw a decrease of -0.8% compared to 2024, while Educational Services saw the largest decrease among the top five industries at -2.9%. These trends highlight essential health services and sectors that are geared to consumer spending and public funding, such as retail and Education.

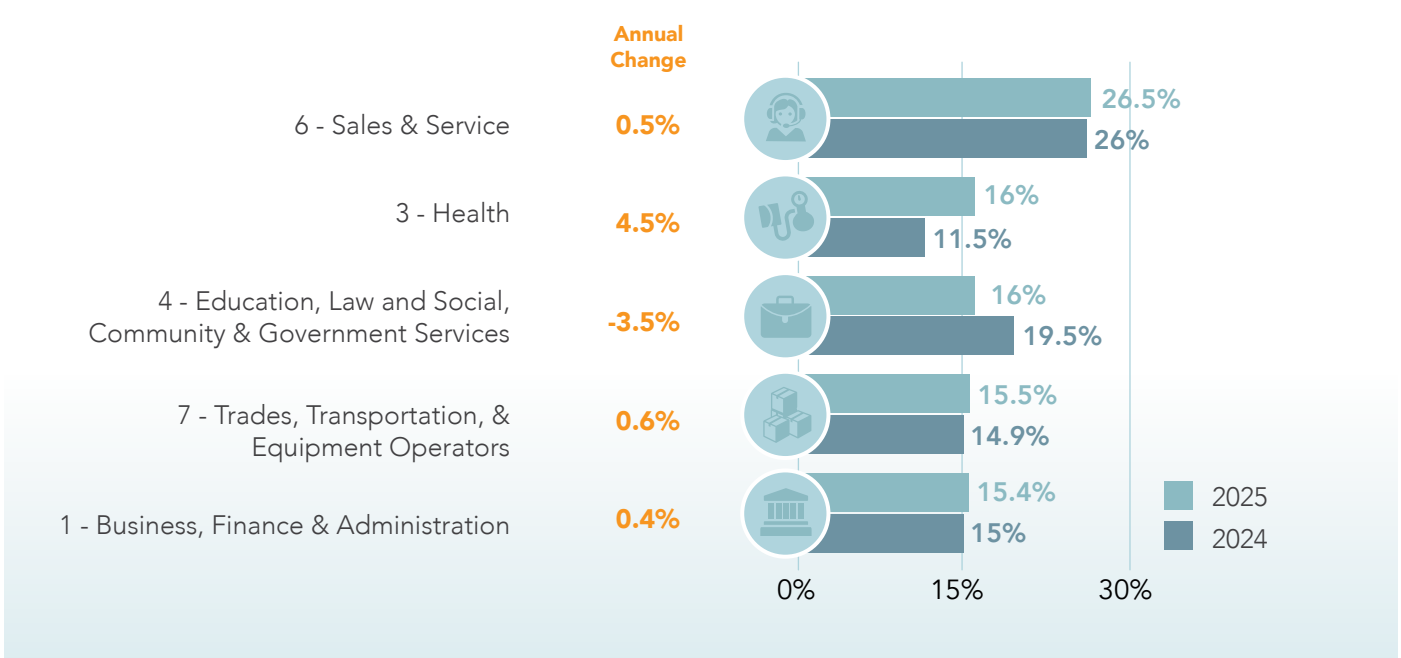
Representation of job postings in 2025 by major industry classification (NAICS)



Job Postings by Occupation Classification

Sales and Service (NOC-6) based occupations accounted for the largest number of job postings amongst all occupational classifications with slightly greater than one-quarter (26%) of all job postings in 2024. The top three occupational classifications also included Education, Law and Social, Community and Government Services (NOC-4) and Business, Finance and Administration (NOC-1) based occupations with 19.5% and 15.0% of the overall share respectively. The top three were identical to 2023 and made up 60.4% of the total share. The notable increase of +2.8% from the 2023 figure was for Health occupations and the most significant decrease was for Business, Finance and Administration based occupations, a minor drop of -1.2%.

Representation of job postings in 2025 by major occupation classification (NOCS)





2021 National Occupational Classification (NOC)	Total Jobs	Share of NOC
60 - Middle management occupations in retail and wholesale trade and customer services	172	11.3%
62 - Retail sales and service supervisors and specialized occupations in sales and services	136	8.9%
63 - Occupations in sales and services	170	11.2%
64 - Sales and service representatives and other customer and personal services occupations	517	34.0%
65 - Sales and service support occupations	525	34.5%
30 - Specialized middle management in health care	26	2.8%
31 - Professional occupations in health	451	49.1%
32 - Technical occupations in health	287	31.3%
33 - Assisting occupations in support of health services	154	16.8%
40 - Managers in public admin, in education and social and community services and public protection services	47	5.1%
41 - Professional occupations in law, education, social, community and government services	413	45.0%
42 - Front-line public protection services and para-professional occupations in legal, social, community, education services	257	28.0%
43 - Assisting occupations in education and in legal and public protection	106	11.5%
44 - Care providers and legal and public protection support occupations	91	9.9%
45 - Student monitors, crossing guards and related	4	0.4%
70 - Middle management occupations in trades and transportation	37	4.2%
72 - Technical trades and transportation officers and controllers	343	38.5%
73 - General trades	297	33.3%
74 - Mail and message distribution, other transport equipment operators and related maintenance workers	64	7.2%
75 - Helpers and labourers and other transport drivers, operators and labourers	150	16.8%
10 - Specialized middle management occupations in administrative services, financial and business services and communication (except broadcasting)	76	8.6%
11 - Professional occupations in finance and business	176	19.9%
12 - Administrative and financial supervisors and specialized administrative occupations	123	13.9%
13 - Administrative occupations and transportation logistics occupations	309	35.0%
14 - Administrative and financial support and supply chain logistics occupations	200	22.6%

Job Postings by Occupation Classification

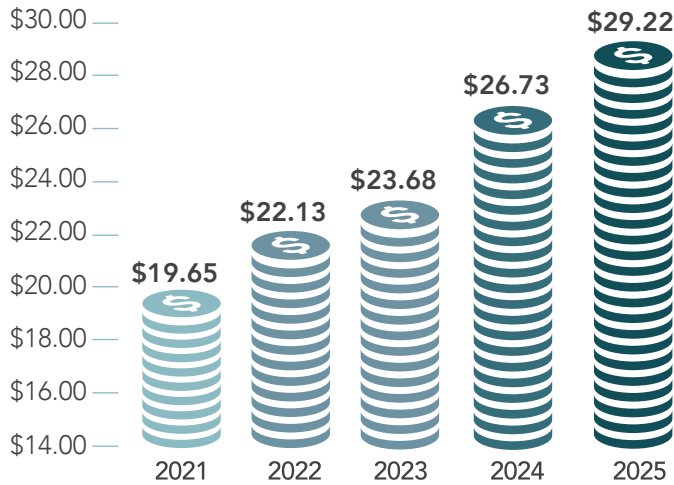
Sales and Service (NOC-6) remained the leading source of recruitment in 2025. While this sector remains the district's volume leader, the most significant shift in the labour market was the surge in Health occupations (NOC-3). Making it the primary growth driver for the region.

In contrast, there was a decline in Education, Law, and Social, Community, and Government Services (NOC-4). Meanwhile, the demand within Trades and Transportation (NOC-7) remained resilient, focused heavily on technical trades and general labour. Similarly, the Business and Administration (NOC-1) sector saw steady activity, with a particular focus on administrative and logistics roles.

-  6 - Sales & Service
-  3 - Health
-  4 - Education, Law and Social, Community & Government Services
-  7 - Trades, Transportation, & Equipment Operators
-  1 - Business, Finance & Administration

Hourly Wages

Average hourly wage offered per year

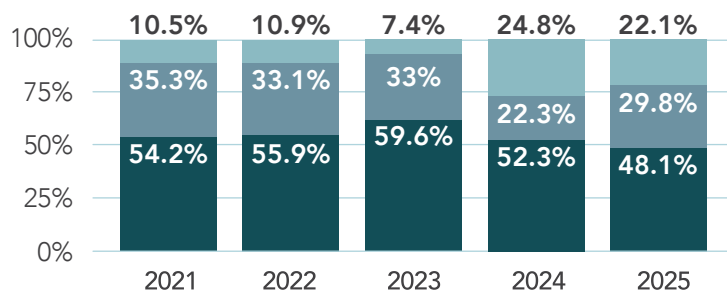


The average hourly wage listed on job postings in 2025 was \$29.22/hour. This represents a significant increase of +\$2.49/hour (+9.3%) over the 2024 figure of \$26.73/hour. This upward trajectory is partially driven by the provincial minimum wage increase to \$17.55/hour in October 2025, which created a "ripple effect" forcing wages upward across entry-level and mid-range positions to maintain competitive scaling. While the multi-year growth from 2021 to 2025 appears substantial, it is important to note that a portion of the increase between earlier years and the 2024–2025 period stems from an improved algorithmic collection. However, the consistent rise throughout 2025 remains a genuine indicator of a tightening labour market.

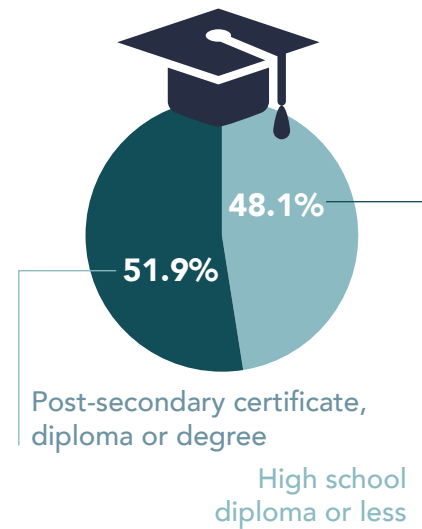
Educational Requirements

In 2025, the local labour market continued its shift toward more specialized roles, with post-secondary qualifications (51.9%) now required for more than half of all job postings. This marks a clear move away from entry-level requirements, as positions only requiring a high school diploma fell to 48.1%. A key driver of this change was the recovery in demand for college certificates and diplomas (29.8%), reflecting a focus on technical and vocational skills needed for trades and health support roles. While university degree requirements saw a minor dip to 22.1%, they remain well above historical levels.

Minimum educational requirements

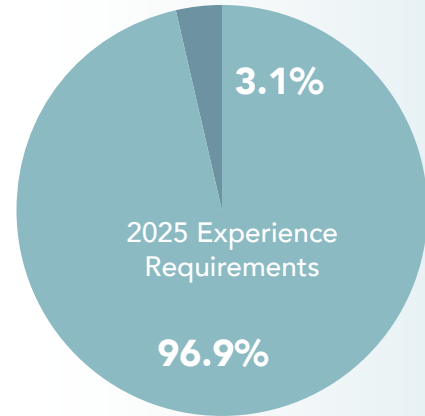


- University Degree
- College Certificate or Diploma
- High School Diploma

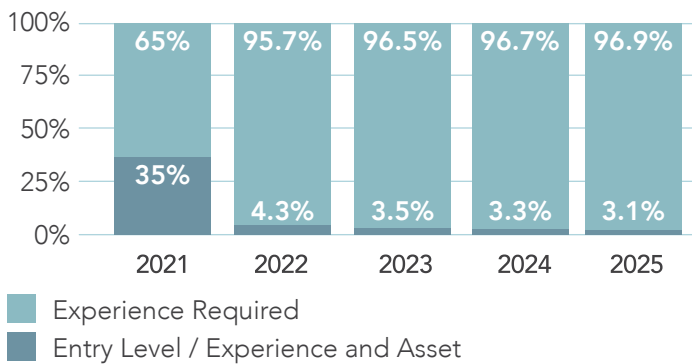


Experience Level Requirements

In 2025, nearly all job postings (96.9%) were categorized as requiring previous experience. Employers often add the term 'previous experience' to their job postings for a variety of reasons. They often hope that this will trigger an applicant to list previous work, activities, or practical exposure they've already had that relates to the job they have available. It shows employers that a potential applicant has conducted similar tasks before and can handle the responsibilities necessary to be successful in the job. It also allows employers to ensure that a potential candidate is experienced in the field or



Experience Requirements 2021-2025



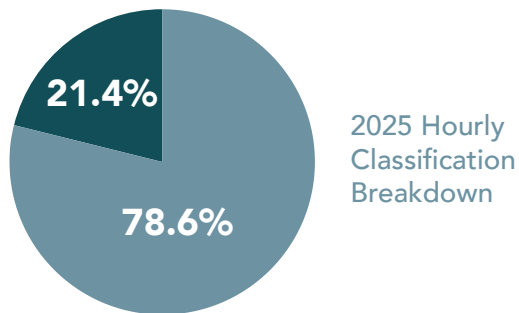
occupation being sought after, which can potentially indicate the amount of training time required on behalf of the employer and can confirm their level of competency within a particular skill set.

While there is likely a genuine preference for experienced workers during an economic cooling period, the data is heavily skewed by the technical way "experience" is now captured and does not necessarily reflect a total disappearance of entry-level opportunities in the district.

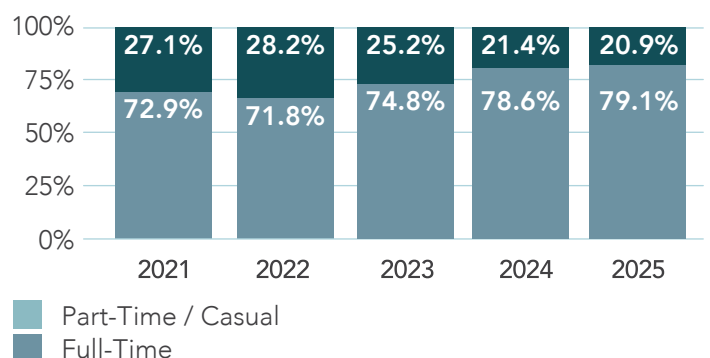
Hours of Employment Offered

In 2025, the Nipissing District saw a record high in full-time employment, with 79.1% of all job postings offering 35+ hours per week. This marks the third consecutive year of growth in full-time roles. Despite the overall decline in the total number of job postings, this shift is a strong positive economic indicator.

Overall, the mix of part-time and full-time employment in the region reflects a balance between economic necessity and flexibility. The relative importance of each can vary by community and industry, shaped by factors such as population size, seasonality, and access to a stable labour supply. It confirms with high confidence that local employers are prioritizing workforce stability.



Hourly classification breakdown 2021-2025



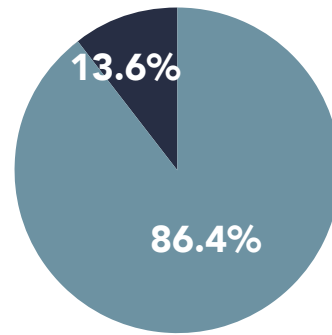
Terms of Employment Offered

In 2025, the share of job postings for permanent positions reached 89.6%, continuing a steady three-year upward trend. While this suggests a strong move toward long-term hiring. These figures have been consistently higher than 2020/2021 coinciding with the new collection algorithm began being used.

Temporary employment refers to work arrangements that are intended to last for a limited period of time. These roles may be used to meet short-term needs, such as seasonal demand, project support, or staff absences, and typically do not carry an expectation of ongoing employment beyond the agreed timeframe.

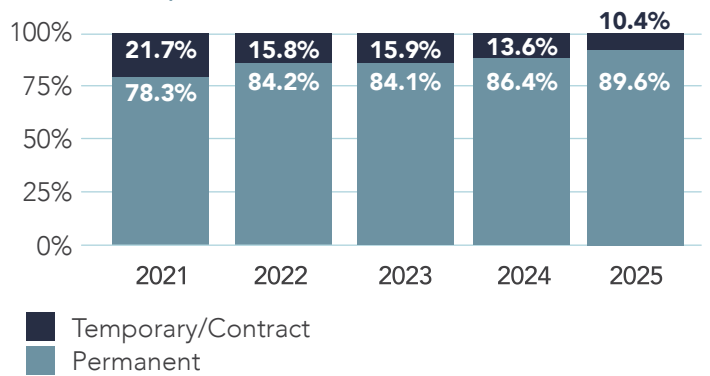
Permanent employment describes ongoing work arrangements without a predetermined end date. These positions are generally intended to provide long-term employment and may be either full-time or part-time, offering greater continuity for both the employer and the employee.

Contract employment involves work performed under the terms of a specific agreement that outlines the scope, duration, and conditions of the work. Contracts are often time-bound or project-based and may apply to individuals working independently or through an employment relationship, depending on the arrangement.



2025 Terms of Employment Breakdown

Terms of employment breakdown 2021-2025



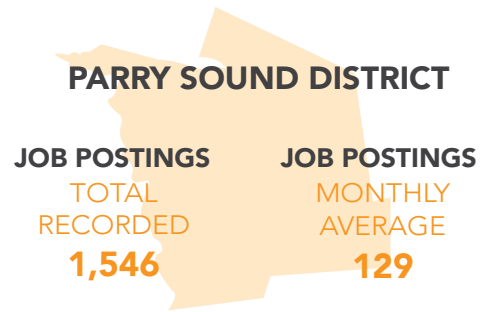
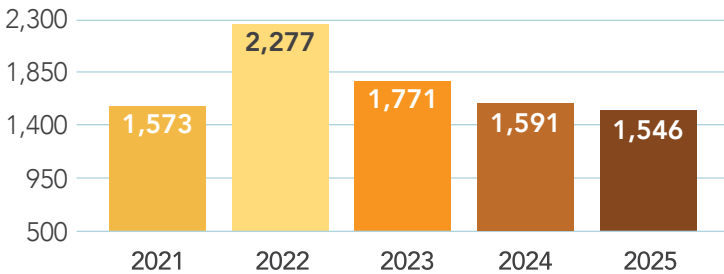


Parry Sound District Data

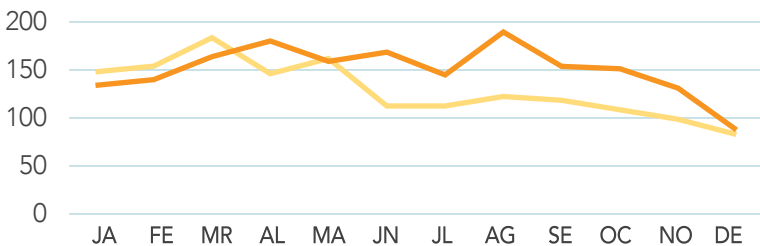
Total Job Postings

There were a total of 1,546 job postings recorded within Parry Sound District throughout 2025. This figure represents a slight decrease from the 2024 total (-45, -2.8%) and sits approximately 14.3% (-257) below the previous 4-year average of 1,803. The continued cooling of the labour market for the third consecutive year can be attributed to several compounding factors. While the record high of 2022 (2,277) is now viewed as an unsustainable post-COVID spike, the 2025 totals suggest the district is settling into a more stabilized, albeit guarded, recruitment environment.

Annual job postings over past 5 years



Monthly job postings in 2025 compared to previous 4-year average

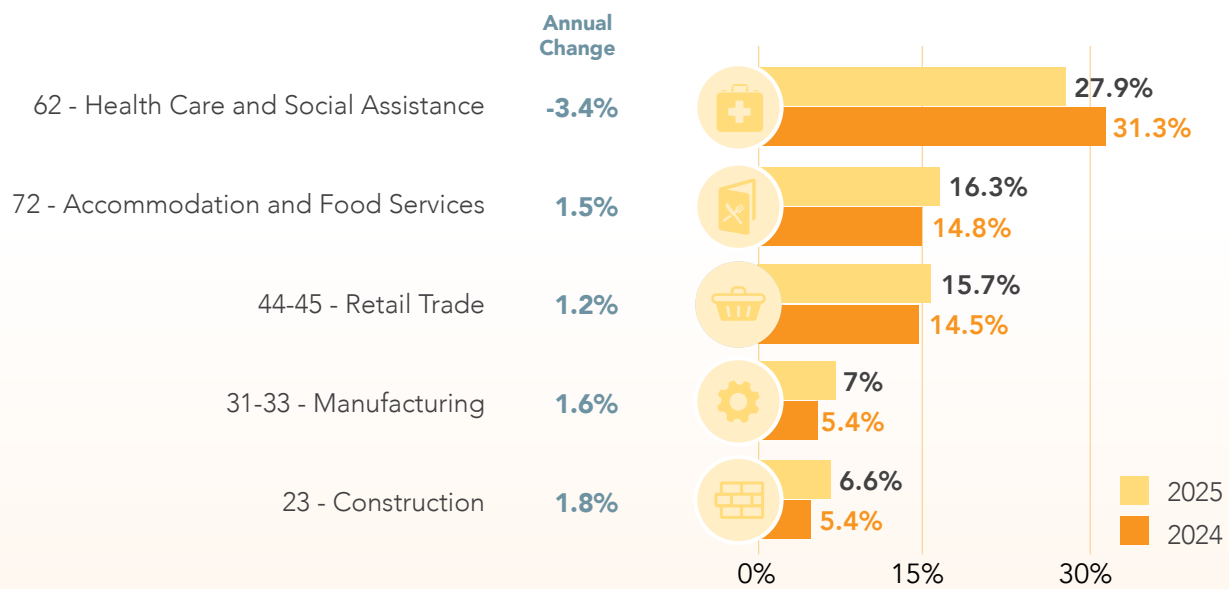


Feb-May has had the most postings

Job Postings by Industry Classification

In 2025, Health Care and Social Assistance continued to be the primary driver of the Parry Sound labour market, representing 27.9% of all postings. While this reflects a slight cooling from the previous year's record high, the sector remains the district's most significant employer. Combined with Accommodation and Food Services and Retail Trade, these top three industries accounted for nearly 60% of local hiring activity, illustrating a regional economy heavily reliant on essential services and tourism-related trade. The year was marked by a notable shift toward diversification as secondary sectors like Manufacturing and Construction saw modest gains in their share of the market. Meanwhile, the slight rise in Retail and Hospitality shares suggests these sectors are stabilizing their workforce needs.

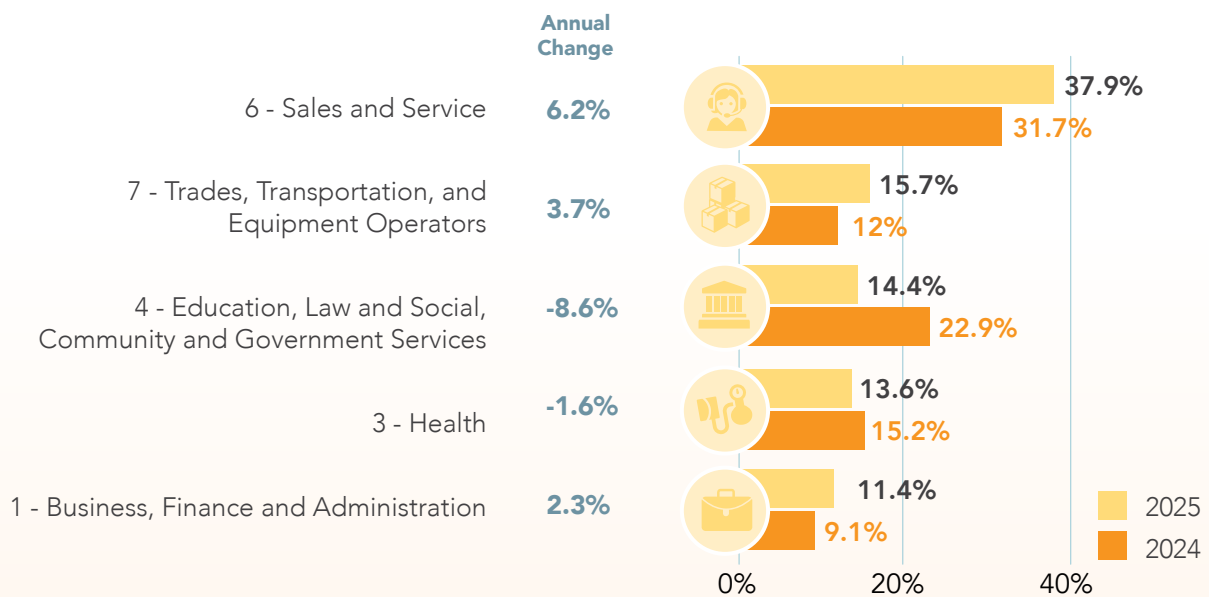
Representation of job postings in 2025 by major industry classification (NAICS)



Job Postings by Occupation Classification

In 2025, Health Care and Social Assistance continued to be the primary driver of the Parry Sound labour market, representing 27.9% of all postings. While this reflects a slight cooling from the previous year's record high, the sector remains the district's most significant employer. Combined with Accommodation and Food Services and Retail Trade, these top three industries accounted for nearly 60% of local hiring activity, illustrating a regional economy heavily reliant on essential services and tourism-related trade. The year was marked by a notable shift toward diversification as secondary sectors like Manufacturing and Construction saw modest gains in their share of the market. Meanwhile, the slight rise in Retail and Hospitality shares suggests these sectors are stabilizing their workforce needs.

Representation of job postings in 2025 by major occupation classification (NOCS)





2021 National Occupational Classification (NOC)	Total Jobs	Share of NOC
60 - Middle management occupations in retail and wholesale trade and customer services	61	10.4%
62 - Retail sales and service supervisors and specialized occupations in sales and services	71	12.1%
63 - Occupations in sales and services	94	16.0%
64 - Sales and service representatives and other customer and personal services occupations	113	19.3%
65 - Sales and service support occupations	247	42.2%
70 - Middle management occupations in trades and transportation	17	7.0%
72 - Technical trades, transportation officers and controllers	73	30.0%
73 - General trades	64	26.3%
74 - Mail and message distribution, other transport equipment operators and related maintenance workers	24	9.9%
75 - Helpers and labourers and other transport drivers, operators and labourers	65	26.7%
40 - Managers in public administration, in education, social, community services, and public protection services	8	3.6%
41 - Professional occupations in law, education, social, community and government services	29	13.1%
42 - Front-line public protection services and para-professional occupations in legal, social, community, education services	114	51.4%
43 - Assisting occupations in education and in legal and public protection	14	6.3%
44 - Care providers and legal and public protection support occupations	57	25.7%
45 - Student monitors, crossing guards and related occupations	0	0.0%
30 - Specialized middle management in health care	6	2.9%
31 - Professional occupations in health	95	45.2%
32 - Technical occupations in health	64	30.5%
33 - Assisting occupations in support of health services	45	21.4%
10 - Specialized middle management occupations in administrative services, financial and business services and communication (except broadcasting)	14	7.9%
11 - Professional occupations in finance and business	41	23.0%
12 - Administrative and financial supervisors and specialized administrative occupations	21	11.8%
13 - Administrative occupations and transportation logistics occupations	69	38.8%
14 - Administrative and financial support and supply chain logistics occupations	33	18.5%

Job Postings by Occupation Classification

In 2025, Sales and Service occupations dominated the Parry Sound labour market, accounting for nearly 38% of all job postings.

This sector saw a substantial increase in its share compared to 2024, driven primarily by a high demand for support occupations and service representatives, which together make up over 60% of the category. Trades and Transportation also saw a notable rise in activity, with technical trades and general labour roles leading the demand, reflecting ongoing needs in infrastructure and local maintenance.

Conversely, the Education, Law, and Social Services sector experienced a significant decline, dropping by over 8% to reach a 14.4% share. While this sector saw a reduction in overall volume, demand within it remained concentrated in front-line public protection and paraprofessional roles. Health occupations also experienced a slight dip in market share but maintained a consistent need for professional and technical staff. In the Business and Administration sector, recruitment was largely focused on administrative and logistics roles, which support the operational backbone of local businesses.



6 - Sales & Service



7 - Trades, Transportation, & Equipment Operators



4 - Education, Law and Social, Community & Government Services



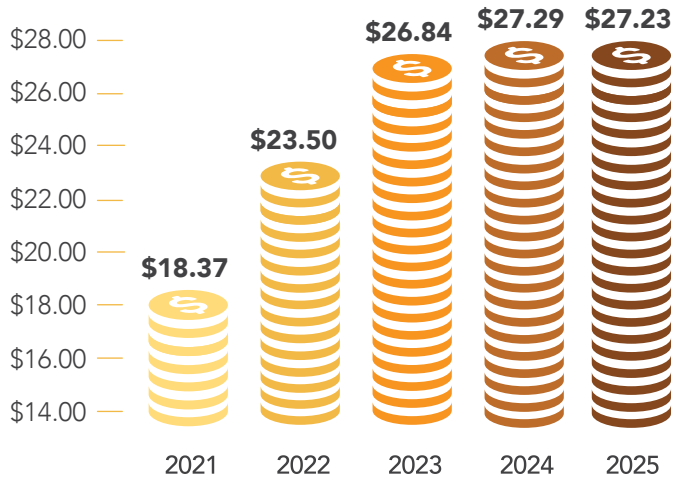
3 - Health



1 - Business, Finance & Administration

Hourly Wages

Average hourly wage offered per year



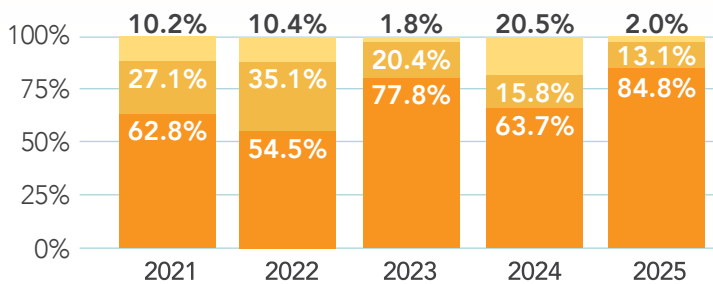
In 2025, the average hourly wage in the Parry Sound District remained essentially flat at \$27.23/hour, a negligible decrease of \$0.06 from the 2024 average. This stability marks a significant departure from the rapid wage growth seen between 2021 and 2023, where averages jumped nearly \$8.50 over just two years. While the provincial minimum wage saw a scheduled increase to \$17.60 in October 2025, its impact on the district's overall average was largely offset by broader economic cooling.

The rising concentration of Sales and Service roles—which often start closer to the minimum wage floor—likely anchored the district's average, preventing the significant upward movement seen in previous years when specialized professional roles were the primary drivers of growth.

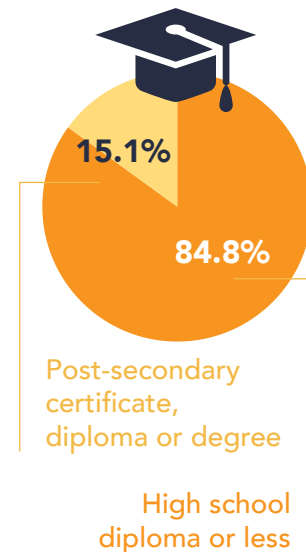
Educational Requirements

In 2025, the demand for candidates with a high school diploma or less surged to 84.8%, signaling a return to a market dominated by entry-level service and trade roles. This shift caused requirements for university degrees to drop back to a baseline of 2.0%. Overall, the data shows that Parry Sound employers are currently prioritizing immediate labour availability and on-the-job training over formal post-secondary credentials.

Minimum educational requirements



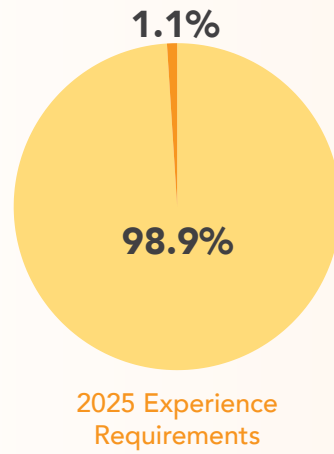
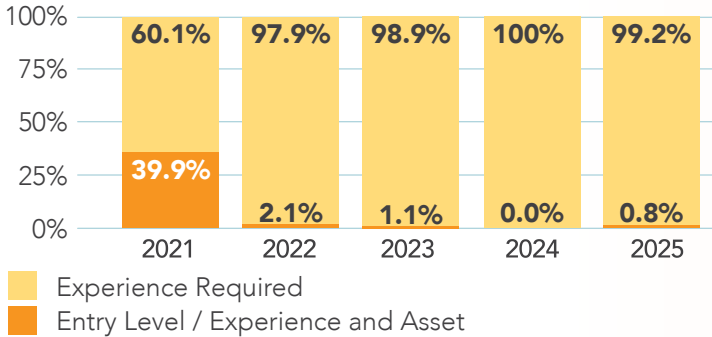
- University Degree
- College Certificate or Diploma
- High School Diploma



Experience Level Requirements

In 2025, experience requirements in Parry Sound remained at an extreme high of 99.2%, continuing a pattern where nearly every posting specifies a need for previous experience.

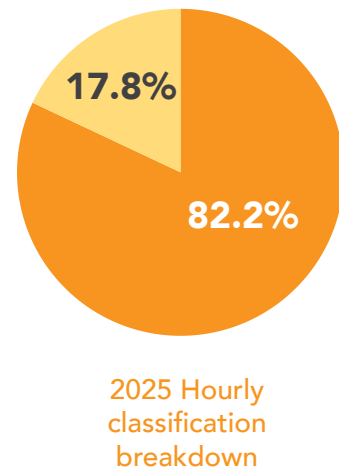
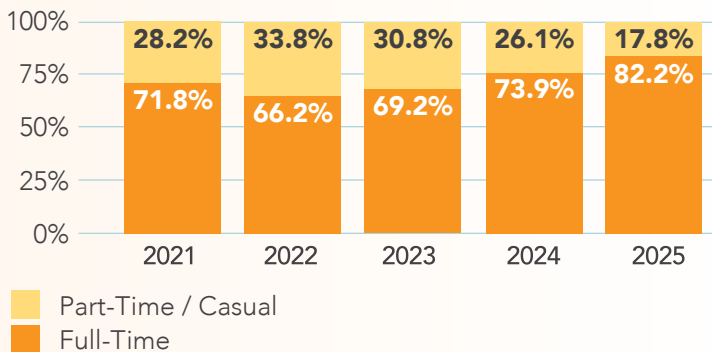
Experience requirements 2021-2025



Hours of Employment Offered

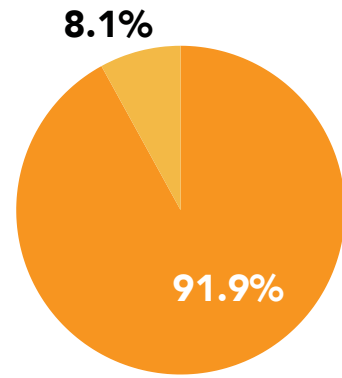
In 2025, full-time employment opportunities in Parry Sound reached a record high of 82.2%, continuing a consistent upward trend since 2022. This shift is a positive economic sign, as it indicates a move toward higher labour productivity and workforce stability.

Hourly classification breakdown 2021-2025



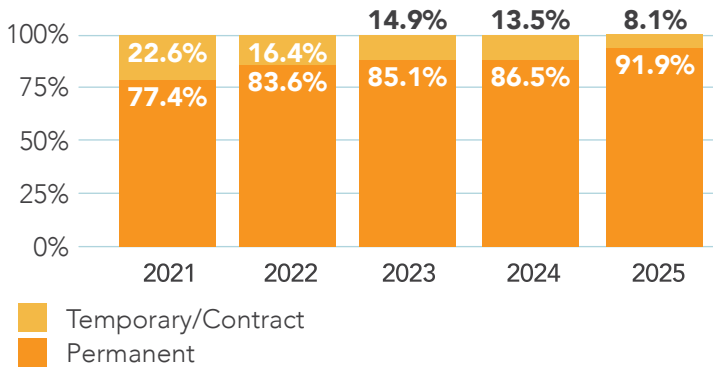
Terms of Employment Offered

In 2025, the share of job postings for permanent positions in Parry Sound reached 91.9%, a significant rise from 86.5% in 2024. While this data is influenced by a newer collection algorithm, the consistent five-year climb strongly suggests that local employers are prioritizing long-term workforce stability. This shift toward permanent roles is a positive economic marker for the district, as it fosters higher institutional knowledge and productivity compared to a reliance on temporary or contract staff.



2025 Terms of employment breakdown

Terms of employment breakdown 2021-2025





4

ANALYSIS OF EO PROGRAM RELATED DATA (2024-2025)

This section is based on data which has been provided by the Ontario Ministry of Labour, Immigration, Training and Skills Development to workforce planning boards and literacy and basic skills regional networks.

Background to the data

This data was specially compiled by the Ministry and has program statistics related to Apprenticeship, Canada Ontario Job Grant, Employment Service, Literacy and Basic Skills, Ontario Employment Assistance Program, Better Jobs Ontario and Youth Job Connection (including summer program) for the 2024-25 fiscal year.

BACKGROUND TO THE DATA ANALYSIS

The data released offers broad, demographic descriptions of the clients of these services and some information about outcomes. There are three sets of data:

Data at the Local Board level (in the case of the Labour Market Group – LMG, the geography covers the Districts of Parry Sound and Nipissing)

Data at the regional level (in this case, the Northern Region, which consists of six workforce planning boards, covering Parry Sound, Nipissing, Timiskaming, Cochrane, Manitoulin, Greater Sudbury, Sudbury, Algoma, Thunder Bay, Kenora and Rainy River).

DATA AT THE PROVINCIAL LEVEL

In all instances, some attempt is made to provide a context for interpreting the data. In some cases, this involves comparing the client numbers to the total number of unemployed, in other instances, this may involve comparing this recent year of data to the previous year's release.

The following analysis looks at the six program categories (Employment Services, Literacy and Basic Skills, Better Jobs Ontario, Canada Ontario Job Grant, Apprenticeship, and Youth Job Connection). The number of data sub-categories for each of these programs varies considerably.

EO TRANSFORMATION

In the last few years, there have been two factors which have affected the EO client numbers:

1. The COVID pandemic and the accompanying lockdowns had a very disruptive impact on the lives of all of Ontarians and it also caused EO client numbers to drop across all programs and all geographies;
2. The EO transformation and the on-going implementation of Integrated Employment Services (IES) across all areas has meant that an analysis of employment services means most often referring to two sets of data: Employment Service numbers (which include legacy clients where IES has just begun) and IES data for areas where it has begun operating (for 2024-25, IES has begun in all areas, and in 10 of 26 workforce planning boards, the number of Employment Services Assisted clients is either nil or less than 50).

Under the old Employment Services (ES), there were two categories of clients, Unassisted and Assisted, and their numbers were reported separately. Under IES, there are three categories of clients (Streams A, B and C), but their data is combined. Table 1 shows the number of clients served under these different client categories and, as a reference point, the total number of unemployed individuals during the same period (April to March of each fiscal year).

TABLE 1: Client numbers for employment services, Ontario, 2018-19 to 2024-25

	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Unassisted R&I	516,469	537,403	411,557	386,909	434,020	358,909	152,119
Assisted	189,591	183,826	117,296	99,810	104,045	94,667	59,487
SSM				30,658	32,296	84,317	159,737
Total unemployed	440,200	450,500	819,500	598,900	439,800	508,100	635,000

As the SSMs have been rolling out across the province, the old EO system is giving way and their numbers are declining while the SSM client numbers are steadily increasing.

A major impact of the EO transformation has been the change in the composition of clients by source of income. With EO absorbing the employment services functions that had been delivered by Ontario Works and the Ontario Disability Support Program to their clients, there has been a greater expectation placed on the IES system to serve these clients. Table 2 shows the percentage distribution of clients by source of income by ES and IES providers during the period of the transition. The ES clients are Assisted clients, while the IES clients are all clients.

TABLE 2: Distribution of employment services clients by select source of income categories, ES and IES, Ontario, 2021-22 to 2024-25

	2021-22		2022-23		2023-24		2024-25	
	ES	IES	ES	IES	ES	IES	ES	IES
Ontario Works	12%	36%	14%	28%	18%	33%	26%	37%
ODSP	4%	8%	5%	8%	5%	7%	4%	6%
EI	21%	12%	9%	5%	7%	7%	7%	7%
Employed	9%	8%	10%	11%	9%	9%	7%	9%
Other	10%	8%	9%	8%	8%	7%	7%	5%
No source of income	42%	25%	51%	38%	50%	35%	47%	34%

By far, the biggest change has been in the proportion of employment services clients who are OW recipients, on average more than two or three times what the EO figure was in 2021-22. Interestingly, the proportion of OW clients being served by services under EO kept on rising as IES was being introduced, to the point that rather than being one-third the proportion in 2021-22, it is two-thirds the proportion in 2024-25.

On the other hand, the proportion of ODSP recipients only increased slightly, more so in 2021-22, but by 2023-24 and 2024-25, the difference between ES and IES was small.

In 2021-22, there was a much higher proportion of EI claimants, especially among ES providers, but that was a consequence of COVID, as there were far more individuals who were laid off who qualified for EI. Those numbers later returned to their historic levels.

For source of income categories such as Employed or Other, there is hardly much change at all. Thus, the main difference between ES clients and IES clients is that a portion of the No Source of Income clients who had received employment services have now been replaced by a larger proportion of OW recipients.

The rest of this report will examine client demographics by the various programs at the board, region and provincial levels.



Employment Services

NUMBER OF CLIENTS

The IES Service System Manager for Northeast Ontario has only just begun receiving clients, such that the majority of employment services clients for the fiscal year 2024-25 are still under the old EO system. Table 3 shows the numbers for three categories of clients in for the LMG board area (Parry Sound and Nipissing), for the current year and the previous year (for comparison):

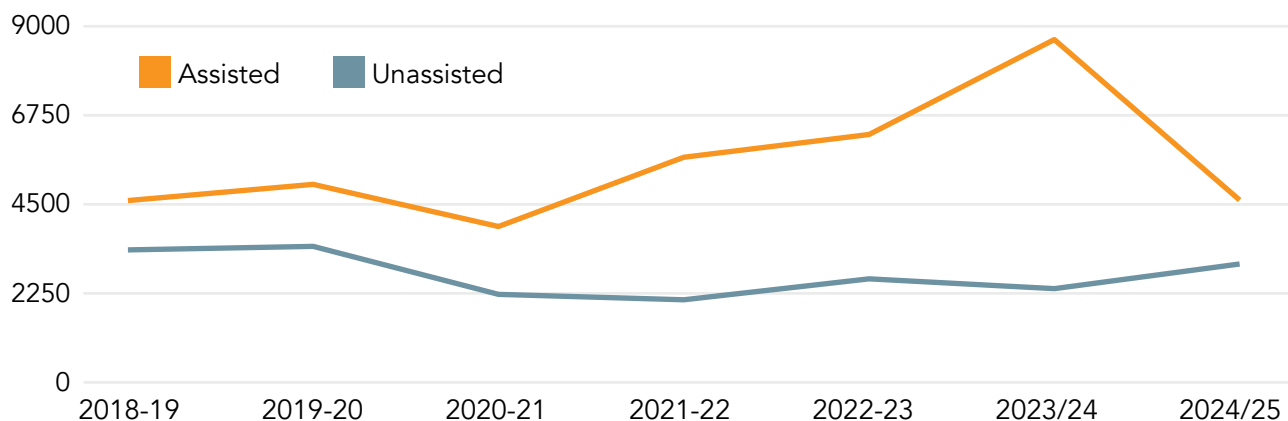
- EO Assisted
- EO Unassisted
- IES

TABLE 3: Number of employment services clients, LMG, 2024-25 and 2023-24

	2024-25	2023-24
EO Unassisted Clients	4,603	8,650
EO Assisted Clients	2,991	2,369
IES Clients	290	---

To put these figures into broader context, Chart 1 shows the trends over six years in the number of EO Unassisted and Assisted clients. Over this period, the number of Assisted clients dropped in 2020-21, then slowly increased, although it never reached the pre-COVID levels. The Unassisted numbers over this same time also dropped in 2020-21, then rose considerably from 2021-22 to 2023-24, then dropped sharply, returning to pre-COVID levels in 2024-25.

CHART 1: EO Unassisted and Assisted clients, LMG, 2018-19 to 2024-25



Literacy And Basic Skills

Table 22 presents the overall client numbers for Literacy and Basic Skills and makes some comparisons to figures from previous years. In 2020-21, the number of in-person learners declined in all three areas, almost entirely because of a decline in the number of new in-person learners. In 2021-22, this number declined a little further at the Board level but rebounded somewhat at the Region and provincial levels. The number of new in-person learners did increase across all three areas. In 2022-23 and 2023-24, there were large increases at all three levels in the number of new learners, pushing up further the number of all in-person learners. In 2024-25, the number of new in-person learners dropped in all three areas, but especially at the Board level, leading to declines of all in-person learners.

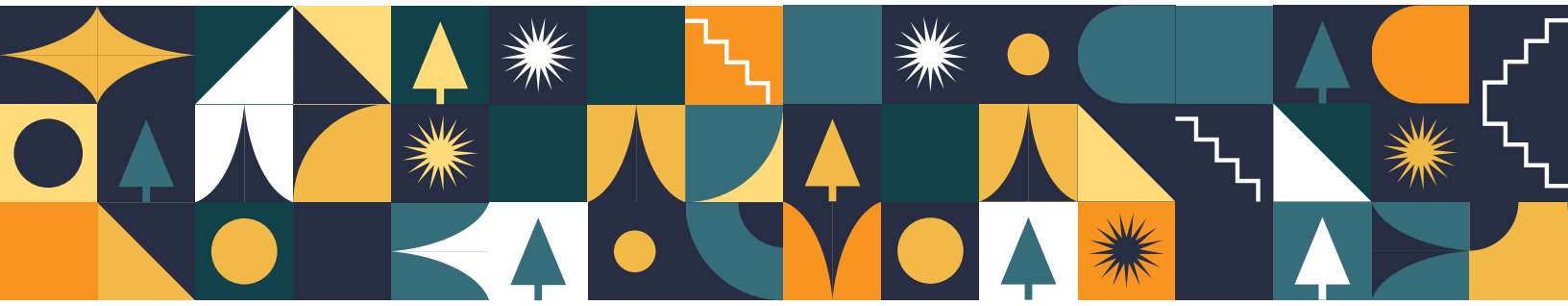
The Board's share of all In-Person Learners in the province has declined this year to 1.4%,

dropping to its lowest level in seven years. Still, this proportion remains higher than the local area's share of the provincial population (0.9%). The Region's share has been steadily increasing, and this year rose to 17.3%, much higher than the Region's share of the provincial population (5.6%).

TABLE 22: Number of Literacy and Basic Skills Learners

	Board	Region	Ontario
Number of In-Person Learners (New In-Person + Carry-Over In-Person)			
2024-25	570	7,027	40,636
2023-24	809	7,186	41,996
2022-23	604	6,049	36,120
2021-22	526	5,309	35,164
2020-21	558	5,167	33,025





Better Jobs Ontario

The Board area enlisted 39 individuals into the Better Jobs Ontario program last year (Table 36). In 2015-16 and 2016-17, the number was around 100, then hovered between 50 and 60 for five years until dropping to 35 in 2022-23 and 26 in 2023-24, and increasing somewhat in 2024-25. There has been a similar pattern at the Regional level, though the increase this year was minor. The provincial figures have not dropped as much and increased the last two years. The Board share of all Better Jobs Ontario clients, which had stayed close to 1.5% for several years, has now dropped below 1% for the last two years, closer to the Board area's share of the provincial population. The Regional share of Better Jobs Ontario clients has also dropped, but as a percentage is still higher than the Region's share of the provincial population.

TABLE 36: Better Jobs Ontario client numbers

	Board	Region	Ontario
Number of Clients			
2024-2025	39	247	4,111
2023-2024	26	244	3,401
2022-2023	35	276	3,064
2021-2022	53	360	3,777
2020-2021	47	371	3,110
2019-2020	50	461	3,314
2018-2019	59	460	3,834
2017-2018	56	661	5,379
2016-2017	103	922	7,158
2015-2016	88	1,005	8,626

Apprenticeship

The number of new apprentice registrations for the last 11 years are listed in Table 44. COVID clearly had an impact on the number of new registrations across all three areas in 2020-21. These numbers recovered somewhat in 2021-22, and in 2022-23 they recovered some more. In 2023-24, there was a decline in the number of new registrations at the Board and provincial levels, although the figure did increase at the Regional level. In 2024-25, all three areas registered healthy increase. This year, the number of new registrations at the Board level is higher than it has been since 2016-17, higher at the Region level since 2015-16, and higher at the provincial level over this entire 11-year span.

TABLE 44: Number of new apprenticeship registrations, 2014-15 to 2024-25

	Board	Region	Ontario
Number of New Registrations			
2024-2025	252	2,187	28,848
2023-2024	217	2,041	26,296
2022-2023	235	1,970	27,178
2021-2022	209	1,708	22,056
2020-2021	143	1,264	16,730
2019-2020	236	2,065	26,771
2018-2019	243	2,104	27,821
2017-2018	240	1,924	24,991
2016-2017	257	1,968	24,890
2015-2016	214	2,192	25,793
2014-2015	271	2,361	26,018

Table 45 shows several other figures in terms of their share of all provincial numbers for each category and how that share has compared over time. In 2024-25, new registrations at the local and Region levels were roughly in line with historic values, with the local area accounting for 0.9% of the provincial totals (equal to the local area representing 0.9% of the provincial population) and the Northern Region accounting for 7.6% of provincial new registrations, in keeping with recent historical proportions, and higher than the Northern Region share of the provincial population (5.6%).

In all areas, the number of Certificates of Apprenticeship issued increased are higher than they have been since 2018-19, except for the Region, where it is higher since 2019-20.



TABLE 45: New registrations and active apprenticeships

	Board	Region	Ontario
Number of New Registrations			
2024-2025	252	2,187	28,848
(As % of Ontario)			
2024-2025	0.9%	7.6%	
2023-2024	0.8%	7.8%	
2022-2023	0.9%	7.2%	
2021-2022	0.9%	7.7%	
2020-2021	0.9%	7.6%	
2019-2020	0.9%	7.7%	
2018-2019	0.9%	7.6%	
2017-2018	1.0%	7.7%	
2016-2017	1.0%	7.9%	
2015-2016	0.8%	8.5%	
2014-2015	1.0%	9.1%	
Number of Active Apprentices			
2024-2025	813	8,090	105,396
2023-2024	737	7,302	95,343
2022-2023	694	6,736	89,482
2021-2022	668	6,298	84,937
2020-2021	635	5,819	78,733
2019-2020	614	5,462	73,924
2018-2019	620	5,254	71,279
Number of CofAs Issued			
2024-2025	89	701	10,236
2023-2024	68	621	9,837
2022-2023	66	583	9,564
2021-2022	65	629	8,120
2020-2021	64	420	5,877
2019-2020	67	680	8,892
2018-2019	70	750	9,878
Population (As percent of Ontario)			
2024-2025	0.9%	5.6%	100%

The following tables show more detailed demographic data for the Apprenticeship program. More than 95% of participants are youth (15-24 years old) or young adults (25-44 years old), across all three levels (Table 46), of which more than half are youth (15-24 years old).

TABLE 46: Distribution by age of apprenticeship, 2024-25 and 2023-24

	2024-25			2023-24		
	Board	Region	Ontario	Board	Region	Ontario
15-24 years	56%	59%	54%	58%	56%	51%
25-44 years	39%	37%	42%	38%	41%	45%
45-64 years	5%	4%	4%	---	3%	4%
over 65 years	0%	0%	0%	0%	---	0%

The distribution by gender (Table 47) is very heavily male skewed. Across the local, regional, and provincial levels, around three-quarters or more of apprentices have been male. At the local level, the proportion of females has been slightly higher than the corresponding figures for the Region and provincial levels over the previous two years, but last year it dipped slightly.

TABLE 47: Distribution by gender of apprenticeship, 2024-25 and 2023-24

	2024-25			2023-24		
	Board	Region	Ontario	Board	Region	Ontario
Females	17%	14%	14%	26%	14%	14%
Males	83%	83%	85%	74%	84%	85%
Other/not disclosed/trans	---	---	---	---	2%	1%

The distribution of clients by education at intake (Table 48) is mostly dominated by clients who have a high school diploma and almost all the rest have no high school diploma. There has been minimal variation in these percentages from year to year, no doubt because so many apprentices are youth, although this year a slightly smaller percentage had a high school diploma.

TABLE 48: Distribution by education at intake of apprenticeship, 2024-25 and 2023-24

	2024-25			2023-24		
	Board	Region	Ontario	Board	Region	Ontario
No certificate	29%	---	24%	21%	16%	16%
High school	69%	68%	75%	78%	81%	83%
Apprenticeship	0%	0%	0%	0%	0%	0%
College	0%	---	0%	0%	---	0%
University	0%	0%	---	0%	---	---
Other	0%	---	0%	---	---	0%

No entry (---) means the figure was smaller than 10 and to ensure confidentiality, the figure was suppressed. Totals do not always add up to 100% because some entries are suppressed for being less than ten.

Table 50 lists the top ten trades for new registrations for the local area, the region and the province. The local area only had eight trades among new registrations that had 10 or more registrations, while there were 19 trades which had their numbers suppressed (under 10). Six of these trades are common to the top ten registrations for the Region and the province.



TABLE 50: Top 10 trades for new registrations, 2024-2025

RANK	Board		Region		Ontario	
	Trade	#	Trade	#	Trade	#
1.	Automotive Service Technician	51	Electrician - Construction and Maintenance	321	Electrician - Construction and Maintenance	5415
2.	Electrician - Construction and Maintenance	41	Automotive Service Technician	271	Automotive Service Technician	3756
3.	Truck and Coach Technician	35	General Carpenter	225	Plumber	2239
4.	Plumber	19	Truck and Coach Technician	220	Truck and Coach Technician	1894
5.	General Carpenter	16	Heavy Duty Equipment Technician	177	General Carpenter	1804
6.	Hairstylist	13	Industrial Mechanic Millwright	158	Hairstylist	1629
7.	Heavy Duty Equipment Technician	13	Hairstylist	92	Industrial Mechanic Millwright	1607
8.	Railway Car Technician	11	Powerline Technician	91	Sheet Metal Worker	926
9.			Plumber	88	Refrigeration and Air Conditioning Systems Mechanic	856
10.			Welder	76	Child Development Practitioner	732

Canada Ontario Job Grant (COJG) – Employer

The employers that made use of the COJG are mostly smaller firms with less than 50 employees (Table 51). This year, at the local level, 83% of the firms had less than 50 employees, while at the Region level that figure was 76%, and for the province it was 75%. The number of employers dropped significantly because of COVID (2020-21); it had rebounded in 2021-22 and 2022-23, but in 2023-24 and 2024-25, the number of employers has been lower in all three areas.

TABLE 51: Canada Ontario Job Grant – Employers, 2024-2025

	Board	Region	Ontario
Number of Employers			
2024-25	24	170	2,039
2023-24	21	194	2,347
2022-23	30	218	2,468
2021-22	30	198	2,837
2020-21	17	186	2,456
2019-20	19	312	3,952
Percent in Under 25 Stream	100%	100%	100%
Percent in Over 25 Stream	0%	0%	0%
Size (percent)			
<50	83%	76%	75%
50-150	---	15%	18%
151-300	0%	---	3%
301-500	0%	---	2%
501-1,500	0%	---	3%
1,501-10,000	0%	---	---
>10,001	0%	0%	---

In terms of the training provided, by far most of the training is provided by private trainers at all three levels (Table 52). There are too few employers to generate enough data that can be released at the Board level for other training providers, but at the Region and provincial levels, the next largest providers are registered private career colleges and public community colleges.

TABLE 52: Canada Ontario Job Grant – Training provider type, 2024-2025

	Board	Region	Ontario
Private Trainer	75%	61%	61%
Product Vendor	0%	---	1%
Public College	---	14%	7%
Registered Private Career College	---	18%	26%
School Board	0%	0%	0%
Union Based Training Centre	0%	---	---
University	0%	7%	5%
Unknown	0%	0%	---

The outcomes at exit details generally show extremely positive assessments by employers, with over 90% an increase in trainee productivity and affirming that the training met their workforce needs (Table 53). The sole exception was at the Board level, where only 75% said it increased trainee productivity, a figure much lower than has usually been reported over the years in any of the three areas.

TABLE 53: Outcome at exit detail, 2024-2025

	Board	Region	Ontario
Increase in trainee productivity	75%	93%	94%
Training met workforce needs	100%	98%	97%



Canada Ontario Job Grant – Participant

The number of COJG participants at the Board level has increased considerably, halting a decline that had been taking place over three years (Table 54). At the Region and provincial levels, the figures are lower than last year's (only by a little for the Region), continuing a decline that has been going on since 2018-19.

The local share of COJG participants across the province (0.7%) is in the same range as what it has typically been and is a little lower than the Board area's share of the provincial population, while at the Region level it has generally stayed within the same percentage range.

TABLE 54: Number of COJG participants, 2024-2025

	Board	Region	Ontario
Cojg Participants			
2024-25	56	439	7,880
2023-24	28	444	8,706
2022-23	49	553	8,951
2021-22	89	516	10,767
2020-21	57	622	10,350
2019-20	32	827	14,073
2018-19	106	1,269	19,742
2016 Total Ontario Population			
As % of Ontario	0.9%	5.6%	

Youth Job Connection (YJC)

The following tables show the number of Youth Job Connection participants, and their breakdown by age and gender. There has been a big drop in the number of participants at all three levels compared to last year: by around half at the Board and provincial levels, and by a third at the Region level. This follows what had been a recovery in participation since COVID. In 2024-25, the provincial figure is one quarter what it had been in 2018-19.

With this decline in the provincial figures, the share of participants at the Board and Region levels has been increasing.

The figures for the Youth Job Connection Summer program are included as well: at the Board and Region levels, the figures have dropped by almost 20% compared to last year, but at the provincial level, the drop is 50%. As a result, the share of participants at the Board and Region levels has also increased.

TABLE 61: Number of YJC participants, 2024-2025

	Board	Region	Ontario
YJC Participants			
2024-25	135	758	2,936
2023-24	256	1,159	5,936
2022-23	205	1,027	7,247
2021-22	184	867	7,097
2020-21	119	634	7,428
2019-20	266	1,249	12,063
2018-19	282	1,264	12,024
YJC Summer Participants			
2024-25	97	485	1,494
2023-24	118	586	2,985
2022-23	109	576	3,934
2021-22	99	497	4,010
2020-21	84	495	4,815
2019-20	117	590	5,738
2021 Total Ontario Population			
As % of Ontario	0.9%	5.6%	

The data for the Youth Job Connection Summer program is more limited, especially at the Board level. However, a few characteristics of the clients can be highlighted:

- Virtually all participants are 15-24 years old
- Males make up a slight majority of the participants at the Board and Region levels (56% and 54%), but at the provincial level, there are slightly more females (52%)
- Over 85% of participants in all areas have less than a Grade 12 education
- Over 90% have no source of income
- The distribution of participants by designated group for YJC Summer is somewhat similar to that for the YJC, except that the proportion of persons with a disability is lower; there are higher proportions of Indigenous persons and Francophones at the Board and Region levels, and higher proportions of racialized persons at the provincial level



5

2026 ACTION PLAN

In LMG's attempt to help improve the conditions of the local labour market, we continue to support stronger linkages among local employment and community services and through a comprehensive engagement process focusing on the needs of stakeholders. By identifying local labour market issues, we hope to contribute to a better understanding of employment opportunities and workforce development needs in the community, and assist and initiate joint actions to address local issues of common interest.

THEME ONE

Local Businesses need assistance accessing available programs, incentives and professionals

GOAL:

To increase small business capacity during continued labour market challenges, emphasis should be placed on increasing awareness and uptake on the programs and services that are available to assist their business and increased hiring needs.

WHY IS THIS A PRIORITY FOR THE COMMUNITY?

With the plethora of funding programs available to small businesses, the process of researching, application and implementation can be lengthy and burdensome. There continues to be a lack of awareness and understanding on the part of the employer to participate and engage in these types of programs and advises. Ultimately, these actions can affect the long- term sustainability of their workforce.

HOW IT ALIGNS WITH THE EVIDENCE:

Employers continue to struggle to find and maintain individuals in a variety of occupational classifications and industry sectors.

NEXT STEPS:

Develop regional committees made up of the identified partners to begin to move projects forward.





THEME ONE: Required Actions

Required Action:

President's Series Luncheon's

Ongoing

Invite local Presidents of various agencies and businesses to speak candidly on their corporation's best practices and how they have navigated change, overcome diversity, and continue to plan and pivot for success during the current economic climate.

This sector-specific approach will focus on key and specific issues and challenges facing new and emerging industries.

UPDATE: Several breakfast sessions were held over the course of the fiscal that featured key community leaders. Due to their success, more sessions will be held throughout 2026-2027.

Required Action:

Employer Education and Awareness

Complete

With the increase of International students and newcomers to our community through the Rural Community Immigration Project (RCIP), many programs and services have been developed for employers.

Workshops, webinars and luncheons will be offered throughout the region to showcase how and where to seek services as it pertains to providing inclusive and welcoming workplaces.

UPDATE: Several sessions were offered throughout the year with many employers participating.

Required Action:

Mentorship Series

Ongoing

Small businesses make up the majority of employers in our region and oftentimes struggle to reach the 'next level' of operations within years 2-5 of starting up. Host a series of mentorship sessions that feature specific aspects of business such as: the hiring of employees, moving from a home-based business to having a storefront, as well as entering into the realm of imports or exports.

UPDATE: These sessions were held throughout the year in both Nipissing and Parry Sound districts. Funding opportunities were explored by those who qualified for financial assistance to get their businesses to the next level.

Required Action:

AI Summit

Medium Term

With the emergence of AI in the workplace, businesses struggle to understand how its uses and efficiencies can be aligned with productivity and strategic planning.

Host a summit that will offer an expert panel of AI enthusiasts who can explain and educate businesses in a variety of sectors how AI can best suit their needs.

THEME TWO

Supply and Demand

GOAL:

The labourmarket has changed drastically over the last few years and employers continue to experience labour shortages. Through various initiatives, the goal is to promote the availability of employment opportunities in the region.

WHY IS THIS IMPORTANT TO THE COMMUNITY?

If members of the community are aware of the workforce opportunities available, there will be more opportunities to remain in, and attract new individuals to fill local jobs.

HOW IT ALIGNS WITH THE EVIDENCE:

Employers large and small are feeling the effects of an aging workforce. Many jobs are available, but there are simply not enough people to fill them.

NEXT STEPS:

Continue to work with employers and Employment Ontario agencies to ensure local jobs are filled and sustained.





THEME TWO: Required Actions

Required Action:

Continue to expand the Ready Set Hired platform

Complete

Work with partners in the region and across the province to enhance and update the Ready Set Hired suite of tools. Provide a platform where job seekers can have their skills matched to the jobs offered in the portal.

UPDATE: A series of 'how to' videos were developed to showcase the suite of tools offered on the platform.

Required Action:

Student engagement sessions

Complete

Work in partnership with school boards to develop informal consultations with youth at the high school level. With so many options for life after graduation, determining how students are making decisions for their future career paths remains unclear.

UPDATE: A youth engagement survey was developed and distributed to students throughout the region. Responses are currently being reviewed and analyzed to determine how best to reach students regarding careers and jobs.

Required Action:

Sector-specific job fairs

Complete

Host a series of sector-specific online job fairs to ensure that in-demand sectors can have a platform to interact with potential candidates. Host a different session each day that will highlight both employers within various sectors as well as provide opportunities for job seekers who are looking at specific occupational options.

UPDATE: Several job fairs were hosted throughout the year that highlighted a variety of in-demand industry sectors. Employers were able to connect with individuals with specific skill requirements for their particular industry. Future job fairs are planned throughout the region in 2026.

Required Action:

Virtual Job Fairs

Short Term

Purchase a virtual job fair platform that has the capacity to host a variety of job fairs, education sessions and awareness forums throughout the year.

The virtual nature of this platform will allow employers to reach a broader audience of talent while allowing job seekers the flexibility to job search from home.

THEME THREE

Awareness of local labour market information

GOAL:

To inform job seekers, partners and agencies of the realities of the local labour market.

WHY IS THIS A PRIORITY FOR THE COMMUNITY?

Making decisions based on evidence driven research is critical to helping governments, businesses, communities respond to change, and can ensure labour market targets and decisions are based on the realities of our local community.

HOW IT ALIGNS WITH THE EVIDENCE:

Understanding labour patterns and trends and using LMI as a decision-making tool is essential to not only guide the career paths of those looking to gain entrance into the labour market, but will showcase the needs and challenges facing various industry sectors.

NEXT STEPS:

Develop regional committees made up of the identified partners to begin to move projects forward





THEME THREE: Required Actions

Required Action:

Enhance the existing Jobs Report by researching other existing models currently in existence

Ongoing

Research other on-line job counting products and compare and contrast the pros and cons. Analyzing the results will provide insights on how the local product can be enhanced and expanded to meet local needs.

UPDATE: Various new reporting mechanisms have been researched and explored. The job portal Ready Set Hired will begin to undergo many upgrades over the next fiscal year in order to be a more effective labour market tool for our region.

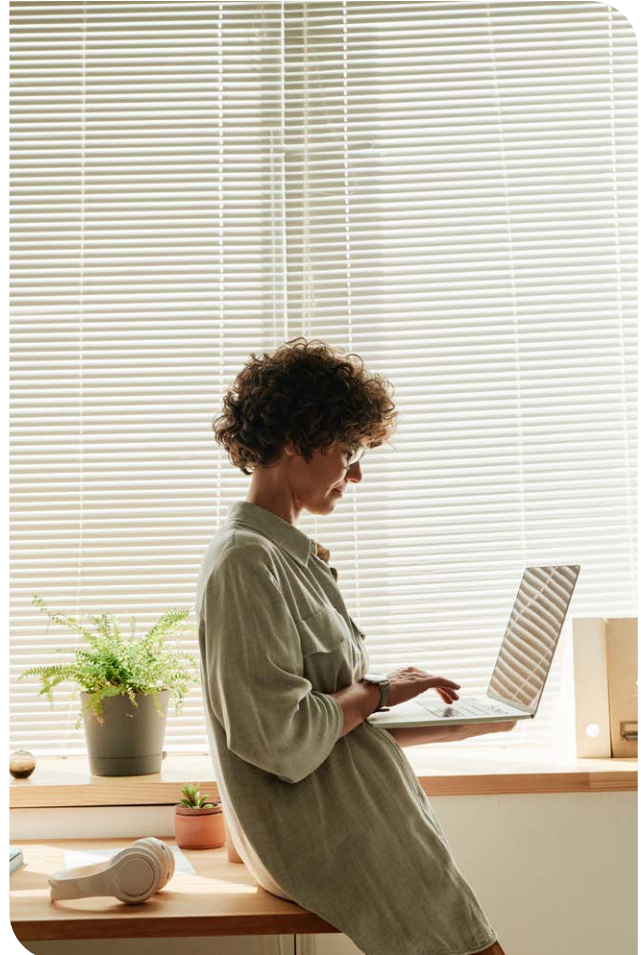
Required Action:

Develop a social media series that highlights key pieces of labour market information ongoing throughout the year.

Ongoing

A new social media presence will be implemented this fiscal. By providing short, digestible LMI that is available via social media feed, it is hoped that further awareness and availability of labour market information will be more informative for users. Hosting a segment on local television will also continue to highlight local LMI.

UPDATE: LMG is currently working with a social media developer to create content and suitable reels for social media users.



Required Action:

Industry sector-specific publications

Medium Term

Develop sector-specific publications for job seekers and the general public to increase awareness of local occupational opportunities and in-demand sectors. This could assist job seekers and help them make informed career decisions at the local level.



The Labour Market Group
Guiding partners to workforce solutions.

Ontario 

www.thelabourmarketgroup.ca



April 02, 2026

In This Issue:

- Annual Report - Canada Community-Building Fund (CCBF).
- Call for Nominations for the 2026 - 2028 OSUM Executive Committee Election.
- AMO Launches Campaign to encourage participation in municipal elections.
- Help amplify AMO's candidate attraction and voter turnout campaign!
- Check out AMO's Using Social Media and Online Platforms Handguide.
- Ontario Heritage Framework Transformation: Archaeology Program changes.
- Applications Open for EASE Grant.
- Feedback Requested: Expanding the Canadian Navigable Waters Act.
- Ontario Webinar on Build Canada Homes.
- Introducing AMO Conference 2026 Keynote: Curse of Politics.
- New webinar: Mayor-CAO Relationship Series.
- Supporting your Run for Municipal Office in 2026: Resources and Workshops.
- Indigenous Candidates Thinking of Running for Office.
- Better Rural Data for Better Municipal Decisions - join ROMA TODAY at noon.
- OSUM 2026: The Small Urban Approach to Municipal Challenges.
- Preventing Escalated Behaviours Workshop: Practical Strategies for Safer Municipal Workplaces.
- Canoe JOC Event in Brantford.
- Stable natural gas rates all year long.
- Streamline Your Document Signing Process.
- Building Officials Training for Housing Permit Approvals.
- Careers.

AMO Matters

AMO released its [CCBF Annual Report](#) summarizing results from the investment of the Fund. Further details on CCBF activities, including progress on Asset Management, can be found in the [Outcomes Report](#).

[The Call for OSUM Executive Nominations](#) election is open. Those interested in running for the 2026-2028 OSUM Executive Committee term are required to fill out the attached [nomination form](#).

Nomination form deadline for return is **4:00 p.m. on April 10, 2026**.

AMO has launched its province-wide campaign, When You Believe, They Believe, to showcase the everyday leadership of Ontarians and how it can translate into municipal office.

Visit whenyoubelieve.ca to learn more.

Together, we can equip candidates and voters with the motivation and tools in preparation for the 2026 municipal election. By sparking participation now, we can build healthier local democracies for the future. Visit [AMO's Healthy Democracy Project public affairs campaign page](#) and download the toolkit to help amplify the reach and impact of this important campaign.

AMO's [Using Social Media and Online Platforms Handguide](#) includes practical tools and guidance related to moderating online platforms, navigating personal and official accounts and social media policies for consideration. This is one of seven guides included in AMO's Leading with Respect Handguides, which all provide practical tools to help councils and staff manage conflict and foster a

culture of civility. These Handguides are the result of a joint initiative of AMO's Healthy Democracy and Workforce Development Projects.

Provincial Matters

The Ministry of Citizenship and Multiculturalism is proposing changes to Ontario's Heritage Framework to streamline archaeological assessments and set criteria for evaluating Licensed Consultant Archaeologists' compliance records. [Provide feedback by April 5.](#)

The Enhancing Access to Spaces for Everyone (EASE) Grant awards up to \$60,000 for small capital projects for people with disabilities and older adults. Applications are open until May 7 at Ontario.ca/EaseGrant.

Federal Matters

Transport Canada needs feedback from the public on their discussion paper on the proposed expansion of the Minor Works Order under the Canadian Navigable Waters Act. [Comments are due tomorrow, April 3rd.](#)

On April 24th, Housing, Infrastructure and Communities Canada will host a webinar explaining Build Canada Homes' portal and investment policy framework in Ontario. [Register now over Microsoft Teams.](#)

Education Opportunities

AMO is pleased to announce the Curse of Politics podcast as the 2026 AMO Conference keynote speaker. Get ready for a commotion of insights, arguments, opinions and an impossibly loud laugh or two. If you haven't already, [register today for the AMO Conference.](#)

AMO and OMAA present the next Mayor-CAO Webinar Series session on upper-tier governance, featuring experienced CAO-Warden teams sharing practical leadership insights. [Register here.](#)

Through our Healthy Democracy Project, we have designed a number of workshops and information sessions to support those considering a run for municipal office and those running again in the 2026 election. We are also offering a range of resources in addition to the workshops. [Register for workshops and access resources here.](#)

AMO has expanded their Healthy Democracy campaign information workshops. We are now offering a series of workshops for urban Indigenous peoples interested in municipal office and running in the October 2026 elections. These sessions will provide insights and strategies to build your understanding and confidence around how to become a candidate and run a campaign. [Register here.](#)

HEAR Initiative (Health, Economics, Adaptation in Rural Communities Initiative) is developing a new province-wide rural data platform designed to support more informed decision-making in rural communities. Join ROMA for an interactive information session **TODAY** at 12:00 p.m. to learn how household-level rural data can help strengthen municipal planning, funding applications, council decisions, advocacy efforts, and long-term community resilience across rural Ontario. [Register for the free session here.](#)

Join your colleagues in the Town of Parry Sound, April 29-May 1, for the 70th Ontario Small Urban Conference. In celebration of small urban leadership, we have built a program featuring key issues from housing and homelessness, infrastructure challenges, incivility, weakened journalism, and strong mayor powers from the unique small urban municipal perspective. [View program outline and register now.](#)

In partnership with the Public Services Health & Safety Association, AMO is pleased to offer its members an interactive workshop focused on Preventing Escalated Behaviours. This session introduces practical, person-centred strategies to help recognize early signs of escalation, strengthen communication, and confidently and professionally respond to difficult situations. [Register for the two-part May 7 and May 28 workshop now.](#)

LAS

Join [Canoe](#) on April 8th in Brantford to learn more about Job Order Contracting (JOC), a new tool to modernize construction procurement. [Register Here](#).

LAS offers a [Natural Gas Program](#) that provides stable and predictable annual commodity pricing for municipal accounts through professional management and competitive supply arrangements. Over the last 5 years, a typical LAS client has saved more than 7% on their commodity costs.

Streamline your document signing process with secure and authentic online digital signatures through the Electronic Signature service offered by program partner, Notarius by Portage Cybertech. [Learn more](#).

Municipal Wire*

Help your building officials approve high-performance housing faster. Passivehouse Canada is coordinating a [12-hour online course](#) to provide the technical tools to review complex projects in-house, reducing delays and permit backlogs.

Careers

[Senior Advisor - Association of Municipalities of Ontario \(AMO\)](#). Closing Date: April 14, 2026.

[Team Lead - Ministry of Finance](#). Closing Date: April 16, 2026.

[Senior Data and Quality Analyst - Ministry of Finance](#). Closing Date: April 16, 2026.

[Data and Quality Analyst - Ministry of Finance](#). Closing Date: April 16, 2026.

[Manager of Capital Engineering - Town of Innisfil](#). Closing Date: April 19, 2026.

[Chief Financial Officer - City of Kawartha Lakes](#). Closing Date: April 12, 2026.

About AMO

AMO is a non-profit organization representing almost all of Ontario's 444 municipal governments. AMO supports strong and effective municipal government in Ontario and promotes the value of municipal government as a vital and essential component of Ontario's and Canada's political system. Follow [@AMO](#) on LinkedIn!

AMO Contacts

[AMO Watchfile](#) Tel: 416.971.9856

[Conferences/Events](#)

[Policy and Funding Programs](#)

[LAS Local Authority Services](#)

[MEPCO Municipal Employer Pension Centre of Ontario](#)

[ONE Investment](#)

[Media Inquiries](#)

[Municipal Wire, Career/Employment and Council Resolution Distributions](#)



AMO Watchfile



April 09, 2026

In This Issue:

- AMO Board of Directors Elections.
- Building a Culture of Civility: AMO's Using Social Media and Online Platforms Handguide.
- Call for Nominations for the 2026 - 2028 OSUM Executive Committee Election.
- Explore AMO's one-of-its-kind candidate resource catalogue!
- Applications Open for EASE Grant.
- Northern Rideshare Framework.
- MMAH 2026 Election Guides.
- Ontario Webinar on Build Canada Homes.
- Mayor-Cao Relationship Series.
- OSUM 2026: The Small Urban Approach to Municipal Challenges.
- Preventing Escalated Behaviours Workshop: Practical Strategies for Safer Municipal Workplaces.
- Introducing AMO Conference 2026 Keynote: Curse of Politics.
- Indigenous Candidates Thinking of Running for Office – Join us April 9.
- Free Information Session for Youth Interested in Running for Municipal Council in October 2026.
- Is a Facility Lighting Upgrade in your budget?
- LAS Webinar: Introducing Road Patrol.
- Save on Your Employee Group Benefits Costs.
- Building Linkages in Emergency Management - June 2-3.
- Careers.

AMO Matters

Nominations for the AMO Board of Directors election will open on April 21st. [Click here for more election information](#) and timelines or email elections@amo.on.ca if you have any questions.

Through its Healthy Democracy and Workforce Development Projects, AMO has developed practical tools to help councils and staff manage conflict and foster a culture of civility. Our [Leading with Respect Handguides](#) offers resources over a series of seven key municipal areas of leadership. This week, we are profiling [Using Social Media and Online Platforms Handguide](#) that includes practical tools and guidance related to moderating online platforms, navigating personal and official accounts and social media policies.

The Call for OSUM Executive Nominations election is open. Those interested in running for the 2026-2028 OSUM Executive Committee term are required to [fill out the attached nomination form](#). Nomination form deadline for return is 4:00 p.m. on April 10, 2026.

Through its [Healthy Democracy Project](#), AMO has launched a candidate attraction and voter turnout campaign: If You Believe. They Believe. In the [Get Started section of the website](#) you can view a one-of-its-kind catalogue of candidate resources for every phase of the campaign journey. Please explore the resources and share with your networks!

Provincial Matters

The Enhancing Access to Spaces for Everyone (EASE) Grant awards up to \$60,000 for small capital projects for people with disabilities and older adults. Applications are open until May 7 at Ontario.ca/EaseGrant.

MTO is proposing a pilot to establish provincial requirements for rideshare operators, drivers, and vehicles operating along the Northlander passenger train corridor. [Provide feedback by April 10](#).

The Ministry of Municipal Affairs and Housing have released their [guidance materials for the 2026 municipal elections](#) including the Voter's Guide, Candidate's Guide and Third-Party Advertiser's Guide.

Federal Matters

On April 24th, Housing, Infrastructure and Communities Canada will host a webinar explaining Build Canada Homes' portal and investment policy framework in Ontario. [Register now over Microsoft Teams](#).

Education Opportunities

AMO and OMAA present the next installment of the Mayor-CAO Relationship Series. This session focuses on upper-tier governance, featuring experienced CAO-Warden teams sharing practical leadership insights. [Register here](#).

Join your small urban colleagues in the Town of Parry Sound, April 29-May 1, for the 70th Ontario Small Urban Conference. We have built a program featuring key issues small urban municipal leaders are facing today from the impact of strong mayor powers, housing and homelessness, infrastructure challenges, incivility, weakened local journalism and more. [View program outline and register now](#).

In partnership with the Public Services Health & Safety Association, AMO is pleased to offer its members an interactive workshop focused on Preventing Escalated Behaviours. This session introduces practical, person-centred strategies to help recognize early signs of escalation, strengthen communication, and confidently and professionally respond to difficult situations. [Register for the two-part May 7 and May 28 workshop now](#).

AMO is pleased to announce the Curse of Politics podcast as the 2026 AMO Conference keynote speaker. Get ready for a commotion of insights, arguments, opinions and an impossibly loud laugh or two. If you haven't already, [register today for the AMO Conference](#).

AMO has expanded their Healthy Democracy campaign information workshops. We are now offering a series of workshops for urban Indigenous peoples interested in municipal office and running in the October 2026 elections. Facilitated by current and former elected officials, these sessions will provide insights and strategies to build your understanding and confidence around how to become a candidate and run a campaign. [Register here for one of three sessions](#).

Through AMO's Healthy Democracy Project, we are offering a series of free workshops for young people thinking about running for municipal office in the October 2026 elections. Facilitated by three current municipal leaders, these sessions will provide insights and strategies to build your understanding and confidence around how to become a candidate and running a campaign. [Register for the April 15 session here](#).

LAS

As budgets get approved, our [Facility Lighting Service](#) gets busy. Be sure to [let LAS know](#) if an LED Upgrade is in your future. We have a simple turn-key solution for that!

Building on our proven assessment program, LAS partner Citylogix is launching a [Road Patrol application](#) that delivers continuous visibility into road conditions — automatically, consistently, and in real time. Join our webinar on April 28th to learn how this new technology would work for your community. [Register Here](#).

The [LAS Group Benefits program](#) offered by Mosey & Mosey helps reduce your employee group benefit costs. The plan offerings are customizable to your municipality's needs. For more information, you can visit Mosey & Mosey at the OMHRA Conference, April 14 to 16 in Niagara Falls.

Municipal Wire*

[Building Linkages in Emergency Management](#) is an event that you won't want to miss, dedicated to advancing emergency management practices. It provides a unique opportunity to network with a diverse group of professionals, including emergency managers, first responders, municipal leaders, and others with a role in emergency management.

Careers

[Senior Advisor - Association of Municipalities of Ontario \(AMO\)](#). Closing Date: April 14, 2026.

[Senior Planner \(Land Use Planning\) - Ministry of Municipal Affairs and Housing](#). Closing Date: April 24, 2026.

[Field Officer - City of Greater Sudbury](#). Closing Date: April 17, 2026.

[Waste Program Coordinator - Town of Newmarket](#). Closing Date: April 23, 2026.

About AMO

AMO is a non-profit organization representing almost all of Ontario's 444 municipal governments. AMO supports strong and effective municipal government in Ontario and promotes the value of municipal government as a vital and essential component of Ontario's and Canada's political system. Follow [@AMOPolicy](#) on Twitter!

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[MEPCO Municipal Employer Pension Centre of Ontario](#)

[ONE Investment](#)

[Media Inquiries](#)

[Municipal Wire, Career/Employment and Council Resolution Distributions](#)



THE CORPORATION OF THE TOWN OF PARRY SOUND
RESOLUTION IN COUNCIL

NO. 2026 - 040

DIVISION LIST

YES NO

DATE: April 7, 2026

- Councillor **G. ASHFORD**
- Councillor **J. BELESKEY**
- Councillor **P. BORNEMAN**
- Councillor **B. KEITH**
- Councillor **D. McCANN**
- Councillor **C. McDONALD**
- Mayor **J. McGARVEY**

MOVED BY:

SECONDED BY:

CARRIED: DEFEATED: _____ Postponed to: _____

That the Council of the Corporation of the Town of Parry Sound supports the February 20, 2026, letter from OPP Detachment Board - James Bay East regarding a coordinated Provincial Bail Notification Program and specifically endorses the following:

1. Strengthened investment in Victim Crisis Assistance Ontario (VCAO) agencies, recognizing them as critical frontline partners in community safety and in supporting survivors of crime.
2. A standardized, province-wide bail notification system, designed in partnership with police services, VCAOs, and justice partners to promote timely communication, reduce risk, and improve outcomes for victims.
3. Ongoing collaboration between police and VCAO, including shared training, coordinated response models, and information pathways that improve both public safety and victim care; and

That this resolution be forwarded to Solicitor General Michael Kerzner, Associate Solicitor General for Auto Theft and Bail Reform Zee Hamid, and MPP Graydon Smith.

Mayor Jamie McGarvey

OPP DETACHMENT BOARD-JAMES BAY EAST

Cassandra Child, AOMC, Dipl.M.A. – Secretary-Treasurer

171 Fourth Avenue

Cochrane, Ontario, Canada, P0L 1C0

T: 705-272-4361 | F: 705-272-6068

E: cassandra.child@cochraneontario.com



OFFICE OF THE SECRETARY/TREASURER OPP DETACHMENT BOARD-JAMES BAY EAST

February 20, 2026

VIA EMAIL

The Honourable Michael Kerzner
Solicitor General
Ministry of the Solicitor General
25 Grosvenor Street, 18th Floor
Toronto, ON M7A 1Y6

The Honourable Zee Hamid
Associate Solicitor General for Auto Theft and Bail Reform
Ministry of the Solicitor General
25 Grosvenor Street, 18th Floor
Toronto, ON M7A 1Y6

MPP John Vanthof
Pinewood Centre, Unit 5
247 Whitewood Avenue
New Liskeard, ON P0J 1P0

Dear Leaders,

On behalf of the OPP Detachment Board – James Bay East I am pleased to offer this letter in strong support of Victim Crisis Assistance Ontario (VCAO) agencies across the province and the development of a coordinated Provincial Bail Notification Program.

VCAO organizations are essential partners in community safety and well-being. They provide immediate, trauma-informed support to individuals and families affected by crime and tragic circumstances, often at the most vulnerable moments in their lives. Their staff and volunteers work closely with police services to ensure survivors receive timely safety planning, crisis intervention, and connections to critical supports. This partnership enhances our ability to respond effectively, reduces risk, and strengthens trust with those we serve.

Timely and reliable bail notification is a vital component of victim safety. The current system is inconsistent across jurisdictions and leaves survivors at risk when they are not informed of release conditions or bail decisions that may impact their safety planning. A province-wide bail notification program, led in partnership with VCAO agencies, will ensure victims receive clear, coordinated, and rapid notification, regardless of where the offence occurred or where the accused is released. This is not only a matter of safety but also an essential part of ensuring victims' rights, dignity, and confidence in the justice system.

The OPP Detachment Board- James Bay East fully supports:

1. Strengthened investment in VCAO agencies, recognizing them as critical frontline partners in community safety and in supporting survivors of crime.

2. A standardized, province-wide bail notification system, designed in partnership with police services, VCAOs, and justice partners to promote timely communication, reduce risk, and improve outcomes for victims.
3. Ongoing collaboration between police and VCAO, including shared training, coordinated response models, and information pathways that improve both public safety and victim care.

VCAO agencies deliver high-quality services that directly complement police response. A provincial bail notification program will further enhance our collective ability to keep communities safe and uphold the rights of survivors. We urge the Government of Ontario to move forward with the development, implementation, and sustainable funding of this program.

Thank you for your consideration. The OPP Detachment Board-James Bay East is committed to working collaboratively and constructively with our VCAO partners and with provincial ministries to support this important and urgently needed initiative.

Yours truly,

OPP DETACHMENT BOARD-JAMES BAY EAST



Cassandra Child, AOMC, Dipl.M.A.
Secretary/Treasurer

/crc

c.c.

All Ontario municipalities
All Ontario OPP Detachment Boards

**Ministry of Municipal
Affairs and Housing**

Office of the Deputy Minister

777 Bay Street, 17th Floor
Toronto ON M7A 2J3
Tel.: 416 585-7100**Ministère des Affaires
Municipales et du Logement**

Bureau du sous-ministre

777, rue Bay, 17^e étage
Toronto (Ontario) M7A 2J3
Tél. : 416 585-7100

April 10, 2026

Memorandum to: Municipal Chief Administrative Officers, City Managers**Subject:** Municipal Buy Ontario Procurement Directive – Phased Implementation Dates

In the fall of 2025, the Ontario government introduced and enacted the *Buy Ontario Act (Public Sector Procurement), 2025*. This Act allows the government to issue procurement directives that require prioritizing Ontario/Canadian goods and services in public sector procurements.

To leverage public sector procurement spending to support Ontario's economy, workers and key sectors, municipalities and municipal entities—including local boards and wholly-owned municipal services corporations—are now prescribed as public sector entities under the Act. As a result, all these organizations will have to comply with the newly released Municipal Buy Ontario Procurement Directive.

We recognize the significant work municipalities do to deliver services and build infrastructure in your communities, and we appreciate your partnership as these new requirements are introduced.

Timelines for effective dates

The new Municipal Buy Ontario Procurement Directive will include requirements related to fleet vehicles and capital infrastructure. This applies to municipalities, local boards, and municipal services corporations on the following phased timeline:

Municipalities

- Fleet vehicles requirements: April 13, 2026
- Capital infrastructure requirements: May 15, 2026

Local boards and municipal services corporations (MSCs)

- Capital infrastructure and fleet vehicles requirements: June 1, 2026

To assist with implementation, guidance materials and other support resources are available on [Ontario.ca](https://www.ontario.ca) and [Supply Ontario's website](#) to help your organization understand the requirements and apply them consistently.

Actions required of municipalities

1. Municipalities should begin preparing procurement teams and internal stakeholders in advance of these effective dates. Additional guidance and supports, such as training sessions, will be provided to facilitate implementation.

2. Municipalities should inform applicable local boards and municipal services corporations of the Municipal Buy Ontario Procurement Directive and the phased effective dates above.

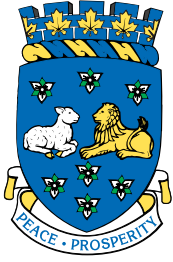
Questions related to implementation and support can be directed to doingbusiness@supplyontario.ca.

Yours truly,

Original Signed by

Martha Greenberg
Deputy Minister of Ministry of Municipal Affairs and Housing

c: Samantha Poisson, Deputy Minister, Ministry of Public and Business Service
Delivery and Procurement
Lindsay Jones, Executive Director, Association of Municipalities of Ontario – AMO



April 2, 2026

Hon. Sean Fraser

Minister of Justice and Attorney General of Canada
 Legislative Building
 284 Wellington Street
 Ottawa, Ontario K1A 0H8

Dear Minister Fraser:

Re: Notice of Motion, Councillor C. James re: Community Safety and Well-Being Plan

Please be advised that the Council of the Regional Municipality of Waterloo at their regular meeting held on March 25, 2026, approved the following motion:

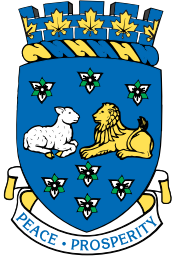
Whereas the Region of Waterloo's Community Safety and Well-Being Plan, developed under the requirements of the Community Safety and Policing Act, identifies systemic racism, hate, and discrimination as critical risk factors impacting community safety, belonging, and well-being;

And whereas the display of a noose is widely recognized as a symbol of racial terror, violence, and intimidation, particularly against Black communities, rooted in the history of anti-Black racism;

And whereas symbols of hate, when displayed publicly, contribute to fear, trauma, and exclusion, and undermine the Region's commitments to equity, inclusion, and proactive prevention within its Community Safety and Well-Being Plan;

And whereas the Government of Canada has introduced Bill C-9 to strengthen tools to address hate-motivated offences, including provisions related to the public display of certain hate symbols;

And whereas the current draft of Bill C-9 does not explicitly include the noose as a prohibited symbol, despite its well-



documented use as an instrument of racial intimidation and its direct relevance to community safety and well-being outcomes;

And whereas addressing hate symbols through federal legislation complements municipal efforts by strengthening upstream prevention, reducing harm, and supporting safer, more inclusive communities;

Therefore be it resolved that:

- 1. The Regional Municipality of Waterloo formally request that the Government of Canada amend Bill C-9 to explicitly include the noose as a prohibited hate symbol within the legislation;**
- 2. This motion be circulated to all Ontario municipalities, the Federation of Canadian Municipalities (FCM), and the Association of Municipalities of Ontario (AMO) for endorsement and support as a measure that strengthens community safety and well-being across jurisdictions.**

Please accept this letter for information purposes only. If you have any questions, please contact Councillor C. James, CJames@regionofwaterloo.ca.

Regards,

Michael Oliveri
Legislative Services Specialist
Region of Waterloo

cc: All Ontario Municipalities, the Federation of Canadian Municipalities (FCM), the Association of Municipalities of Ontario (AMO)

**Ministry of Northern Economic
Development and Growth**

Office of the Minister

16th Floor, Suite 1600
438 University Avenue
Toronto ON M5G 2K8

**Ministère du Développement et
de la croissance économique
du Nord**

Bureau du ministre

16^e étage, bureau 1600
438, avenue University
Toronto ON M5G 2K8



774-2026-116

April 9, 2026

To Northern Ontario Mayors:

Thank you for your continued cooperation and partnership in our shared mission to build and protect Northern Ontario. Your actions are more important now than ever. With the current economic and trade uncertainty, it's crucial that our province stands united to protect the people and economy in the North.

As the Minister of Northern Economic Development and Growth, I am deeply committed to promoting Northern Ontario. To that end, I am launching a creative social media campaign for summer 2026 to promote tourism across the region. This campaign will feature a variety of tourist destinations over the summer, aimed at encouraging people to explore and experience the beauty of the North.

As experts in your community, I would appreciate your top recommendations for a must-see destination, hidden gem or iconic attraction that we can feature in our campaign. Whether it's a stunning lookout, a renowned landmark or a local tourism business, your insights will be invaluable.

To showcase the beauty of your community, I kindly ask that you send us your best, highest-quality photos of the two to three attractions you would like us to highlight in our campaign. My ministry is looking for an image that captures its essence and invites others to experience it firsthand. By submitting photos, your organization confirms that it has the necessary rights or permissions for their use as described in this letter. If any submitted photos include identifiable individuals, a signed individual consent must be provided as attached. This requirement applies where a person's likeness is recognizable in the image. No further consent is required for landscape or attraction-only photos that do not include identifiable individuals.

Once we gather all the suggested sites, we will create a calendar of featured destinations. As your jurisdiction's day approaches, we will notify you so you can watch for and share the post.

Thank you again for your partnership. Together, we can showcase the incredible offerings of Northern Ontario and inspire visitors to explore our remarkable region.

For all your suggestions and photos, please email bronwyn.gould@ontario.ca or call 437-772-8629 if you have any questions. I look forward to a summer filled with record breaking tourism in Northern Ontario.

Sincerely,

The Honourable George Pirie
Minister of Northern Economic Development and Growth

Attachment



National Defence

Défense nationale

National Defence Headquarters
Ottawa, Ontario
K1A 0K2

Quartier général de la Défense nationale
Ottawa (Ontario)
K1A 0K2

APR 10 2026

Ms. Mary Smith
Deputy Clerk
Township of McKellar
701 Highway 124
PO Box 69
McKellar ON P0G 1C0

Dear Ms. Smith:

I am writing in response to your correspondence of March 4, 2026, addressed to the Honourable David J. McGuinty, Minister of National Defence, concerning Jones Island Rear Range aid to navigation in Carling Township. The Minister has asked the Department of National Defence to review your correspondence and reply on his behalf.

The Canadian Coast Guard (CCG) is responsible for ensuring the safety of navigation in Canadian waters, which includes maintaining a mix of fixed and floating aids to navigation that make up the *Canadian Aids to Navigation System*. As part of this mandate, the CCG regularly reviews navigable waterways to ensure that the levels of service provided by aids to navigation reflect current requirements in each area. A review completed in 2024 determined that aid to navigation housed in the building Jones Island no longer meets the requirement for safe navigation in this area and that a modern visual aid is required.

In addition, technical inspections conducted in 2023 as part of the regular annual maintenance schedule concluded that the building is also in an advanced state of structural deterioration and is no longer safe to enter. It is no longer possible to service and maintain the structure and the light, which means that its function as an active aid to navigation cannot be guaranteed. Several load-bearing elements are compromised, and the building is considered at risk of collapse. From operational, regulatory, occupational health and safety, and financial perspectives, reconstruction is not considered a viable option for active aid to navigation at this site. Given that CCG personnel cannot safely access the site, it does not satisfy the operational, regulatory, or occupational health and safety conditions required to support an active aid to navigation.

.../2

Although the building is recognized as a Federal Heritage Building, it has not been designated as a heritage lighthouse under the *Heritage Lighthouse Protection Act* (HLPA). As such, it is not subject to the demolition prohibitions set out in the Act. The CCG has worked with Federal Heritage Buildings Review Office, and all of its requirements have been fully respected throughout this process.

The CCG remains committed to ensuring safe navigation in the waters around Jones Island, which requires maintaining a reliable level of service for mariners. To meet this obligation, a modern tower will need to be installed at the site. The CCG understands how meaningful the existing building is to many people, and wishes to assure you that decisions about its future have not been made lightly. Demolition of the current structure has been paused and will not be scheduled until the new tower has been installed.

The CCG plans to proceed with the installation of a new Jones Island Rear Range on this site, as part of its mandate to ensure the safety of navigation in Canadian waters. This decision follows careful consideration of several factors, including current aid-to-navigation requirements, the structural condition of the existing building, and its heritage status.

I hope this information is helpful.

Sincerely,

A handwritten signature in black ink, appearing to read 'Taylor Paxton', followed by a horizontal line.

Taylor Paxton
National Defence Corporate Secretary



Ontario's Tax Freeze: Costing Jobs, Raising Prices

Unfair property tax policies are placing a hidden tariff on consumers, driving up the cost of goods and putting immense pressure on small businesses. Local retailers, the backbone of our communities, are overtaxed, threatening jobs and economic stability across Ontario.



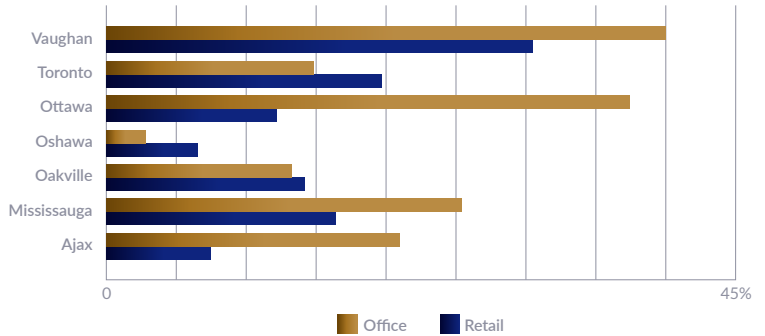
Who's Bearing the Hidden Consumer Tariff in Ontario?

Local Businesses, Unfairly Taxed

Unfair taxation is placing a hidden burden on local communities across Ontario. Independent businesses are overtaxed, driving up prices for consumers and putting jobs and livelihoods at risk. Residents are paying the price while trying to support their local retailers.

Residents want to support local businesses but are facing higher prices due to an outdated tax system that favors large properties. This province-wide issue is putting undue pressure on communities and demands immediate action.

Median Overtaxation



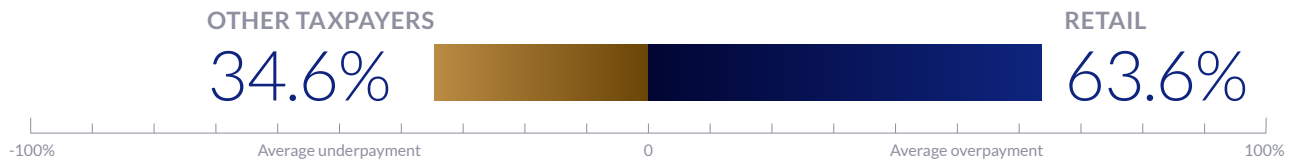
Retail and Office Tenants Overpay While Others Get a Pass

Ontario's outdated assessed values are putting jobs and local businesses at risk. Retail and office tenants are taxed based on inflated values, while other businesses get a pass—leaving everyday residents to make up the difference through higher prices.

It's time to reassess and restore fairness.



% Under/Over Taxation

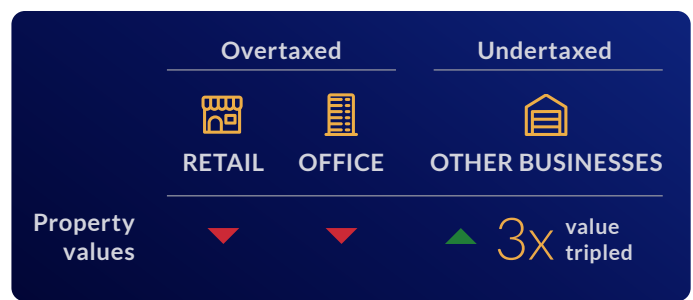


Assessed Value as % of Sale Price



Property Taxes Out of Sync with Reality

Ontario's property tax system is out of sync with market reality. Retail and office properties have declined in value, yet remain overtaxed, while other businesses—whose values have tripled—are undertaxed.



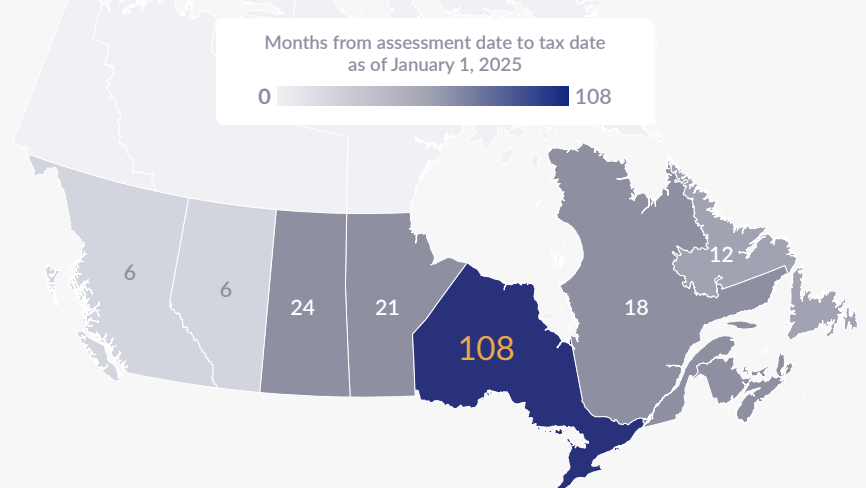
Without reassessment, struggling retail and office sectors face rising costs, lower occupancy, and mounting pressure.

The Only Province Without Reassessment Since the Pandemic

Ontario is the only province that hasn't reassessed property values since the pandemic. As of January 1st 2025, Ontario taxes were based on values that are 108 months in the past, while in the rest of Canada assessed values are 6-24 months in the past.

Regular reassessments give businesses the stability to plan and invest. Without it, struggling sectors like retail and office face uncertainty and discouraging costs.

How out of date are Ontario assessments?



It's Time to Reassess and Restore Fairness

Reassess Ontario's Properties:
Support Local Jobs and Economic Balance

Learn more at ryan.com



We kindly request that that Council call on the Government of Ontario to promptly move to update property assessments in the Province.

The following resolution has been drafted for Council's consideration at its next meeting:

- **WHEREAS** a well-functioning and up-to-date assessment system supports strong communities and makes the province an attractive place to invest; and
- **WHEREAS** property assessments in Ontario have not been updated in over a decade, making them the most outdated in Canada, while provinces such as Alberta and British Columbia update assessments annually to reflect current market conditions; and
- **WHEREAS** the prolonged pause in the reassessment cycle has created significant distortions in assessed values, resulting in inequities among property classes; and
- **WHEREAS** outdated assessments negatively impact investment decisions, economic competitiveness, municipal planning, and disproportionately affect independent small businesses; and
- **WHEREAS** reassessments are designed to be revenue neutral for the municipality, ensure fairness in taxation, maintain public confidence in the property tax system, and support long-term municipal financial planning; and
- **WHEREAS** a coalition of municipalities, chambers of commerce, tourism organizations, small businesses, and major property owners have called upon the Government of Ontario to update property assessments;
- **NOW THEREFORE BE IT RESOLVED THAT** the Council of **[Name of Municipality]** hereby calls upon the Premier of Ontario and the Minister of Finance to direct the Municipal Property Assessment Corporation to promptly resume the regular property assessment cycle; and
- **BE IT FURTHER RESOLVED THAT** a copy of this resolution be forwarded to the Honourable Doug Ford, Premier of Ontario; the Honourable Peter Bethlenfalvy, Minister of Finance; the Honourable Rob Flack, Minister of Municipal Affairs and Housing; the Association of Municipalities of Ontario; and the Municipal Property Assessment Corporation for their consideration and timely action.