

CORPORATION OF THE TOWNSHIP OF MCKELLAR

December 16, 2025 – 6:30 p.m.

AGENDA

Topic: Regular Meeting of Council

Time: December 16, 2025, 6:30 P.M.

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

Join Zoom Meeting

<https://us06web.zoom.us/j/84551867085>

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

25-534
2025-63

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**
- 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 Lake Stewardship and Environmental Committee – Jennifer Ghent-Fuller
– Water Report, 2025 Activities, 2026 Budget and Request for 7.1 VORR

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 December 2, 2025, Regular Meeting of Council

15. PLANNING MATTERS

- 15.1 Consent Application No. B18/2025 (Bastiaansen) (REVISED)

16. COMMITTEE/BOARD MINUTES WITH RECOMMENDATIONS FOR APPROVAL

- 16.1 911 Management Committee Meeting Minutes – November 27, 2025
- 16.2 North Bay Parry Sound District Health Unit – Medical Officer of Health:
Report to The Board of Health – November 26, 2025
- 16.3 North Bay Parry Sound District Health Unit – Board of Health Meeting
Minutes – September 24, 2025
- 16.4 Lake Stewardship and Environmental Committee of McKellar Township
Meeting Minutes – October 16, 2025
- 16.5 McKellar Township Historical Committee Meeting Minutes – November 5,
2025
- 16.6 District of Parry Sound Social Services Administration Board – Chief's
Administrative Officer's Report – November 2025
- 16.7 North Bay Parry Sound District Health Unit Personnel Policy,
Labour/Employee Relations Committee of the Board of Health Meeting
Minutes – April 23, 2025

17. STAFF REPORTS WITH RECOMMENDATIONS FOR APPROVAL

- 17.1 McKellar Market Staff Report for 2025 Season
- 17.2 Tender Award – 2025-16 To Supply (16) Self-Contained Breathing
Apparatus (SCBAs) and Equipment – Fire Department
- 17.3 Accounts Payable Preliminary Cheque Run Report for November 2025
- 17.4 Month-End Status Report for October & November 2025 – Fire
Department

18. MAYOR'S REPORT

- 18.1 Council's Year-End Report for 2025

19. CORRESPONDENCE FOR CONSIDERATION

- 19.1 Federation of Northern Ontario Municipalities – Support Requested: Nation-Building Improvements to Highways 11/17(2+1 & Four-Lane Options)
- 19.2 West Parry Sound Recreation and Cultural Centre Joint Municipal Service Board – 2025 Pre-Opening Budget Contribution Request

20. MOTION AND NOTICE OF MOTION

- 20.1 Draft Letter to Graydon Smith – OFSC Announcement
- 20.2 Draft Resolution to Rescind Official Plan Submission to Ministry of Municipal Affairs and Housing
- 20.3 Circular Materials – Depot Operations Agreement

21. BY-LAWS

- 21.1 By-law No. 2025-63 – Being a By-law to Amend By-law 2022-42 Being a By-law to Establish and Regulate a Fire Department within the Township of McKellar
- 21.2 By-law No. 2025-64 – Being a By-law to Approve and Authorize the Acquisition of Block A, Plan 249

22. UNFINISHED BUSINESS

- 22.1 Unfinished Business as of December 16, 2025

23. NEW BUSINESS

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

25. CONSENT AGENDA – CORRESPONDENCE

- 25.1 AMO Watchfiles – November 27, 2025 and December 4, 2025
- 25.2 Federation of Northern Ontario Municipalities – Welcomes Federal Support for Steel and Lumber Sectors Impacted by U.S. Tariffs – November 26, 2025
- 25.3 Generations Effect – 2025 Hurdville Road Turtle Nest Monitoring and Hatchery Report
- 25.4 The Corporation of the City of Brantford – Professional Activity Day on Municipal Election Day – School Boards – Councillor Carpenter – November 28, 2025
- 25.5 The City of Windsor – Resolution RE: Bill 68 – Conservation Authorities Act – November 28, 2025
- 25.6 Municipality of Shuniah – Resolution 380-25 (Oppose Huron-Superior RCA Boundary) – November 25, 2025
- 25.7 Corporation of Welland – A Call to Action: Standing together for Justice and the Protection of Canada's Children – December 2, 2025

- 25.8 East Gwillimbury – Re: East Gwillimbury’s Opposition to the *Protect Ontario by Unleashing Our Economy Act, 2025* – October 28, 2025
- 25.9 The Labour Market Group – Labour Focus – November 2025
- 25.10 The Labour Market Group – Monthly Jobs Report – October 2025
- 25.11 Ministry of the Environment, Conservation and Parks – Update on the proposed environmental assessment regulation for municipal infrastructure – December 5, 2025
- 25.12 Federation of Northern Ontario Municipalities – Northern Ontario Hill Days – NOMA and FONOM Bring a Unified Northern Voice to Ottawa

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

27. CONFIRMING BY-LAW

- 27.1 By-law 2025-65-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.



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 within 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: Jennifer Ghent-Fuller

Address: [REDACTED]

Phone: Home: _____ Business: _____ Cell: [REDACTED]

Name of Group or Person(s) being represented (if applicable): _____

Lake Stewardship and Environmental Committee of McKellar Township

Meeting date requested to appear before Council: December 16 2025

Subject Matter of Deputation: 1. Water Report 2. LSEC 2025 Activities

3. LSEC 2026 Budget 4. The Possibility of the Request for a 7.1 VORR in 2026

Detailed written submission must be attached or submitted to the Clerk by 1:00 p.m. the Wednesday prior to the Council meeting.

Signature: Jennifer Ghent-Fuller Date: _____

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 place 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.

Lake Stewardship and Environmental Report to Council 2025

1. Water Report

Sampling for E coli was conducted three times in the summer, at the end of June, July and August. E coli is measured by the lab in coliform units per 100 ml. There is always some E coli in surface water from the soil on the lake or river bed, from animals in the water, and some from septic systems as well. However, water is now considered “safe” for swimming when the level of E coli is 200 CFU/100 ml or lower. A heavy rain will drive the level of E coli quite high until ultraviolet radiation from sunlight destroys a great percentage of E coli.

Samples for E. coli analysis were taken in six lakes – Manitouwabing, McKellar, Grey Owl, Armstrong, Moffat and Mary Jane lakes. 66% of the samples had levels of less than 50 CFU/100 ml; 24% had values between 50 and 100, 7 % had values between 100 and 200, and 3 % had values of over 200. Results are posted on the MLCA web site as well as the Township web site.

In addition to sampling for E. coli, samples were collected for phosphorus and calcium levels in the same lakes. McKellar Township Lakes are typically mesotrophic, with phosphorus levels between 10 and 20 or just above 20 µg/L being typical. This year the spring sampling tended more toward the oligotrophic level with an average of 7 in the five smaller lakes and 10.5 in Manitouwabing. In September, the five smaller lakes averaged readings of 18.4, where Manitouwabing was low at 3.4. This low level may have resulted from the fact that the lake had not yet turned over, meaning that phosphorus sitting in sediment at the bottom of the lake would not have risen to a higher level. It could also be from lower rainfall in the summer, which would have resulted in a lowered level of runoff from the land.

MLCA participated in a Muskoka study on algae levels in the lake – the results of that are not yet available, however the one report of possible BGA in Manitouwabing turned out to be negative when measured by the MOE.

Calcium levels are measured twice a year in the six lakes. With the exception of one outlier at Stewart Park in September, the calcium levels are usually between 4 mg/L and 6, above the level required for survival of zooplankton in the benthic layer of the lake which is an integral part of the food chain.

The benthic sampling and analysis by Georgian Bay Biosphere again showed that our benthic population is typical for lakes in our region.

2. LSEC activities in 2025

This year we published "Environmental Considerations for McKellar Township Residents". In 2022 we distributed the Lake Protection Workbook from Watersheds Canada (bought by MLCA), along with some environmental information from LSEC, to all households in person, with which many volunteers assisted. This year committee members distributed to all the new households established since then (88) in person - both the workbook and Environmental Considerations. The remainder were distributed to McKellar Township residents at the market, the library and the township office. We had to be a bit sparse with that distribution, so we have budgeted for an extra printing of up to 200 for the 2026 edition, if they are needed. We have started planning for a few changes that need to be included in 2026. We will make a list of new households and again distribute this material by July 1 2026 to new households. The booklet generated a lot of interest and positive feedback.

We distributed a brochure on Healthy Shorelands with the July tax bills. We also made two webinars for McKellar Township residents this year - one on preparing your property to avoid damage during a wildfire, and another on well maintenance - both with the assistance of the MLCA and made available on the McKellar Township web page. We also did publicity and data gathering from community members on the location of turtle crossings in the township. We are in the process of sourcing and choosing suitable signs for turtle/reptile crossings.

3. Budget

Please see the attached budget that has been approved by the LSEC to be forwarded to Council for approval . We have budgeted for an initial printing of 200 copies of Environmental Considerations, as well as an additional printing of up to 200 more copies, since they were sparsely distributed to residents that are not new in 2025, in addition to all new households. Also included in the handouts is the paper, 'Why test for PFA's?' We have added testing one sample for PFA's to our water sampling budget. The federal government has stated that municipalities should be testing for PFA's. In our opinion, the reason for conducting one test in Lake Manitouwabing is to establish that they are in the lake water, in order to publicize that they can be removed with the proper household water treatment.

4. Wake Surfing

We are looking into whether our lake is suitable for wake surfing or not. There has been some publicity about the unsuitability of wake surfing to inland lakes. Transport Canada has issued guidelines for Municipalities who wish to apply for a Vehicle Operation

Restriction Regulation called Schedule 7.1 – waters in which allowing a person to wake surf is prohibited except during the permitted hours or banned altogether. This has been applied for by some municipalities in Ontario and granted and implemented by others. It is a long process and one that must be applied for by a municipality using a guide called the Local Authority Guide. Safe Quiet Lakes is continuing to lead in the examination of this issue.

Power Point Presentation here:

The LSEC is currently debating how to approach this issue.

Respectfully submitted,

Jennifer Ghent-Fuller, Chair

December 9, 2025

Lake Stewardship and Environmental Committee Budget – 2026 draft

	2024 Budget Detail	2024 Actuals	2025 Budget	2025 Actuals	2026 Draft Budget
Water Testing					
E. Coli Sampling	\$4,500.00	\$4,640.22	\$4,900.00	\$4,690.09	\$5,000
Phosphorus and calcium sampling	\$2,500.00	\$2106.04	\$2,400.00	\$2,413.60	\$2600
PFA test					\$800
Standardizing solutions	\$250.00	153.68	\$170.00	\$175.15	\$180
Benthic 2 sites	two sites \$4,000	\$2,520	\$4600	\$3869	\$4000
Water Testing Sub total	\$11,250.00	\$9,419.94	\$12,070	\$11,147.84	\$12,580
Educational Materials					
Signs (animal/turtle crossing)	\$200	0	\$500		\$1200
200 Environmental Welcome Packages for New Residents			\$1450	\$1,864.50	\$4000 (400 copies)
Educational Materials <i>Consolidated (Flyers and other educational materials Presentations)</i>	\$3,500 Pesticide pamphlet Recycling pamphlet	\$819.25 \$1045.25	Shoreline Pamphlet \$ 1300 New Recycling Pamphlet \$1300	\$1,226.05 Insecticide fogging pamphlet \$ 1,226.05	1300
Honorariums for talks	\$900	0	\$500		\$500
Demonstration Pollinator Garden			\$250	delete	
Education Activities Sub Total	\$6,843.00	\$1,864.50	\$5,300	4316.60	\$7000
Grand Total	\$18,093.00	\$14,951.44	\$17,370	\$15,464.44	\$19,580

Why test for PFA's?

This summer there was an article in the press about the Canadian government wanting municipalities to test drinking water for PFA's. In an article entitled *Guidelines for Canadian Drinking Water Quality* the argument is made that removal of PFA's from drinking water is urgent:

The development of Guidelines for Canadian Drinking Water Quality follows a comprehensive scientific process and takes many years to finalize. In rare instances, new information on a contaminant raises concerns that need to be addressed more quickly than the guideline development process allows. In such cases, Health Canada, in collaboration with the provincial and territorial governments, may establish an objective to reduce exposure from drinking water while a guideline is revised or developed. This is the case with per- and polyfluoroalkyl substances (PFAS) (p.5) (<https://www.canada.ca/content/dam/hc-sc/documents/services/publications/healthy-living/objective-drinking-water-quality-per-polyfluoroalkyl-substances/objective-for-canadian-drinking-water-quality-en-final.pdf>)

PFA's (per- and polyfluoroalkyl substances) are ubiquitous in the environment. Some are volatile and airborne, others are in soil, water, plants, animals and humans. They are 'forever chemicals' – they degrade very slowly and are present in the environment for a long time. PFA's have been deemed as toxic under the Canadian Environmental Protection Act of 1999, meaning they are present in sufficient quantity in the environment to harm the environment or biological diversity and in sufficient quantity to cause a danger to human life and health.

PFA's are currently used in many industries to add water repelling qualities to the products. Here are some examples. A PFA surfactant forms a foam blanket over a fire, cutting off the oxygen, so PFA's are found in fire-fighting foam. PFA's are intentionally added to cosmetics such as foundations, cleansers, conditioners, exfoliators and creams to improve penetration of other ingredients into the skin, enhance brightness and improve the durability of makeup. PFA's are embedded in textiles to make clothing water resistant. PFA's are added to food packaging (the highest fluorine levels are found in molded fibre bowls, however the presence of PFA's in food appears to be through bioaccumulation through aquatic and terrestrial food chains, not migration from food packaging). PFA's are used in paint, ski waxes, building materials, pesticides, medical devices, military and transportation equipment and many other manufactured goods. Their widespread use is because of their ability to repel oil and water and resist degradation.

The message from the mass of scientific experiments is that exposure to PFA's has the potential to affect multiple systems and organs. Many studies have been done which link the presence of PFAs in animals to effects on body weight, kidney and liver function, the immune, endocrine and reproductive systems, the development of the nervous system, thyroid and adrenal hormones and disruption of serum lipids and glucose homeostasis.

Standard wastewater treatment plant technologies are generally ineffective at reducing or eliminating PFA's. The most effective treatment technologies for the removal of PFAs are, alone or combined, granular activated carbon, membrane filtration (reverse osmosis and nanofiltration) and anion exchange.

Since PFA's are found everywhere, it is suggested that we take a sample near the bottom of the watershed in McKellar Township (near Hurdville) to alert residents, if necessary, to the need to protect themselves by treating their drinking water sufficiently to remove PFA's.

Here are the links to some references on PFA's in the environment:

State of Per- and Polyfluoroalkyl Substances (PFAS) Report Environment and Climate Change Canada Health Canada March 2025

https://publications.gc.ca/collections/collection_2025/eccc/En84-395-2025-eng.pdf

Per- and polyfluoroalkyl substances (PFAS) and your health, Government of Canada

<https://www.canada.ca/en/health-canada/services/chemicals-product-safety/per-polyfluoroalkyl-substances.html>

Guidelines for Canadian Drinking Water Quality - Summary Tables,

<https://www.canada.ca/en/health-canada/services/environmental-workplace-health/reports-publications/water-quality/guidelines-canadian-drinking-water-quality-summary-table.html>

Biosolids and Per- and Polyfluoroalkyl Substances (PFAS) Fact sheet

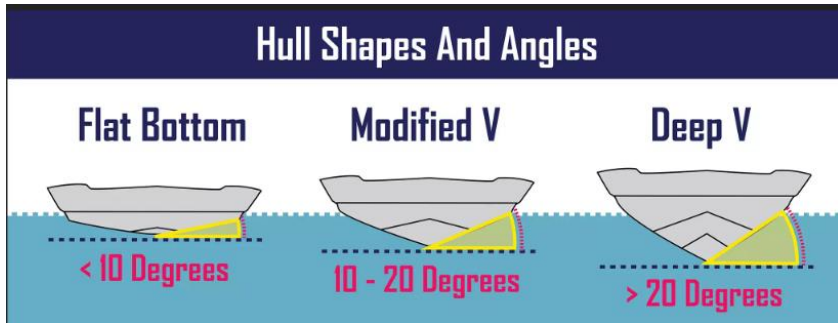
https://pfas-1.itrcweb.org/wp-content/uploads/2023/10/Biosolids_PFAS_Fact_Sheet_Sept2023_final.pdf

- Compiled by Jennifer Ghent-Fuller, Chair, Lake Stewardship and Environmental Committee of the Township of McKellar, Ontario, October 10, 2025

The Impact of Wake Boats on the Lake Environment



Why do wake boats make bigger wakes?



- Wake boats have a deep V shape hull design to enhance the wake they make
- Wake boats contain ballast tanks that fill with about 5,600 lb of water to increase the boat's draft and create larger, more powerful waves by making the boat sit lower in the water
- Hydrofoils and trim tabs enhance wakes
- Wake shaping surf gate – to change the shape of the wake

Damage and Inconvenience to Cottagers



- Damage to docks
- Necessary upgrades to docks to prevent boat damage
- Damage to water lines
- Increased sediment suspension in water lines
- Disruption of swimming
- Endangerment to other boaters

Shoreline Erosion



- Wake boats can produce wakes that are 2 – 3 times larger than the wakes of regular boats and require up to 600 feet to dissipate
- The erosion of the shoreline caused by waves is sped up, damaging shoreline habitat and removing shoreline vegetation
- Armouring the shoreline with riprap has financial and environmental ramifications, reducing biodiversity and habitat and increasing rainwater runoff into lakes

Aquatic Plant and Food Web Disturbance



- Native aquatic plants help secure shorelines and lake bottoms against erosion, provide habitat for fish fry, and are essential cornerstones of the benthic food web
- Propeller and wake turbulence from wake boats uproots and destroys plants in the littoral zone, disturbing habitat and food supply
- Ballasts may contain invasive species

Turbulence from Wake Boats Adversely Affects Lakes

- Turbulence kicks up sediment and plants, clouding the water and disrupting and resuspending the sedimentary soil of the lake bottom.
- Decreased water clarity blocks sunlight, hindering photosynthesis in aquatic plants
- Suspended nutrients, such as phosphorus, re-enter the water column and become available to support algal blooms
- Sediments may contain pollutants, such as heavy metals and pesticides: when released into the water column they can harm aquatic life and be drawn into household water through water intake lines



Video of Turbulence

- The link below is to a Fox News report video on research being done in Minnesota
- [Video about Research in Minnesota Lakes on the Effects of Wake Boats](#)

Turbulence on the Lake Bed may Disturb Fish Reproduction



Bass guard the fertilized eggs for a few weeks in order to prevent predators from eating them. Turbulence on the lake bed would disturb the nest and scatter the eggs.

High waves swamp the nests of near-shore nesting birds



Loons nest close to the water as they are awkward and unsuccessful when they try to walk on land

A large wave can swamp the nest and destroy the eggs or chicks.

Safe Quiet Lakes 2025 Survey

- Over 7000 Ontario lake front households completed this survey
- Respondents shared their perspective on eleven proposals for enhancing the boating experience on lakes.
- There are high levels of agreement on six proposals:
 - stronger enforcement of impaired boating laws (74%),
 - no wake surfing zones (74%),
 - no wake zones (76%),
 - stronger enforcement of above water exhaust laws (71%),
 - decibel limits for engines (70%), and
 - increased education / communication (74%).

Can we do anything?

Transport Canada's Role

Transport Canada's Office of Boating Safety is authorized by the Minister of Transport and is responsible for overseeing regulations, standards and policies, enforcement and technical services for recreational vessels. It encourages safe boating practices and compliance with regulations.

What is a VORR? (Vessel Operation Restriction Regulation)

- A means for a municipality and/or township (Local Authority) to restrict users of a waterway and address concerns raised by the operation of vessels
- May be based on concerns other than safety (such as in the public interest or environmental issues);
- Considered to be the last resort option, alternative measures are required prior to the application submission

Possible Action

- There is new federal legislation
- <https://laws-lois.justice.gc.ca/PDF/SOR-2008-120.pdf>
- Vessel Operation Restriction Regulations
- TP 15587E
- If a local authority seeks, in respect of certain waters, the imposition of a restriction that is of the same nature as a restriction imposed by any of subsections 2(1) to (7) and 11(2), the local authority must undertake public consultations with parties that would be affected by the proposed restriction and submit an application in the form and manner specified by the Minister.

**CORPORATION OF THE TOWNSHIP OF MCKELLAR****Council Meeting Minutes****December 2, 2025**

Mayor Moore called the meeting to order at 6:00 p.m.

ROLL CALL

Mayor Moore took Roll Call.

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

DECLARATIONS OF PECUNIARY AND/OR PERSONAL INTEREST AND GENERAL NATURE THEREOF – Mayor Moore declared a conflict of interest for Item 20.5.

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

25-513 **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 amended to move item 17.2 Acquisition of a Backhoe to precede item 14.1 Adoption of Minutes.

Carried

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

25-514 **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 6:01 p.m. to discuss the following items:

- 5.1 Minutes of Closed Session – November 18, 2025
- 5.2 Litigation or potential litigation; pursuant to Ontario Municipal Act Section 239(2)(e) - Litigation.

Carried

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

25-515 **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 Morley Haskim
Seconded by: Councillor Debbie Zulak

25-516 **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 December 2, 2025.

Carried**ROLL CALL**

Mayor Moore took Roll Call.

Present: Mayor David Moore
Councillors Mike Kekkonen, Nick Ryeland, Debbie Zulak, and Morley Haskim
Staff: Clerk/Administrator, Karlee Britton
Public Works Superintendent, Tom Stoneman



CORPORATION OF THE TOWNSHIP OF MCKELLAR

Council Meeting Minutes

December 2, 2025

DECLARATIONS OF PECUNIARY AND/OR PERSONAL INTEREST AND GENERAL NATURE THEREOF - Mayor Moore declared a conflict of interest for Item 20.5

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

- 25-517** **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby receive Report PW-2025-12 from Public Works Superintendent, Thomas Stoneman; and
- FURTHER THAT** Council award CAT the contract to supply the Township with one (1) CAT 420backhoe at a cost of \$202,272.30, plus HST of \$26,295.40, for a total of \$228,567.70; and
- FURTHER THAT** the powertrain/hydraulic and tech warranty in the amount of \$3,150.00 be included in the machine purchase, being a one-time fee for a period of six years.

Carried

Public Works Superintendent, Tom Stoneman, left the meeting at 6:52 p.m.

Moved by: Councillor Mike Kekkonen

Seconded by: Councillor Nick Ryeland

- 25-518** **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby approve the Minutes of the November 18, 2025, Regular Meeting of Council and the Minutes of the Special Meeting of Council on November 21, 2025, as circulated.

Carried

Moved by: Councillor Debbie Zulak

Seconded by: Councillor Morley Haskim

- 25-519** **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby receive the Meeting Minutes of August 27, 2025, District of Parry Sound West (Belvedere Heights) Board of Management, for information purposes.

Carried

Moved by: Councillor Mike Kekkonen

Seconded by: Councillor Nick Ryeland

- 25-520** **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby receive Report ADMIN-2025-22 for information purposes; and
- FURTHER THAT** Council authorizes the Mayor and Clerk to execute Change Order No. 1 to the Depot Operations Agreement No. 2024-00-120.

Carried



CORPORATION OF THE TOWNSHIP OF MCKELLAR

Council Meeting Minutes

December 2, 2025

Moved by: Councillor Mike Kekkonen

Seconded by: Councillor Nick Ryeland

- 25-521** **WHEREAS** on August 12, 2025, Council of the Municipality of West Nipissing passed Resolution 2025-263 requesting reconsideration of the planned use of glyphosate-based herbicides; and
- WHEREAS** the Council of the Municipality of Whitestone passed Resolution No. 2025-331 declaring their support for the Municipality of West Nipissing;
- NOW THEREFORE BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar declares their support for the Municipality of West Nipissing, urging the province to reconsider the planned use of glyphosate-based herbicides and suspend aerial spraying until research is completed and reviewed; and
- THAT** this resolution be forwarded to Premier Doug Ford, The Honourable Mike Harris Jr., Minister of Natural Resources and Forestry, the Honourable Sylvia Jones, Minister of Health and MPP Graydon Smith.

Carried

Moved by: Councillor Debbie Zulak

Seconded by: Councillor Morley Haskim

- 25-522** **WHEREAS** the Federal Government has announced a planned Canada Post Corporation Review from October 1, 2025, to March 31, 2026, as follows:
- Notionally, public consultations may be undertaken to consider the Canadian Postal Service Charter (2009) and to get a pulse on Canadians' needs and use of the postal service. Should engagement be necessary, the goal would be obtain (sic) views from Canadians and stakeholders to redefine the government's service-oriented vision for Canada Post, in a context where the postal industry landscape has changed, the needs of Canadians have evolved, and the volume of mail and letters has declined significantly to the point where Canada Post's sustainability has been undermined.*
- WHEREAS** the current plan does not ensure that there will be any public consultation or engagement with all stakeholders, and the process and terms of reference for the mandate review have yet to be announced.
- WHEREAS** the recent Industrial Inquiry Commission report recommended service cuts in the form of post office closures and the reintroduction of the community mailbox conversion plans of the last Federal Conservative government.
- WHEREAS** it will be crucial for the mandate review to hear the views from municipalities on key issues, including maintaining Canada Post as a public service, the importance of maintaining the moratorium on post office closures, improving the Canadian Postal Service Charter, home mail delivery, parcel delivery, keeping daily delivery, improving postal banking, greening Canada Post, EV charging stations, food delivery. Improving delivery to rural, remote and indigenous communities, and developing services to assist people with disabilities and help older Canadians remain in their homes for as long as possible – and at the same time, helping to ensure that good jobs stay in their communities and that Canada Post can remain financially self-sustaining.



CORPORATION OF THE TOWNSHIP OF MCKELLAR

Council Meeting Minutes

December 2, 2025

THEREFORE, BE IT RESOLVED that the Council of the Corporation of the Township of McKellar formally writes the Minister of Government Transformation, Public Works and Procurement, Joel Lightbound, to demand that no mandate review takes place until Canada Post returns to stabilized operations, until the full impact of the stamp price increase is realized, and until parcel volumes reflect sectoral demand.

THEREFORE, BE IT RESOLVED that the Council of the Corporation of the Township of McKellar will include in its letter to Minister Lightbound that any review of Canada Post and the Canadian Postal Service Charter must be done through a full and thorough transparent public review of Canada Post, including public hearings, with all key stakeholders, in every region of Canada.

THEREFORE, BE IT RESOLVED that the Council of the Corporation of the Township of McKellar will make a written submission and/or participate in hearings to provide input in the upcoming mandate review of Canada Post.

Carried

Moved by: Councillor Mike Kekkonen

Seconded by: Councillor Nick Ryeland

25-523

WHEREAS the Royal Canadian Legion Branch 394 provides essential support in honouring Canada's veterans through the organization and delivery of annual Remembrance Day services; and

WHEREAS the Township of McKellar recognizes the importance of supporting community partners who uphold remembrance, service, and the well-being of veterans;

NOW THEREFORE BE IT RESOLVED THAT the Council of the Corporation of the Township of McKellar authorize a donation in the amount of \$500.00 to the Royal Canadian Legion Branch 394's building fund in appreciation of their contributions to Remembrance Day services and their continued support for local veterans;

AND FURTHER THAT this donation be included in the Township's discretionary contributions for the 2025 fiscal year.

Carried

Moved by: Councillor Debbie Zulak

Seconded by: Councillor Morley Haskim

25-524

BE IT RESOLVED THAT the Council of the Corporation of the Township of McKellar does hereby give all permanent full-time staff, including Market Manager, Jan Gibson, and Fire Chief, Robert Morrison, a \$150.00 Christmas bonus.

Carried

Moved by: Councillor Mike Kekkonen

Seconded by: Councillor Nick Ryeland

25-525

BE IT RESOLVED THAT the Council of the Corporation of the Township of McKellar does hereby authorize the Treasurer to transfer surplus funds as of December 31, 2025, remaining in the Community Centre operating/capital budget to the Community Centre reserve account; and

FURTHER THAT this transfer occurs annually, without a resolution from Council, moving forward.

Carried



CORPORATION OF THE TOWNSHIP OF MCKELLAR

Council Meeting Minutes

December 2, 2025

Moved by: Councillor Morley Haskim

Seconded by: Councillor Debbie Zulak

25-526 **BE IT RESOLVED THAT** The Council of the Corporation of the Township of McKellar does hereby approve the application to the NOHFC for the installation of 5 new sets of playground equipment for the funding amount of \$405,227.00; and

FURTHER THAT the Council confirms our commitment to cover our contribution towards the project in the amount of \$105,057.00 which will come from the levy and parkland reserve account and that we will cover any project cost overruns should they occur.

Carried

Mayor Moore left the meeting at 7:35 p.m., and Deputy Mayor, Mike Kekkonen, took Chair of the meeting.

Moved by: Councillor Nick Ryeland

Seconded by: Councillor Morley Haskim

25-527 **Whereas** the Town of Parry Sound, at its Regular Meeting held on November 18, 2025, passed a motion requesting that the Minister of Education extricate the West Parry Sound Municipalities from the Near North District School Board, with a first preference to reinstate the former West Parry Sound District School Board, and a second preference to join the Simcoe-Muskoka District School Board; and

Whereas the West Parry Sound Municipalities collectively support this initiative and wish to present a united position to Minister Calandra; and

Whereas although not explicitly stated, The Town of Parry Sound Council's support for this initiative is grounded in concerns regarding the underrepresentation of West Parry Sound trustees on the Near North District School Board despite the region contributing education levy revenues at twice the amount of North Bay; ongoing governance issues within the Board; and the handling of the JK-12 school construction project; and

Whereas students residing in the Township of McKellar attend McDougall Public School for elementary education and Parry Sound High School for secondary education; and

Whereas the Council of the Corporation of the Township of McKellar wishes to support its students and calls upon the Minister of Education to address these long-standing issues to ensure that students in West Parry Sound are not further disadvantaged;

NOW THEREFORE BE IT RESOLVED THAT the Council of the Corporation of the Township of McKellar hereby supports the Town of Parry Sound's request to the Minister of Education to extricate the West Parry Sound municipalities from the Near North District School Board, with the only preference to reinstate the West Parry Sound District School Board; and

FURTHER THAT this resolution be forwarded to the Town of Parry Sound so that a joint letter of support may be prepared and sent to the Minister of Education, MPP Graydon Smith, and the Premier.

Carried

Mayor Moore re-entered the meeting at 7:47 p.m. and resumed Chair of the meeting.



CORPORATION OF THE TOWNSHIP OF MCKELLAR

Council Meeting Minutes

December 2, 2025

Moved by: Councillor Debbie Zulak

Seconded by: Councillor Morley Haskim

25-528 **WHEREAS** the Council of the Corporation of the Township of McKellar has given By-law No. 2025-52, Being a By-law to Establish a Public Notice Policy, a First and Second reading;

NOW FURTHER gives a **Third** reading and **Passes** in open Council this 2nd day of December 2025.

Carried

Moved by: Councillor Nick Ryeland

Seconded by: Councillor Mike Kekkonen

25-529 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar hereby gives By-law No. 2025-57, Being a By-law to Adopt an Asset Management Plan, a First and Second reading;

AND FURTHER gives a Third reading and **Passes** in open Council this 2nd day of December 2025.

Carried

Moved by: Councillor Morley Haskim

Seconded by: Councillor Debbie Zulak

25-530 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar gives By-law No. 2025-61, Being a By-law to Regulate the Maximum Speed limit on Middle River Drive, a First and Second reading;

AND FURTHER gives a **Third** reading and **Passes** in open Council this 2nd day of December 2025.

Deferred

Moved by: Councillor Mike Kekkonen

Seconded by: Councillor Nick Ryeland

25-531 **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 asked questions and commented on agenda items via Zoom.

Moved by: Councillor Debbie Zulak

Seconded by: Councillor Morley Haskim

25-532 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby give By-law No. 2025-62, 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 2nd day of December 2025.

Carried



CORPORATION OF THE TOWNSHIP OF MCKELLAR

Council Meeting Minutes

December 2, 2025

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

25-533 **BE IT RESOLVED THAT** the Council of the Corporation of the Township of McKellar does hereby adjourn this meeting at 8:21 p.m. to meet again on Tuesday, December 16, 2025, or at the call of the Mayor.

Carried

David Moore, Mayor

Karlee Britton, Clerk/Administrator

DRAFT

PARRY SOUND AREA PLANNING BOARD

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

CONSENT APPLICATION NO. B18 2025 (McK) - Bastiaansen
PART LOT 22, CONCESSION 13
Parts 3-6 & 10, Plan 42R-17303
20 Waters Edge Trail
Township of McKellar

Roll # 492800000258030, PIN 52127-0726

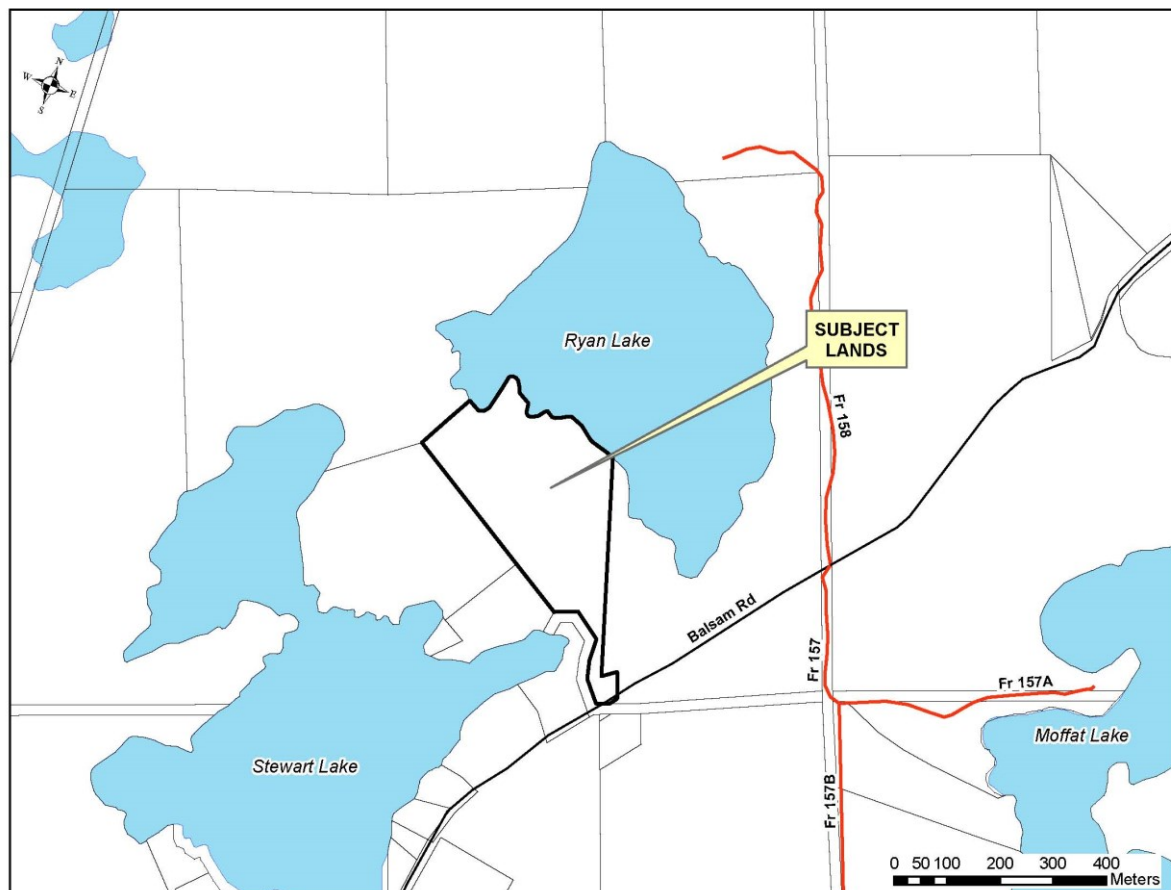
Applicant: Virginia Bastiaansen

October 14, 2025

Revised October 30, 2025

BACKGROUND / PURPOSE

Paul and Virginia Bastiaansen own a parcel of land fronting on Balsam Road and Ryan Lake in the Township of McKellar.

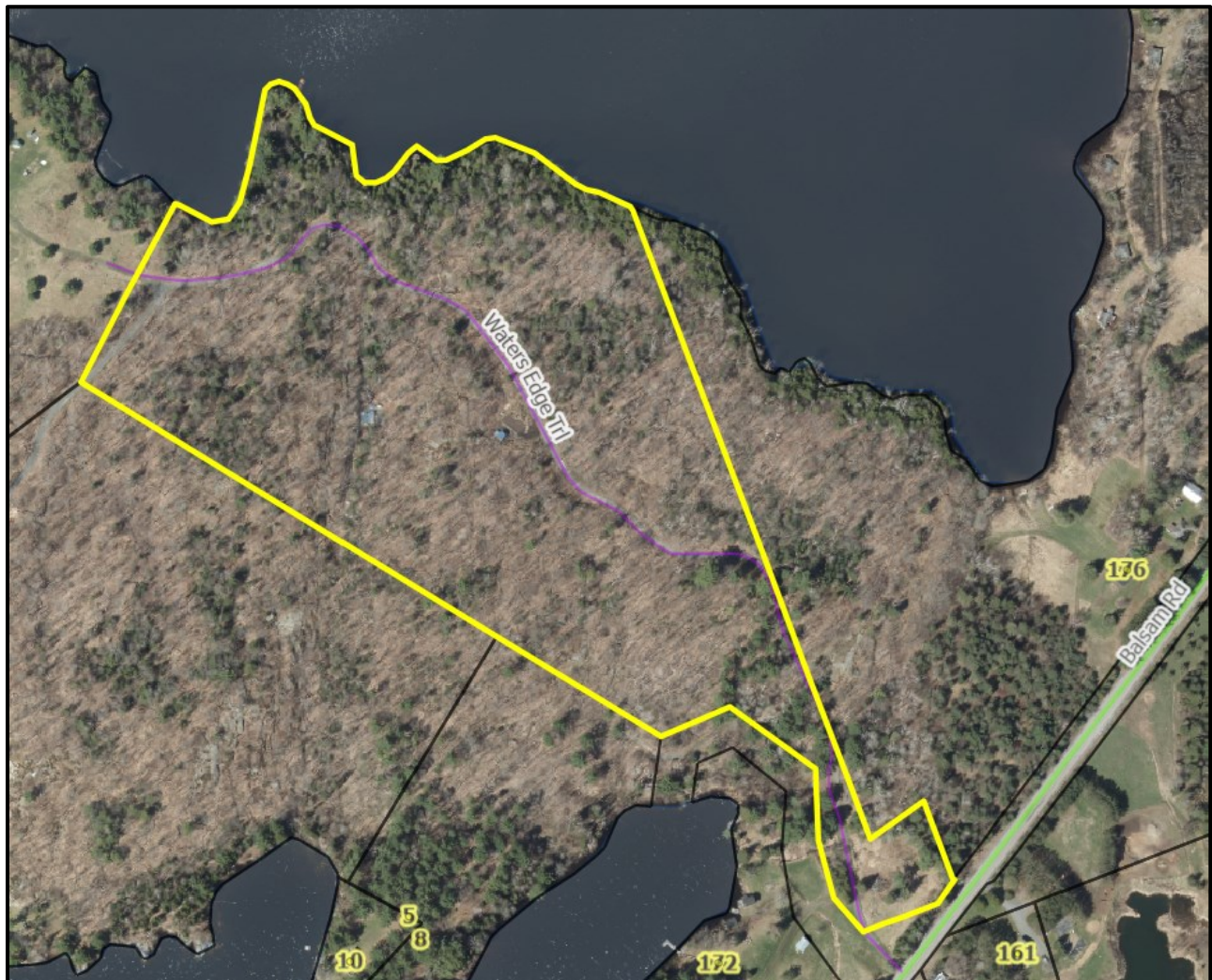


PROPERTY DESCRIPTION

The lands are approximately 22 acres (8.8 ha) with 46 meters frontage on Balsam Road and more than 260 metres of frontage on Ryan Lake.

The lot is accessed from Balsam Road via a private road known as Water's Edge Trail.

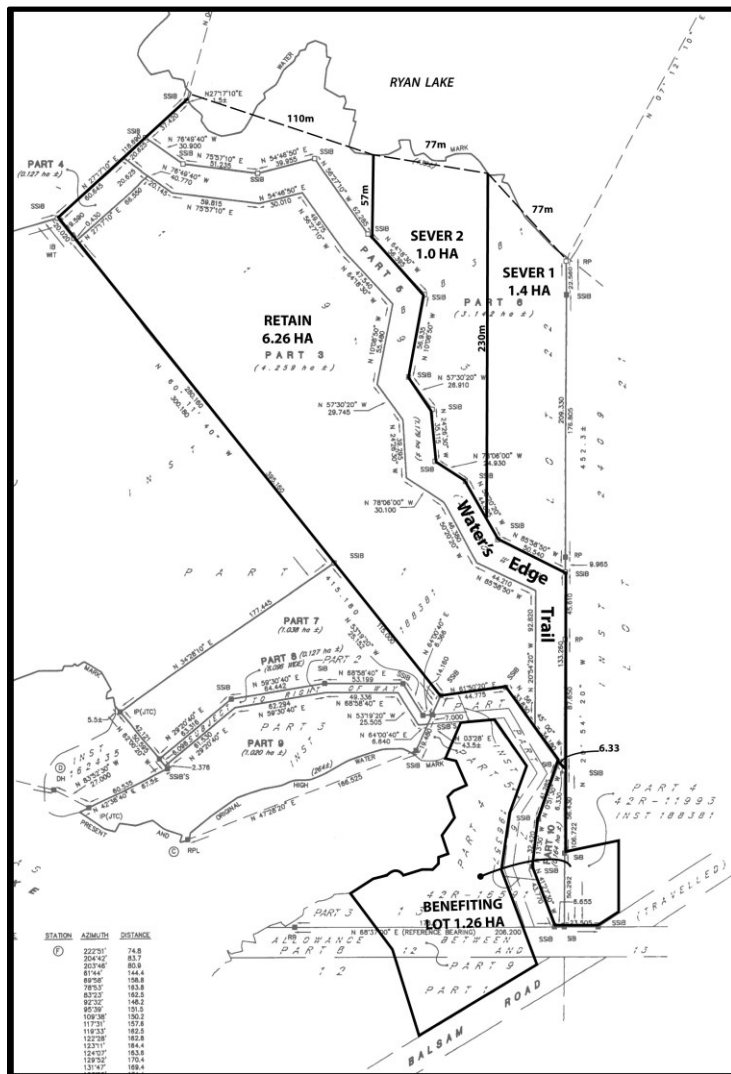
As shown below, subject lot is heavily forested, with an existing dock and small structures, but no main dwelling. Historically there was a separate lot on Balsam Road that may have included a main structure. This lot has since merged with the waterfront lot.



PROPOSED CONSENT

The proposed consent would create two (2) new waterfront lots on Ryan Lake, accessed by a private right-of-way (Water's Edge Trail) from Balsam Road and a lot addition to a neighbouring property as shown below.

Parcel	Frontage (m)	Depth(m)	Area (ha)
WF1 Zone Requirements	60	45	0.8
Lot Addition	46	115	0.34
Retained	110	±570	6.26
Severed 1	77	227	1.4
Severed 2	77	227	1.0

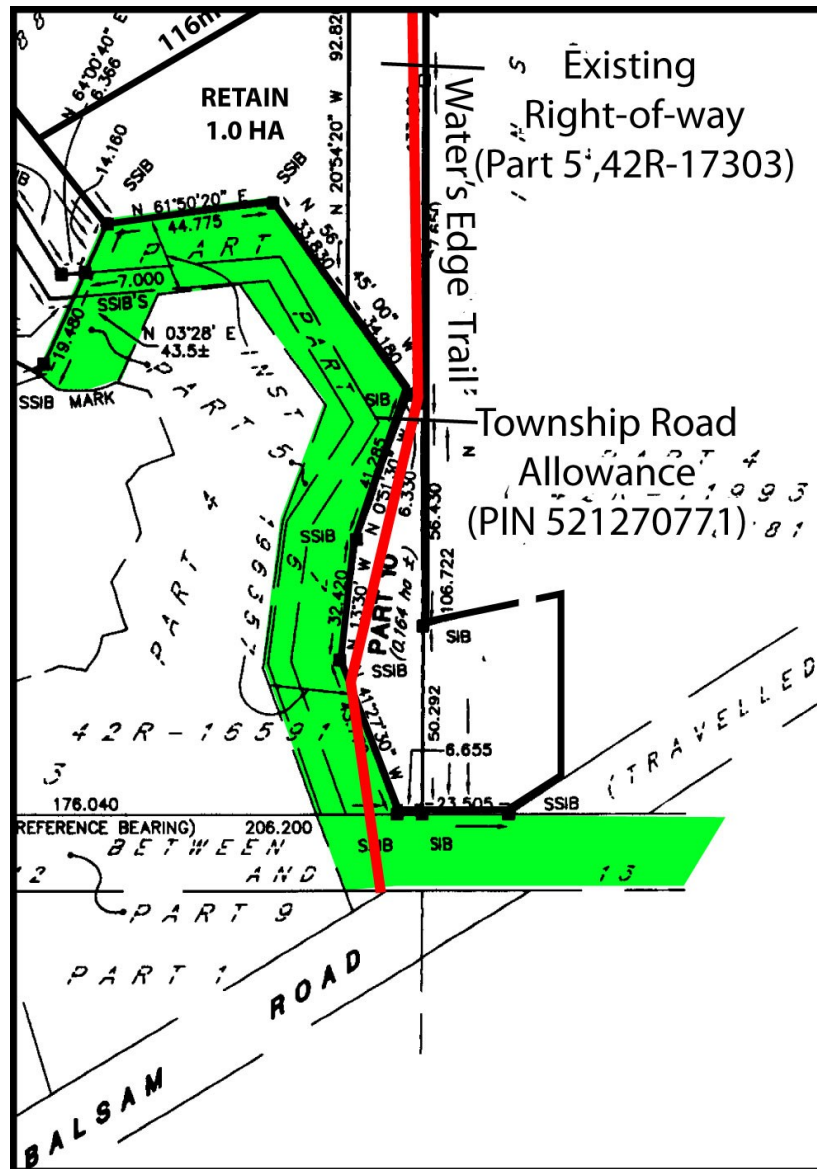


The lot addition and benefiting lands are separated by a “hook shaped” piece of municipal land. However, the lot addition and benefiting lands will be tied together by a Section 118 Land Titles restriction to be registered on title.

ROAD ACCESS

The subject lands have 45 metres of frontage on Balsam Road that will form part of the proposed Retained lot.

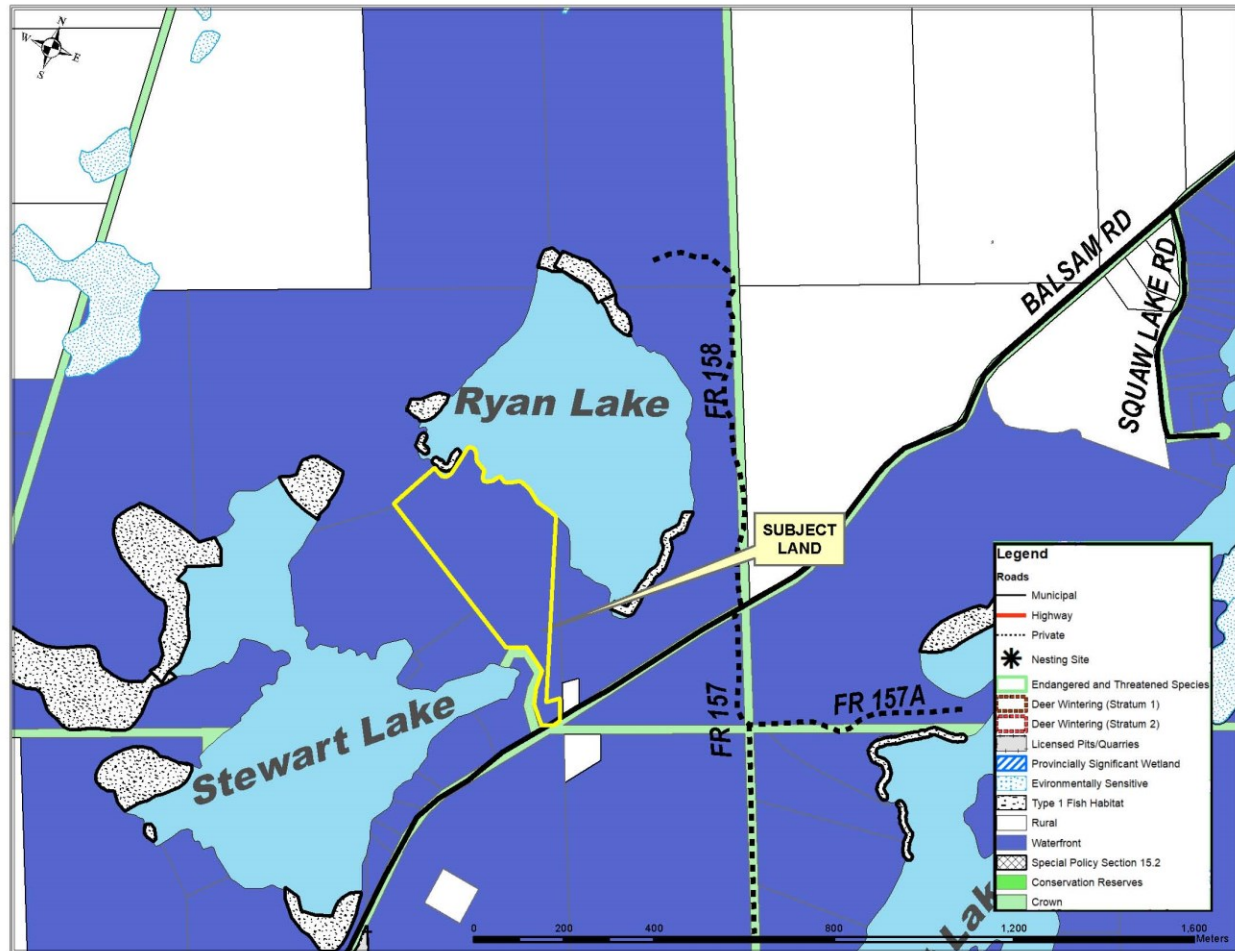
The proposed severed lots will be accessed by Water's Edge Trail, a private road that intersects Balsam Road. The private road crosses part of a municipal road allowance described as PIN 521270771 (shown in Green below) before entering the proposed Retained lands and continuing to an existing right-of-way being Part 5 on plan 42R-17303. It is not clear why the travelled road does not follow the municipal road allowance before joining the registered right-of-way to lots beyond the subject lands.



As a condition of consent, the Township of McKellar can allow access over and maintenance of the municipal road allowance, while being observed of any responsibility for maintenance of the private road.

OFFICIAL PLAN

The lands to be severed are designated Waterfront in McKellar's Official Plan.



The Official Plan policies for this lake are as follows:

“ 8.19 Ryan Lake

- 8.19.1** Ryan Lake is a small, spring fed lake that is located off Balsam Road. It flows into Stewart Lake and is surrounded predominantly by commercial and vacant lands. Currently, the lake is isolated, with no public access.
- 8.19.2** The lake's maximum depth is 6.0 metres; its mean depth is 2.5 metres. It receives inflow from a stream in the north and empties through a creek into Stewart Lake.
- 8.19.3** Ryan Lake contains surface phosphorus concentrations of 0.019 milligrams per litre, resulting in a mesotrophic classification.

However, a phosphorus concentration of 0.039 milligrams per litre in bottom waters, combined with anoxic or oxygen-poor conditions from four to six metres, likely provides an additional source of phosphorus into Ryan Lake. The Ministry of Natural Resources and Forestry determined that walleye spawn around the inflowing creek mouth along the northern shoreline. Nearshore fish habitat is also abundant around this area in addition to localized features located around the western outflow and along the southern shoreline.

8.19.4 Phosphorus mitigation measures should be implemented to avoid any increases in phosphorus concentrations and subsequent depletions in dissolved oxygen values. “

Type 1 fish habitat is identified on one of the proposed waterfront lots where there is an existing dock.

The applicant retained FRiCorp. Ecological Services to assess the property and recommend phosphorus mitigation measures in response to these policies, the most notable of which are a 15 metre setback from Ryan Lake for any new buildings and 30 metres for any new septic system. A copy of this report is attached.

PROVINCIAL PLANNING STATEMENT (P.P.S)

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;
 - d) using rural infrastructure and public service facilities efficiently;
 - e) 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;
 - f) providing opportunities for sustainable and diversified tourism, including leveraging historical, cultural, and natural assets;
 - g) conserving biodiversity and considering the ecological benefits provided by nature; and
 - h) 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.

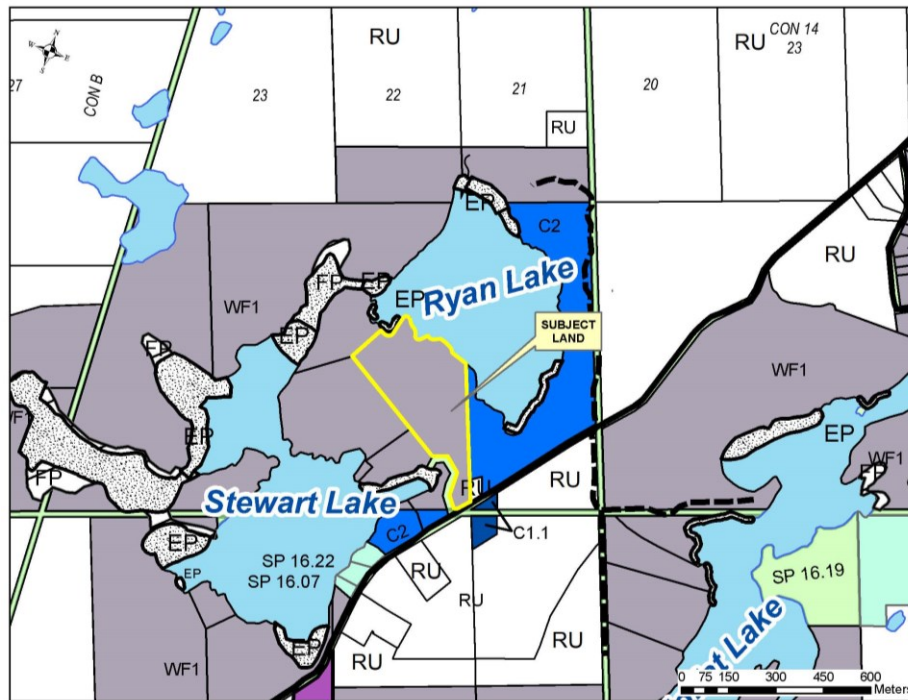
MINIMUM DISTANCE SEPARATION

The subject lands are across Balsam Road from a small farming operation. The minimum distance separation (MDS) calculations resulted in a required setback of 108 metres for any building on the neighbouring lot. The figure below shows a 108 metre radius that will need to be observed should a new structure be constructed.



ZONING BY-LAW

The lands are currently zoned Waterfront Residential 1 (WF1).



The proposed waterfront lots meet the requirements of the waterfront 1 (WF1) zone.

The remaining road-front lot will require a rezoning to Rural (RU) as it will no longer have frontage on Ryan Lake

RECOMMENDATION

That the proposed consent to create three (3) new waterfront lots fronting on Ryan Lake in Part of Lot 22, Concession 13, Township of McKellar as applied for by Virginia Bastiaansen in Application No. B18/2025(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. That the applicant enter into a Section 51(26) consent agreement to:
 - a. Indemnify the Township of McKellar of any responsibility or liability for the maintenance of Water's Edge Trail;
 - b. Allow the owners of the existing and proposed lots to cross and maintain a portion of the municipal road allowance for access over Water's Edge Trail;

- c. Implement the recommendations of the FRiCorp. Ecological Services memorandum dated September 25, 2025;
3. That the Retained lot be rezoned to the Rural (RU) Zone;
4. 911 Addressing for the proposed new lots;
5. That a Section 118 Land Titles restriction be registered on title to bind the lot addition and benefiting lands;
6. Payment of any applicable planning board fees.

Respectfully,

A handwritten signature in blue ink, appearing to read "Patrick Christie". The signature is fluid and cursive, with the first name "Patrick" and last name "Christie" clearly distinguishable.

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

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

No. B 18/2025 (McK)

1. Applicant Information

Name of Applicant Virginia Bastiaansen
Address 20 Waters Edge Trail
POB 58
Postal Code P0G 1C0
E-mail Address appliancespec@execulink.com

Home Tel No. (705) 773-3799
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) 52127-0726

4.1 Municipality McKellar Lot(s) No.(s) 22 ncession No. 13
Street Name and No. Waters Edge Trail M-Plan No. _____ Lot(s) _____
Registered Plan No. Part(s) 42R17303 Parts 3-6 & 10 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:

Access over Waters Edge Trail to neighbouring property

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	110	±570	6.5	Seasonal	Residential	Cabin, Shed	Unknown
Lot Addition							
Right-of-way							
Benefiting Lot							
Severed Lot 1	46	230	0.95	Vacant	Residential	None	Unknown
Severed Lot 2	77	227	1.4	Vacant	Residential	None	Unknown
Severed Lot 3	77	227	1.0	Vacant	Residential	None	Unknown

6.2 Access (check appropriate space)

	Name	Retained	Benefiting Lot	Sever (Lot 1)	Sever (Lot 2)	Sever (Lot 3)
Provincial Highway						
Municipal (maintained all year)	Balsam Road			X		
Municipal (Seasonal)						
Other public road						
Right of way	Waters Edge Trail			X	X	x
Water Access	Ryan Lake				X	x

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	P		P	P	
Privately owned and operated communal well					
Other public road					
Lake or other waterbody	P		P	P	
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	P		P	P	
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.

18-20 years ago

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 _____ day
of July _____ 20²⁵

I, Virginia Bastiaansen _____ of the Township of McKellar _____ 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 28th _____ day
of June _____ 20²⁵.



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, _____, am the owner of the land that is the subject of this application for Consent and/or Zoning By-law Amendment and I authorize _____ to make this application on my behalf.

Date _____ 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 _____ 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, Virginia Bastiaansen, 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 July 28, 2025

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 July 28, 2025

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

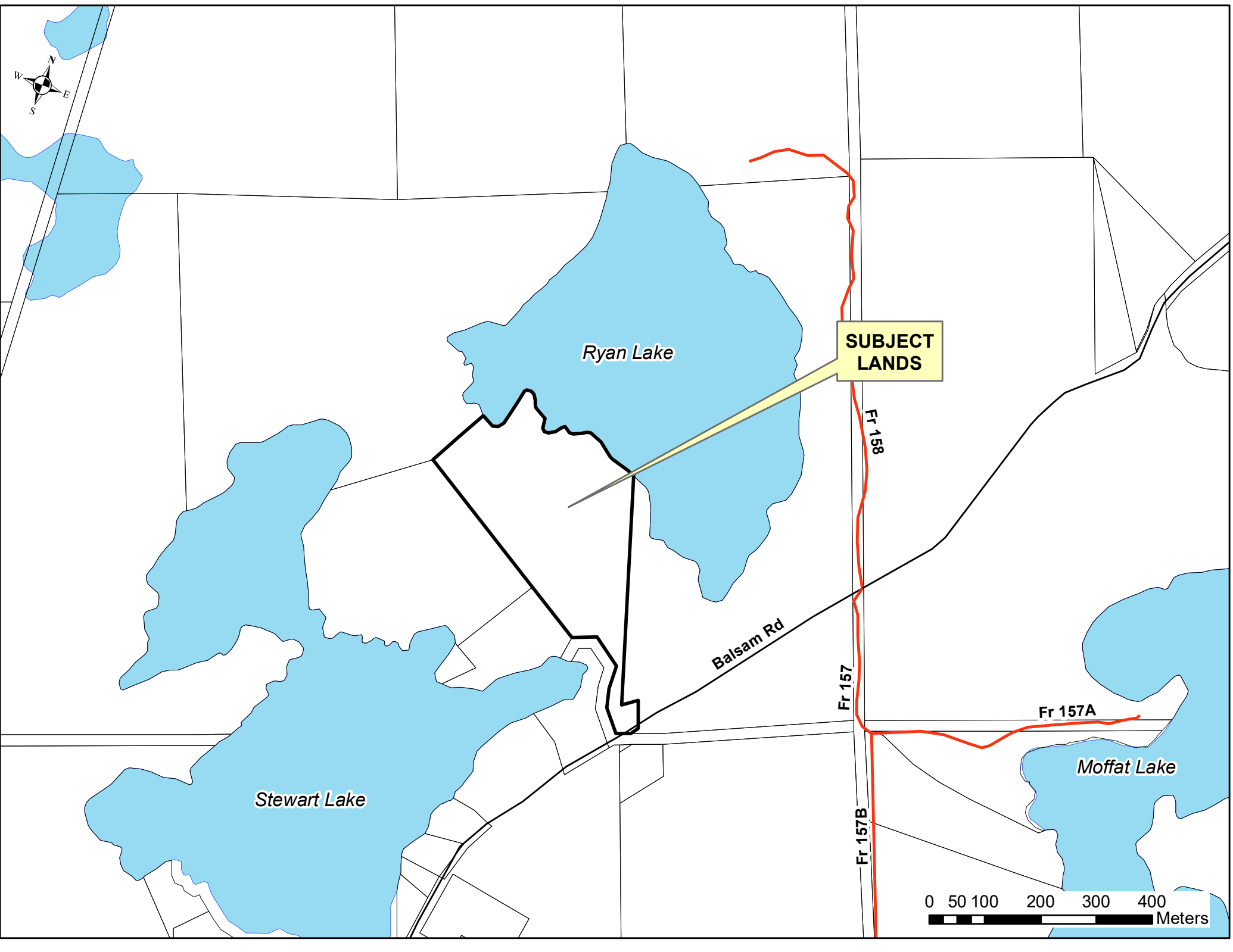
PLANNING BOARD

2023 Fees **Base Fee \$1500 + \$750 per lot/lot addition, \$250 for each additional lot addition, \$250 per right-of-way + \$500 deposit for Professional Planning Services**

Change of Condition / Re-approval Fee (before lapsing) \$750 Stamping Fee for Retained Lot (Optional): \$750

A fee of \$325 payable to the Township of Carling is required for any application within the Township of Carling (The Township deposit will be reconciled in accordance with the Townships standard rate for their planner for actual time taken).

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



Ryan Lake

**SUBJECT
LANDS**

Fr 158

Balsam Rd

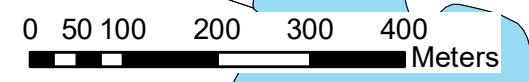
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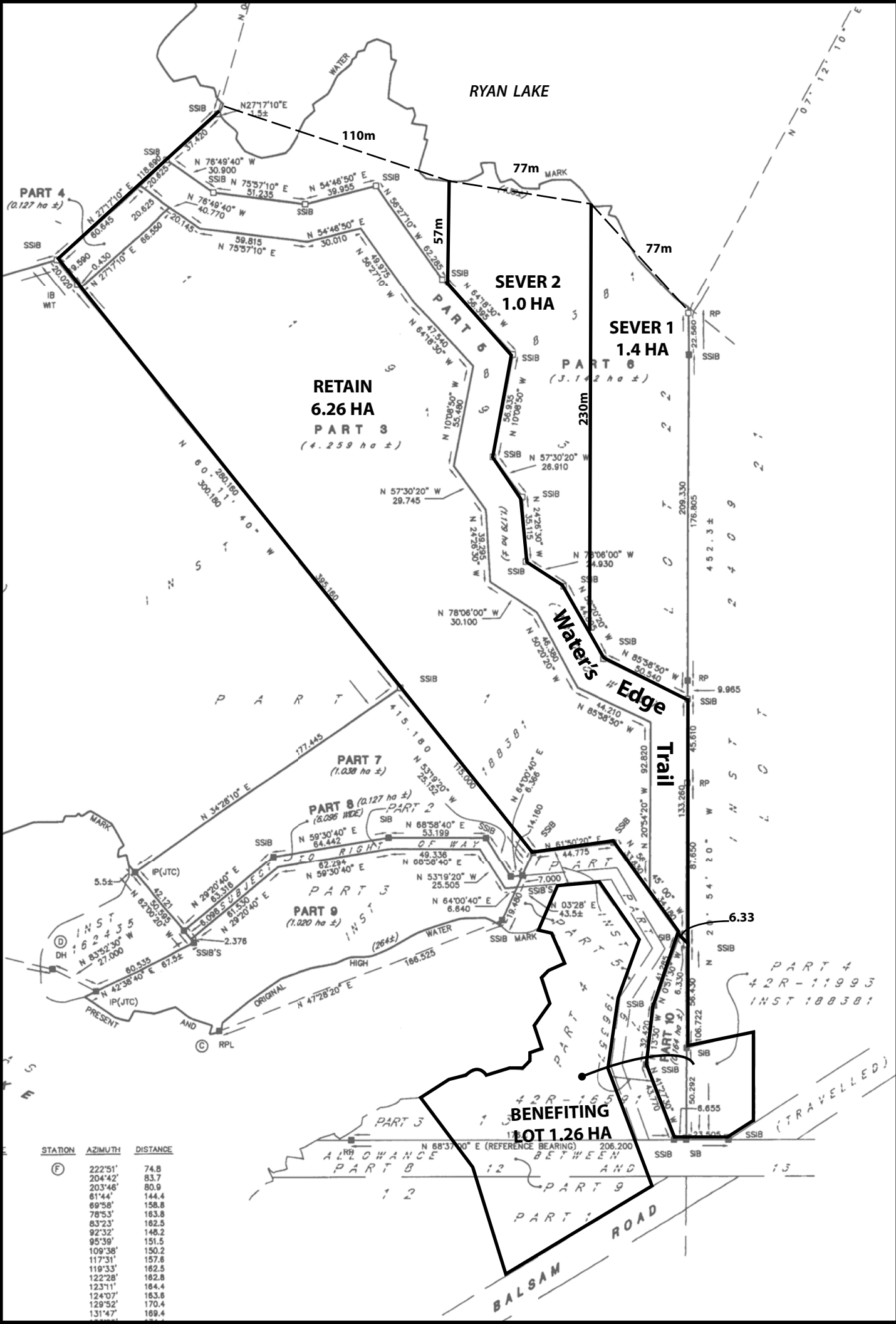
Fr 157B

Fr 157A

Moffat Lake

Stewart Lake





911 Management Committee - MINUTES

Date:

November 27, 2025

Time:

10:01am

Location:

Firehall @ 4 Church Street, Parry Sound, ON

Teams Link:

Meeting ID: 213 436 269 187 Passcode: Aj9yf2Zy

Present:

Dave Thompson, Town of Parry Sound - Chair; Sean Carroll, Seguin Township - Vice Chair; Roshan Kantiya - McKellar Township; Matthew Thomas - Manager of EMS; Liam Thompson - The Archipelago; Ann MacDiarmid, Mayor - Seguin Township; Bob Whitman - Municipality of Whitestone; Gord Harrison - Carling Township; Phaedra Van Buuren - 911/Bell Service Representative; Perry Chrysler - Wasauksing First Nation; Rhonda Schneider - PS Dispatch; Dave Marlin - Britt; Rob Morrison - McKellar Township; Mike Kekkonen - McKellar Township

Regrets:

Helena Wall (OPP); Shelley Van Erp (OPP); Joe Lamb, Councillor - Municipality of Whitestone; Patrick Shoebottom - McDougall Township; Karlee Britton - McKellar Township; Angela Del Rosario - Ministry of Health; Alex Lee - Ministry of Health;

Recording:

Sheri Skinner, Administrative Assistant

911 Management Committee - MINUTES

1. Agenda

1.1 Additions to Agenda

1.2 Prioritization of Agenda

1.3 Adoption of Agenda

Moved by Ann MacDiarmid

Seconded by Perry Chrysler

BE IT RESOLVED THAT the 911 Committee does hereby adopt the agenda of November 26, 2025 as presented.

carried

1.4 Disclosure of Pecuniary Interest and the General Nature Thereof

2. Minutes and Matters Arising from Minutes

Discussion on the minutes previous to the May15th meeting not being accepted.

The reason for that was no one was able to determine when the previous minutes before May 15th had occurred.

2.1 Adoption of Minutes

Moved by Liam Thompson

Seconded by Mike Kekanen

BE IT RESOLVED THAT the 911 Committee does hereby adopt the minutes of May 15, 2025 as presented.

carried

3. Adoption of the 2026 Budget

Presentation by McKellar Treasurer, Roshan Kantiya, on the 2026 budget.

Resolution

911 Management Committee - MINUTES

Moved by: Gord Harrison

Seconded by: Liam Thompson

That the 911 Committee approves schedule 2 for the 2026 911 levy.

carried

Discussions on MPAC data vs. Stats Canada data in determining population numbers. It was noted that Stats Canada figures were the latest from 2021 and MPAC is done yearly.

Direction to McKellar to utilize schedule 2 for the default calculation method.

Discussion on the WPSHC taking over the 911 committee's administration duties in 2026 for future meetings.

ACTION:

Rhonda will speak to Laura at the WPSHC on availability to do this and will report back to Dave Thompson.

4. Discussion on Britt participating in the 911 Committee

Phaedra Van Buuren had confirmed that Britt has their own agreement, and it was determined that there was no benefit to be part of the Parry Sound Agreement.

Discussions followed on the Parry Sound NG911 Agreement and why it has not been able to migrate at this point, implications of not signing your agreement, picture/text/video message capabilities, current status is voice call only with real time text to follow, and the agreement to-be-completed date of March 2027.

ACTION:

Dave Thompson will follow-up with Wasauksing First Nation in an attempt to have them move the agreement forward for signing.

Dave Thompson will follow up with Phaedra Van Buuren and provide updated e-mail addresses for Wasauksing members.

911 Management Committee - MINUTES

5. Adjournment @ 10:31am

Moved by Ann MacDiarmid

Seconded by Gord Harrison

carried

911 Management committe

2026 Operating Budget

	Budget 2026	Budget 2025	Budget 2024	Budget 2023	Budget 2022
<u>Revenue</u>					
Municipal Levy	\$ 16,651.27	\$ 16,651.27	\$ 15,065.00	15,015.00	15,015.00
	\$ 16,651.27	\$ 16,651.27	\$ 15,065.00	15,015.00	15,015.00
<u>Expenditure</u>					
Administrative Cost	\$ 2,200.00	\$ 2,200.00	\$ 2,200.00	2,200.00	2,200.00
Resources Services & Expenses (Ambulance)	\$ 2,200.00	\$ 2,200.00	\$ 2,200.00	2,200.00	2,200.00
911-Answering Service	\$ 11,351.27	\$ 11,351.27	\$ 9,800.00	9,800.00	9,800.00
Accounting	\$ 900.00	\$ 900.00	\$ 865.00	815.00	815.00
Total Expenditure	\$ 16,651.27	\$ 16,651.27	\$ 15,065.00	15,015.00	15,015.00

Medical Officer of Health: Report to The Board of Health

Prepared by Dr. Carol Zimbalatti

Medical Officer of Health/Executive Officer

November 26, 2025

*Your lifetime partner in healthy living.
Votre partenaire à vie pour vivre en santé.*

myhealthunit.ca

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Table of Contents

Medical Officer of Health Update.....	3
Programs and Services Updates	4
Corporate Services	4
Facilities Operations	4
Information Technology	4
Human Resources.....	4
Finance.....	5
Clinical Services	6
Communicable Disease Control.....	6
Oral Health.....	7
Sexual Health	7
Harm Reduction Services.....	7
Vaccine Preventable Diseases	8
Community Services.....	9
Environmental Health.....	9
Healthy Families	9
Community Health.....	10
Organizational Effectiveness.....	11
Professional Practice	11
Indigenous Engagement	11
Communications.....	12
Foundational Services.....	12

Medical Officer of Health Update

Respiratory Virus Update

Vaccination against RSV (for eligible individuals), COVID-19, and influenza began in October for individuals at higher risk and health care professionals and became available to the general public at the start of November.

There is emerging evidence that the H3N2 influenza A virus has been evolving more rapidly than usual during the northern hemisphere's 2024-25 respiratory season and during the southern hemisphere's 2025 season¹. As a result, the A(H3N2) strain expected to circulate during the 2025-26 respiratory season is mismatched to this year's influenza vaccine.

Currently in Ontario, influenza percent positivity is increasing but remains very low. Therefore, this potential mismatch does not appear to be having a significant impact on outcomes such as hospitalizations and outbreaks at this time. Even with a mismatch, the influenza vaccine is still expected to offer protection against other influenza strains and some protection against the H3N2 strain. It continues to be recommended, particularly for those at higher risk of severe outcomes.

Percent positivity of COVID-19 and respiratory syncytial virus (RSV) remain low.

2025 Ontario Public Health Standards

The working draft of the 2025 Ontario Public Health Standards (OPHS) was distributed to health units on September 25, 2025. Since then, the Ministry has been hosting information sessions on various components of the new standards. The 2025 OPHS are scheduled to take effect January 2, 2025, though at the time of writing, several components remain incomplete. The Substance Use Prevention standard has not yet been released, nor have 6 of the 27 associated protocols.

Recognizing these gaps, and that most health units had begun planning prior to the release, the Ministry has acknowledged that 2026 will serve as a "transition" year. The 2026 Annual Service Plan (ASP) reporting template will be adjusted accordingly.

At the North Bay Parry Sound District Health Unit, program and budget planning began prior to the release of the new OPHS. Staff were instructed to continue planning based on the 2021 OPHS. The 2026 Organizational Operational Documents, which outline program work for the year, will be considered "evergreen" and updated throughout 2026 as we adapt to the new OPHS and as the Ministry releases additional guidance materials to support their implementation.

¹ Sabaiduc, S; Kaweski, SE; Separovic, L; Gao, R; Ranadheera, C; Bastien, N; Skowronski, D. (2025) Emergence of seasonal influenza A(H3N2) variants with immune escape potential warrants enhanced molecular and epidemiological surveillance for the 2025-2026 season. *Journal of the Association of Medical Microbiology and Infectious Disease Canada*: 10(4); doi 10.3138/jammi-2025-0025.

Programs and Services Updates

Corporate Services

Facilities Operations

North Bay

- Completed seasonal fall preventative maintenance for all heating and ventilating systems.
- Awarded snow plowing and sanding contract.
- Outside water lines were flushed and prepared for the winter season.
- Prepped exterior areas for winter (flower beds, salt bins).
- Three new vaccine fridges ordered to replace outdated units.
- Completed annual fire suppression system inspection.

Parry Sound

- Fall preventative maintenance for all heating and ventilating systems conducted. Secured a new contract for 2026.

Information Technology

- Added Microsoft Teams meeting functionality to the Human Resources meeting room.
- Upgraded firmware on all photocopiers to enable Microsoft Universal Print compatibility.
- Softphone functionality integrated to Microsoft Teams.
- As part of ongoing technology lifecycle management, all organizational computers (210) were upgraded to Windows 11 in advance of Microsoft's October 14, end-of-support date for Windows 10. This ensures continued security, performance, and vendor support across all systems.

Human Resources

Occupational Health, Safety, and Wellness

Employee wellness events held in September and October included lunchtime trivia, creation of program/service gratitude collages, and Halloween activities. The Holiday all Staff meeting will be occurring in December.

Staff will soon be invited to participate in a workplace survey developed by the Joint Health and Safety Committee (JHSC) seeking input on general occupational health and safety, workplace violence, and psychological health and safety.

Seasonal staff immunization clinics have started, with the Public Health Nurse immunizing 66 employees against influenza and 42 against COVID-19 thus far.

Professional Development

Recent compliance training offerings:

- Basic Life Support re-certification – 64 participants
- Basic Life Support full certification – 8 participants
- Basic Life Support Instructor re-certification – 3 participants

External professional development:

- Indigenous Cultural Safety Training (North Bay Indigenous Hub) - 29 participants
- Leaders for Leaders Management Empowerment Training Sessions – 18 participants

Staffing

In addition to filling temporary positions, the following permanent positions were recently filled:

- Community Health Promoter, Sexual Health & Harm Reduction Services (1.00 FTE), effective September 8, 2025
- Program Manager, Oral Health (1.00 FTE), effective September 24, 2025
- Bilingual Community Health Promoter, Community Health (1.00 FTE), effective October 14, 2025
- Clinical Coordinator, Oral Health (1.00 FTE), effective October 16, 2024
- Accountant, Finance (1.00 FTE), effective November 3, 2025
- Human Resources Coordinator – Talent Management, Human Resources (1.00 FTE), effective November 17, 2025

There has been a net increase in permanent positions of 1.0 FTE.

Finance

The Finance Team has submitted the following documents:

- 2025 Q3 Ministry of Health Standards Activity Report
- 2025-26 Q2 Infection Prevention and Control Hub Report
- 2025-25 Q2 Planet Youth Report

Clinical Services

Communicable Disease Control

National Infection Control Week

October 20 to 25, 2025, marked National Infection Control Week. This year's theme, "Bridging Gaps, Building Bridges," emphasized the importance of collaboration and knowledge sharing among healthcare professionals to enhance infection prevention practices. This theme encouraged healthcare teams to work together across disciplines and care settings to improve patient safety and quality of care.

Lyme Disease Update

Lyme disease is an infection transmitted through the bite of an infected blacklegged tick. Most human cases result from exposure to areas where infected ticks are established. These established tick populations continue to expand across Ontario, increasing the risk of exposure in more regions of the province.

Early symptoms may include fever, headache, muscle and joint pain, fatigue, and an expanding red rash often referred to as a "bull's-eye" rash. In Ontario, blacklegged ticks can also transmit other diseases, including anaplasmosis, babesiosis, and Powassan virus.

As of October 26, 2025, a total of 2,544 cases of Lyme disease have been reported in Ontario. The North Bay Parry Sound District Health Unit has reported 13 cases to date in 2025. Between 2005 to 2024, the highest number of annual cases reported locally was four.

Ontario Measles Outbreak Declared Over - October 6, 2025

On October 6, 2025, Public Health Ontario declared Ontario's measles outbreak over, following national guidance to determine its conclusion. As of October 28, 2025, Ontario had reported a total of 2,375 measles cases (2,060 confirmed, 315 probable) associated with the outbreak that started in October 2024 and impacted 26 public health units.

The Health Unit reported 38 measles cases (12 confirmed and 26 probable) over the course of the outbreak. Although the outbreak has concluded, measles continues to circulate in Canada and internationally, highlighting the importance of vaccination, timely case finding, and public health follow-up.

Infection Prevention and Control (IPAC Hub)

The IPAC Hub is assisting Long-Term Care Homes, Retirement Homes, and other congregate living settings (CLSs) in preparing for the respiratory illness season. Current activities include:

- Conducting IPAC assessment and audits in CLSs
- Assisting with outbreak management planning
- Supporting the development of IPAC programs, policies, and procedures

Oral Health

Advancing Strategic Priorities Through Digital Innovation and Planetary Health

The Oral Health Program has successfully transitioned to digital client intake using iPads. This initiative streamlines data collection, improves accuracy, and enhances the overall efficiency of service delivery.

By eliminating the need for most paper-based forms, this shift reflects our dedication to innovation, sustainability, and continuous improvement in public health programming.

As we continue to scale this approach, we are actively exploring additional opportunities to integrate digital tools that promote both environmental stewardship and client-centered care, ensuring our services remain responsive, equitable, and future-focused.

Sexual Health

Swift progress is being made in realigning our sexual health clinical services. This initiative is both timely and strategic, aligning with broader conversations on how best to serve our targeted and priority populations. The goal is to ensure that services fall within the scope of public health—emphasizing health promotion—and to enhance access for priority groups seeking care related to sexually transmitted and blood borne infections (STBBI) risks or contraception needs for those who do not have a primary care provider.

The Health Unit continues to actively promote GetaKit, a service that provides mail-out HIV self-tests and online requisitions for STBBI testing for eligible individuals. Year to date, more than 350 orders have been placed in the Health Unit region, supporting increased access to testing and early detection among priority populations.

Harm Reduction Services

Launched in June, the Our North Bay Health Box (ONBHB) provides low-barrier, stigma-free access to health and wellness supplies. As of September 30, 2025, 8,721 supplies have been

accessed. This includes 4,218 wellness supplies, 3,115 harm reduction supplies, 851 sexual health items, 362 Naloxone kits, and 175 HIV self-test kits.



Communication was shared with partners, noting that the ONBHB has been out of service since October due to a screen malfunction. Although there is no visible external damage, the issue has affected the machine’s functionality. The Health Unit is working with the supplier to restore service as soon as possible.

Vaccine Preventable Diseases

Seasonal Vaccine Campaign

The Fall COVID-19, influenza (flu), and respiratory syncytial virus (RSV) campaigns are well underway across the district. Clinics were available in October for high-risk individuals and throughout November for the general population.

New this year is an expansion of the publicly funded RSV vaccine to include all adults 75 years of age or older. In addition to community clinics, seasonal vaccines are available at our in-house Health Unit clinics in North Bay and Parry Sound. The RSV prevention program is underway, with long-term care and retirement homes providing the vaccine to older individuals. The Health Unit, hospitals, and local primary care providers offer RSV vaccines to pregnant individuals, as well as a preventive treatment to infants, and high-risk children within our district.

Grade 7 Vaccine Program

October marked the beginning of the annual grade 7 vaccine program, which includes Hepatitis B (Hep B), Human Papilloma Virus (HPV), and Meningococcal vaccines. This year, Health Unit

staff will visit 21 schools in the fall and spring, reaching over 1,300 students to promote these important vaccines and improve vaccination rates across the district.

Over the past five years, rates of vaccination have declined, particularly for Hep B and HPV vaccines (Immunization Data Tool). While the North Bay Parry Sound District Health Unit continues to have rates above the provincial average, there remains room for improvement. With plans for a district-wide information and promotional HPV campaign in early 2026, vaccination rates are expected to rise by the end of the school year.

Community Services

Environmental Health

This year, the Environmental Health team has embarked on several quality improvement initiatives. Over the past year, 43 work instructions were reviewed, consolidated, and eliminated by integrating their content into new procedures. The new procedures improve clarity, confidence, and efficiency across the team.

Environmental Health is participating in a provincial quality improvement initiative, facilitated by Public Health Ontario, involving 21 health units across the province. The initiative focuses on improving food inspection processes. While this is the first phase, the insights gained will serve as a foundation for broader operational improvements.

The province recently replenished its stock of rabies post-exposure prophylaxis, ending the temporary sparing guidelines. These guidelines had minimal operational impact beyond planning and training.

With summer concluded, Environmental Health has completed seasonal programs, including mosquito trapping and beach sampling. Mosquito surveillance was conducted from June to September at 15 urban sites, yielding 10,514 specimens, of which 5,801 were speciated and 1,509 tested for West Nile virus and Eastern Equine Encephalitis virus, with no positive pools detected. This surveillance occurs every three years to monitor vector species within the district.

Healthy Families

2025 Virtual Maternal Child Update

On October 8, the Health Unit hosted a virtual *Maternal Child Update*, drawing approximately 90 healthcare providers from across the district and neighbouring health unit areas. The session focused primarily on breastfeeding best practices, featuring a keynote presentation by Kathy O'Grady, a renowned Registered Nurse and International Board-Certified Lactation Consultant.

In addition to the keynote, the event included two shorter presentations provided by Health Unit staff on congenital syphilis and pediatric nutrition guidelines. Based on evaluation responses received to date, most participants indicated that the session met their learning expectations, was well-organized, and 97% reported they would attend a similar session in the future.

Community Health

Community Resilience Learning Movement

The Adverse Childhood Experiences and Resilience (ACER) Working Group of the Muskoka, Nipissing, and Parry Sound Child and Youth Planning Table, co-chaired by the Health Unit, recently hosted two regional events in North Bay and Huntsville to launch the Community Resilience Learning Movement. Titled *What Shapes Us: A Community Resilience Event*, the gatherings brought together 141 attendees from 51 organizations across sectors.

Dynamic keynote speaker Dr. Jean Clinton, Child Psychiatrist and Knowledge Translator, delivered a compelling presentation, *From Adversity to Resilience: How Relationships and Environments Shape Lifelong Health*. Dr. Zimbalatti provided opening remarks at the gathering in North Bay. These events marked the first collective action of the ACER Working Group to prevent early adversity and promote resilience. The initiative reflects a growing regional commitment to cross-sector collaboration and shared learning to support long-term well-being for children, youth, and families.

Vaping

Concerns have emerged regarding students vaping at school during instructional hours, with many reporting challenges in staying engaged throughout a full class period and a lack of meaningful alternatives to vaping during breaks.

In response, an initiative was developed at a local high school in the Near North District School Board following a student focus group composed of individuals who regularly use the designated vaping and smoking area. Students suggested hard candies as a cessation aid and recommended art supplies and tetherball equipment as engaging alternatives to combat boredom during breaks.

Key stakeholders included the Health Unit (Community Health Promoter), the school principal, the Board safe-school Principal, and high school students. The campaign was launched during a school-wide lunch barbecue, allowing inclusive participation without requiring students to self-identify as vapers. Students were invited to exchange their vaping devices for a lollipop and select a cessation tool or a combination of oral stimulation and fidget items.

The event resulted in the collection of nearly 50 vaping devices and several nicotine pouches. Students expressed enthusiasm and pride in seeing their ideas implemented in a tangible and impactful way.

Organizational Effectiveness

Professional Practice

During this reporting period, Professional Practice transitioned to the Organizational Effectiveness portfolio as part of the 2024 organizational review. Effective November 3, 2025, this change includes the addition of the Quality Assurance and Communications programs to this portfolio. The Manager, Quality, Practice, and Relations now reports to the Executive Director, Organizational Effectiveness. The adjustment supports broader organizational realignment related to the movement of health promotion capacity to Foundational Services.

This September, the Health Unit welcomed 12 Bachelor of Science in Nursing (BScN) students completing their third-year community health placements from Canadore College and Nipissing University. Eight of these students are contributing to initiatives within the Communicable Disease Control Program, focusing on infection prevention and control. Four students are supporting work under Priority 2, Strategy 4 *“Cultivate our role within systems-level efforts to reduce poverty and homelessness,”* of the Organizational Strategic Plan. In addition, one fourth-year BScN student is completing their final practicum with the Communicable Disease Control Program.

Indigenous Engagement

Northern Food Rx Summit

Staff from Indigenous Engagement and Development and Community Health attended the Northern Food Rx Summit alongside partners from the North Bay Indigenous Friendship Centre and Wasauksing First Nation. Participants engaged in shared learning and discussions on Indigenous food sovereignty, which recognizes the inherent right of Indigenous People to govern their own food systems in alignment with cultural values, traditional knowledge, and relationships to the land and water.

The summit emphasized collective planning, and relationship building to advance community-led approaches to wellness. Participants prepared and shared a meal of traditional Indigenous foods while gaining knowledge on Indigenous foodways. Supporting Indigenous food sovereignty strengthens reconciliation by recognizing and restoring Indigenous knowledge systems and addressing the colonial disruptions that continue to affect food systems and health outcomes.

Participation at the Summit reflects the Health Unit's commitment to strengthening relationships with Indigenous partners and supporting self-determined approaches to wellness through collaboration and shared learning.

Communications

- Community clinics for COVID-19, flu, and RSV vaccines have been promoted throughout the Health Unit region using both traditional and digital media, supporting strong clinic attendance.
- Updates have been made to the Health Unit website to make it easier for community partners and the public to locate new and existing Health Unit-led data dashboards, with more dashboards anticipated in the future.
- Sub-brand logos representing the Health Unit's programs and services are being updated to reflect current-day paradigms and organizational changes and ensure consistency in graphic design elements.
- Communications are actively capturing photos at Health Unit-led or attended events, improving social media reach and engagement, increasing public awareness of the Health Unit's presence, and highlighting how the organization delivers on its vision, mission, and values. These photos will also serve as an asset for the next public Annual Report and other creative materials.
- Continued support is being provided to the Medical Officer of Health/Executive Officer and Environmental Health leads in responding to media and public inquiries about Perfluoroalkylated Substances (PFAS), in preparation for a public forum following a series of investigative articles that included the Health Unit interviews.

Foundational Services

Population Health Assessment & Surveillance

- A Mental Health Framework dashboard was drafted and shared with internal staff and community partners for feedback prior to its launch.
- Analysis of mortality data in the Health Unit region is underway, including trends over time and across sex, age, geography, and cause of death.

Effective Public Health Practice

- Programs are developing their Organizational Operational Documents (OODs) to identify 2026 planning priorities, intended outcomes, activities, and related evaluation plans.
- The Health Unit is participating in a regional Quality Improvement Educational Initiative, led by Public Health Ontario and involving multiple northeastern health units.

Participating staff will build capacity in quality improvement methods, leadership, and system thinking to support evidence-informed decision making and service delivery.

Strategic Planning

- An internal staff survey was implemented to collect data for multiple strategy work groups to inform future work plan activities and outcomes.

Health Promotion

- Multiple program-specific health promotion projects are underway. The Health Promotion Planner is supporting projects related to extreme heat and air quality, oral health information for parents, vector-borne diseases (ticks and mosquitoes), and a range of environmental health concerns, including animal bites and scratches, harmful algal blooms, drinking water safety, beach water safety, and seasonal food safety.
- The Health Promotion Planner and the Health Promotion Specialist are drafting a guideline and procedure for engaging people with lived and living experience (e.g., of substance use, mental health, Indigenous) in Health Unit projects/initiatives/strategies. The goal is to provide staff with best practice recommendations for meaningful engagement to strengthen public health work.

Health Equity

- Twenty-nine applications were approved for the 2025 health equity training funds, which support organizations serving priority populations in the district. Funding supports professional development in health equity areas aligned with the Health Unit's 2024-27 Strategic Plan, with training taking place between September and December 2025.
- The internal Health Equity Hive Committee continues to address requests for engagement on opportunities and initiatives impacting health equity. In October and November, sessions were coordinated among client-facing programs to explore collective opportunities for comprehensive health promotion and align programs with equitable service access for populations most impacted by inequities.

A meeting of the Board of Health for the North Bay Parry Sound District Health Unit was held on Wednesday, September 24, 2025, via teleconference. The meeting was open to the public and live streaming of the proceedings was provided for the media and public through a link on the Health Unit's website.

PRESENT:

Nipissing District:

Central Appointee	Karen Cook
Central Appointee	Jamie Lowery (<i>Vice-Chairperson</i>)
Central Appointee	Dave Wolfe
Eastern Appointee	Rick Champagne (<i>Chairperson</i>)
Western Appointee – Nipissing District	Jamie Restoule

Parry Sound District:

Southeastern Appointee	Marianne Stickland
Western Appointee	Jamie McGarvey
Public Appointees:	Tim Sheppard

REGRETS:

Central Appointee	Sara Inch
Northeastern Appointee	Blair Flowers

ALSO IN ATTENDANCE:

Medical Officer of Health/Executive Officer	Dr. Carol Zimbalatti
Manager, Healthy Families	Catharine Celebre
Public Health Nurse, Healthy Families	Doris Chartrand
Executive Director, Community Services	Louise Gagné
Executive Director, Clinical Services/Chief Nursing Officer	Shannon Mantha
Executive Director, Corporate Services/Privacy Officer	Paul Massicotte
Executive Assistant, Director's Office	Christine Neily

Recorder

Executive Assistant, Office of the Medical Officer of Health	Ashley Lecappelain
--	--------------------

1.0 CALL TO ORDER

The Board of Health members joined the meeting in person from the Nipissing Room at 345 Oak Street West, North Bay, Ontario, and virtually via Teams video conference.

Jamie Lowery, Board of Health Vice-Chairperson called the Board of Health meeting to order at 5:00 p.m.

2.0 LAND ACKNOWLEDEMENT

The land acknowledgement was provided by Dave Wolfe.

3.0 APPROVAL OF AGENDA

The agenda for the September 24, 2025, Board of Health meeting was reviewed, and the following motions were read:

Board of Health Resolution #BOH/2025/09/01 * Stickland/Champagne

Be It Resolved, that the Board of Health Agenda, dated September 24, 2025, be approved.

The recorded vote was as follows:

RECORDED VOTE FOR CIRCULATION: Yes / No (Please circle one)

Name:	For:	Against:	Abstain:	Name:	For:	Against:	Abstain:
Rick Champagne	x			Jamie Restoule	X		
Karen Cook	x			Tim Sheppard	X		
Blair Flowers	A			Marianne Stickland	X		
Sara Inch	R			Dave Wolfe	X		
Jamie Lowery	X						
Jamie McGarvey	X						

“Carried”

4.0 CONFLICT OF INTEREST DECLARATION

There were no conflicts of interest declared.

5.0 PRESENTATION: THE BASICS PROGRAM

Doris Chartrand, Catharine Celebre, and Louise Gagné, presented information on the Basics Program.

Questions and comments were received and addressed.

Doris Chartrand, Catharine Celebre, and Louise Gagné left the Board of Health meeting at 5:55 p.m.

6.0 APPROVAL OF PREVIOUS MINUTES

6.1 Board of Health Minutes – June 25, 2025

The minutes from the Board of Health meeting held on June 25, 2025, were reviewed and the following motion was read:

Board of Health Resolution #BOH/2025/09/02 *McGarvey/Restoule

Be It Resolved, that the minutes from the Board of Health meeting held on June 25, 2025, be approved as presented.

The recorded vote was as follows:

RECORDED VOTE FOR CIRCULATION: Yes / No (Please circle one)

Name:	For:	Against:	Abstain:	Name:	For:	Against:	Abstain:
Rick Champagne	X			Jamie Restoule	X		
Karen Cook	X			Tim Sheppard	X		
Blair Flowers	A			Marianne Stickland	X		
Sara Inch	R			Dave Wolfe	X		
Jamie Lowery	X						
Jamie McGarvey	X						

“Carried”

7.0 DATE OF THE NEXT MEETING

Date: November 26, 2025

Time: to be determined

Place: Nipissing Room, North Bay Office

8.0 BUSINESS ARISING

There was nothing noted under Business Arising.

9.0 REPORT OF MEDICAL OFFICER OF HEALTH

The Report of the Medical Officer of Health dated September 25, 2025, was presented to the Board of Health for information purposes.

Questions and comments were received and addressed.

10.0 BOARD COMMITTEE REPORTS

There was no Board Committee Reports.

11.0 CORRESPONDENCE

Board of Health correspondence listed for the September 25, 2025, meeting is made available for review by Board members in the Board of Health online portal.

12.0 NEW BUSINESS

12.1 Association of Local Public Health Agencies (alPHA) 2025 Fall Symposium

The following motion was read:

Board of Health Resolution #BOH/2025/09/03 *Sheppard/Wolfe

Be It Resolved, that the Board of Health authorizes 3 Board Member(s) to attend the Association of Local Public Health Agencies (alPHA) 2025 Fall Symposium, Section Meetings, and Workshops to be held online, November 5-7, 2025.

Be It Further Resolved, that the attending Board Member(s) be required to provide a summary of the symposium to the Board of Health at a subsequent meeting.

The recorded vote was as follows:

RECORDED VOTE FOR CIRCULATION: Yes / No (Please circle one)

Name:	For:	Against:	Abstain:	Name:	For:	Against:	Abstain:
Rick Champagne	X			Jamie Restoule	X		
Karen Cook	X			Tim Sheppard	X		
Blair Flowers	A			Marianne Stickland	X		
Sara Inch	R			Dave Wolfe	X		
Jamie Lowery	X						
Jamie McGarvey	X						

12.2 Second Quarter Financial Statements

The second quarter financial statements were provided to the Board of Health for information purposes.

Questions and comments were addressed.

12.3 Second Quarter Medical Officer of Health Expenses – April 1 to June 30, 2025

The second quarter expenses of the Medical Officer of Health/Executive Officer were provided to the Board of Health for information purposes.

12.4 Second Quarter Board of Health Expenses – January 1 to June 30, 2025

The second quarter expenses of the Board of Health were provided to the Board of Health for information purposes.

13.0 IN CAMERA

13.1 A trade secret or scientific, technical, commercial, financial or labour relations information, supplied in confidence to the board, which, if disclosed, could reasonably be expected to prejudice significantly the competitive position or interfere significantly with the contractual or other negotiations of a person, group or persons, or organization.

A In-Camera session of the Board of Health meeting was held. The following motion was read:

Board of Health Resolution #BOH/2025/09/04 *Champagne/Stickland

***Be it Resolved,** that the Board of Health move in camera at 5:49 p.m. to discuss agenda item 13.1 a trade secret or scientific, technical, commercial, financial or labour relations information, supplied in confidence to the Board, which, if disclosed, could reasonably be expected to prejudice significantly the competitive position or interfere significantly with the contractual or other negotiations of a person, group or persons, or organization.*

The recorded vote was as follows:

RECORDED VOTE FOR CIRCULATION: Yes / No (Please circle one)

Name:	For:	Against:	Abstain:	Name:	For:	Against:	Abstain:
Rick Champagne	X			Jamie Restoule	X		
Karen Cook	X			Tim Sheppard	X		
Blair Flowers	A			Marianne Stickland	X		
Sara Inch	R			Dave Wolfe	X		
Jamie Lowery	X						
Jamie McGarvey	X						

“Carried”

The Board of Health entered an In-Camera meeting and stopped live streaming to the public at 5:51 p.m.

Board of Health Resolution #BOH/2025/09/05 *Cook/McGarvey

Be it Resolved, that the Board of Health rise and report at 6:17 p.m.

The recorded vote was as follows:

RECORDED VOTE FOR CIRCULATION: Yes / No (Please circle one)

Name:	For:	Against:	Abstain:	Name:	For:	Against:	Abstain:
Rick Champagne	X			Jamie Restoule	X		
Karen Cook	X			Tim Sheppard	X		
Blair Flowers	A			Marianne Stickland	X		
Sara Inch	R			Dave Wolfe	X		
Jamie Lowery	X						
Jamie McGarvey	X						

“Carried”

The Board of Health commenced live streaming to the public at 6:18 p.m.

14.0 ADJOURNMENT

Having no further business, Jamie Lowery the Board of Health Chairperson adjourned the Board of Health meeting at 6:18 p.m.

Original signed by Rick Champagne	2025/11/26
Chairperson/Vice-Chairperson	Date (yyyy/mm/dd)

Original signed by Ashley Lecappellain	2025/11/26
Ashley Lecappellain, Recorder	Date (yyyy/mm/dd)

LAKE STEWARDSHIP AND ENVIRONMENTAL COMMITTEE OF MCKELLAR TOWNSHIP

Final Minutes

Thursday October 16, 2025

† Educational resources posted by this committee are available on the Township of McKellar Website here:

<https://www.mckellar.ca/en/township-services/resources/Links-to-YouTube-Videos.pdf>

Our Facebook page is located at <https://www.facebook.com/profile.php?id=61565497380905&mibextid=ZbWKwL>

Item	Time	Please note: These are ongoing agenda items. Only items marked with an * will be discussed at the next meeting.
1.		<p>Land Acknowledgement:</p> <p>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.</p>
2.		<p>Roll Call: Tony Best (x); Ross Crockford (x); Peter Duffey (x); Jennifer Ghent-Fuller (x) ; Carl Mitchell (x); Nick Ryeland (x); Rick Speers (x); Rob Gibson (x)</p> <p>We need 5 committee members to have a quorum (Y)</p> <p>Does anyone have a declaration of pecuniary and/or personal interest and general nature thereof? No</p>
3.1		<p>Motion to accept the minutes of September 18, 2025. (attached)</p> <p>Moved: Tony Seconded: Nick</p> <p>Amendment:</p> <p>Approved with () without (x) Amendment :</p>
3.2		<p>Would any committee member like to add any item to the agenda? no</p> <p>Motion to accept the agenda: Moved: Ross Seconded: Peter Accepted.</p>
3.3		<p>Strategic Planning - Does anyone have any environmental issues they would like to discuss?</p> <p>October 16 -Tony asked about the Organization Plan that was accepted by Council over a year ago and sent to the provincial government, specifically whether the 20 m setback for building beside the water, as agreed to by John Jackson, Planner was accepted. Nick says that they were told by the Minister of Municipal Affairs that nothing is happening – the municipality will not receive feedback anytime soon from the province.</p> <p>Sept 18 -</p> <ol style="list-style-type: none"> 1. Nick to send information on an organization seeking donations. 2. Jennifer noted a Watersheds Canada webinar called Our Living Waters https://www.youtube.com/watch?v=MOIFa24WXHc – this organization’s goal is to have safe water in all of Canada’s watersheds and to standardize testing 3. Also, there have been a number of mentions in the news recently about water contamination by PFA’s – we should look into how to test for this (see attached)
4. Goals		<p>General Updates on Current Issues.</p> <p>NOTE: Numbers have been changed to reflect deleted items.</p>
4.1		<p>Waterfront/Shoreline Protection</p> <p>October 16 –</p> <ol style="list-style-type: none"> 1. A presentation by Safe Quiet Lakes (attached) concerning damage caused to lakes by wake boating/surfing was sent to the committee by McKellar Township Clerk, Karlee Britton. Consider requesting that Council put a question on the ballot for the October 26, 2026 Municipal Elections

asking residents whether they would want a Council to apply for a Vessel Operating Restriction Regulation (VORR) restricting wake surfing to areas of McKellar Township Lakes that are 6 m deep and 60 m from shore to avoid stirring up phosphorus deposits in the sediment, disturbing spawning beds and nesting sites, interfering with the operation of other boats, endangering swimmers near the shore, damaging docks and boats, and decreasing erosion of the shorelines. A bylaw has to be written to put the question on the ballot. This is a process (writing the question, holding a public meeting) has to be completed by March 1 2026, in order to ask the question in October of 2026. (attached document "submitting a question to the voters" written for the committee)

Discussion: Committee members want to investigate this issue of damage and disruption caused by wake boats. One committee member, whose dock faces the centre of the lake, told how he is unable to get into his boat because of the turbulence of the water caused by wake boats when they are in the centre of the lake and his grandchildren have to get out of the water because of the . He felt that restricting wake boats to the centre of Lake Manitouwabing would therefore not have any appreciable impact on the disruption they cause when in wake mode even in the deepest part of the lake. Another member described going to great expense to suspend his watercraft at the dock, rather than tying them up so they wouldn't be destroyed by smashing against the dock when wake boats are nearby. He also said that his water line into the lake had holes beaten into it by being repeatedly beaten against the rocks on the bottom with the deep wave motion caused by wake boats in front of his cottage. Another member described almost being capsized by the wake motion while out in a wide, 14 foot, aluminum keeled fishing boat.

Apparently the Federal government has decided that under Vessel Operation Restriction Guidelines, a municipality can apply to have wake surfing banned on a lake. One of the big caveats in doing so, hearings must be held and "most" people need to be in favour. It was proposed that we look into requesting that a question could be put to the voters at the same time as the Municipal Elections next fall about banning wake boats. See attached note which outlines how the procedure to place a question to the voters is outlined in the Ontario Municipal Elections Act.

The committee decided to do more research and discuss this issue again at the next meeting. One member pointed out that the question put to voters is required to be simple and straightforward, such as "Are you in favour of banning wake boats from McKellar Township lakes?" and that having distance and depth specifications would be seen to be too confusing.

Video link:

<https://www.dropbox.com/scl/fi/kfzn5i229vbnub705z87r/BoatWakeComparison.mp4?rlkey=7sf0jhsgurjq7jlsrscsmemx3o&dl=0>

Sept 18 –

*2. Rob G believes it is legal to plant in the water at the shoreline – eg cattails, pickerel weed – we could consider a campaign to encourage people to do this since it plants in the water promote healthy water, provide habitat and prevent erosion. Seeds from pickerel weed and cattails should be simple to spread. **(ACTION include in 2026 Environmental Considerations ?)**

*3. Patty Duffey took pictures of the river between Minerva Bay and the McKellar Narrows from the air at the invitation of Ran Moore. We could do a page on the importance of sticking to the deep channels when boating to not disturb the sediment and plants and put it in next year's version of Environmental Considerations. Rob says buoys need to be lit at night – according to the Public Lands Act. Boats should travel in the deep channels to avoid rocks and stumps and to avoid disturbing the sediment and the plants in shallow areas. **(ACTION: Need someone to write about the importance of not disturbing the sediment near shore)**

4.2	<p>Water Sampling October 16 –</p> <p>1. water testing results are in. Phosphorus levels are quite low, possibly from the dry weather and lack of runoff. Carl estimated from the lake temperatures that the sampling was done before the lakes turned over, which he thought would account for the low phosphorus levels.</p> <p>2. Attached to the Agenda concerning PFA's were the price list for PFA tests, and a brief article written for the committee entitled "Why Test for PFA's?"</p> <p>Carl said there will be PFA's in the lake water – the question is whether the limit of 30 nanograms per litre (as set by the federal government as a safe level) – will be breeched.</p> <p>Carl said sampling for PFA's should be done as early in the spring as possible. The middle of the lake, Hurdville Arm or Hurdville Dam are acceptable locations for sampling. Jennifer will discuss any further guidelines around sampling from Caduceon and pick up a sample bottle from the Caduceon office in Barrie. Jennifer noted that the main reason for testing would be to show evidence of the existence of PFA's in the lake water and to provide education to residence about the filtering required to remove them.</p> <p>The committee agreed that we will do one test for PFA's in 2026 at a cost of approximately \$625 plus tax (price quoted in October 2025).</p>
4.3	<p>Publicity October 16th – The video on Preparing to Protect your Property from Wildfire Damage has been edited to contain an introduction by Rob Morrison, McKellar Fire Chief and is available on the McKellar Township web page under Residents/Environment/Fire https://www.youtube.com/watch?v=67SaYBFcaDc</p> <p>LSEC Facebook page url: https://www.facebook.com/profile.php?id=61565497380905&mibextid=ZbWKwL</p> <p>Presentations - YouTube videos from this committee are posted here: https://www.mckellar.ca/en/township-services/resources/Links-to-YouTube-Videos.pdf along with other videos</p> <p>Our postings (listings and a table of contents) are uploaded on the township web page under "Residents/Environment." Jennifer will continue gradually updating the page with Megan Attard's help. https://www.mckellar.ca/en/living-in-our-community/environment.aspx</p>
4.4	<p>Earth Day / Clean Up Our Lakes / Recycling October 16 – the Township received a letter from CMO which unilaterally changes the contract (attached). The Township will receive less money than was agreed to in the initial contract last year because recyclable materials from institutions (business, schools, churches etc) can no longer be recycled with materials from residences.</p> <p>October 16 – suggest we put a brochure on safety of Generator Use up on our web section (attached) Postponed until November.</p>
4.5	<p>Fishing / Wildlife –</p> <p>Oct 16 Update from Ross on Turtle Crossing Signs – Ross and Jennifer conferred about the number of signs required and settled on an amount of \$1200 as appropriate for the turtle signs on McKellar Township roads.</p> <p>RESOLUTION #3 2025</p> <p>Moved: Ross, Seconded Peter – We will spend an amount not to exceed \$ 1200 on turtle signs. Passed Unanimously.</p>

4.6		Benthic Study October - GBB did Benthic sampling again in July 2025 – report is available on the McKellar Web Page here: https://www.mckellar.ca/en/township-services/resources/Manitouwabing-environment-report-2025-1.pdf
4.7		<p>Pesticides/Fertilizers – October 16 Peter reported on his presentation of the pamphlet on pesticide fogging to Council. The brochure was approved by Council to be included in the February 2026 tax mailing.</p> <p>Resolution 2025 #4 Resolved that we have the brochure on pesticide fogging - “Spraying for Mosquitoes: Things to Consider” printed this fall in preparation for distribution with the winter (Jan/Feb) tax mailing at a cost of no more than \$1500. Moved: Peter Seconded: Rob Passed Unanimously</p> <p>Sept 18 – A few of us realized that the education on pesticide fogging needs to go out before the spring (ie with the January tax mailing). A pamphlet has been written to discourage fogging for biting insects because the contamination kills other insect species, interferes with the food supply for animals and birds, remains in the ground, pollutes the groundwater, and is carried to the streams, rivers and lakes with rain runoff, affecting aquatic life. This pamphlet is presented for evaluation and approval by the committee.</p> <p>Moved: The pamphlet distributed with this agenda entitled “Spraying for Mosquitoes: Things to Consider” be approved by this committee and presented to Council for approval Moved: Tony Seconded: Ross <u>without</u> amendments: Passed unanimously</p>
4.8		Invasive Species –
4.9		<p>Water Levels – Sept 18 – We posted a notice about the lowering of water levels on the LSEC web page so people are reminded why the water levels are dropping and the fact that the range of level is governed by an agreement The water level on Lake Manitouwabing is controlled by the hydro power company, Bracebridge Generation Ltd. within the limits of the normal operating zone established in a resolution of the Public Utilities Commission of the Town of Parry Sound (No. 87-83).” And the url for the paper : 2025-01-17-Water-Levels-on-Manitouwabing-Lake-JGF.pdf</p>
4.10	*	<p>Drinking Water Source Protection Oct 16 – The webinar on well maintenance by OGWA will be on Monday October 27 at 7 pm on zoom. Facebook and MLCA publicity.</p>
4.11		<p>Strategic Planning – July 17, 2025 The committee members will each monitor one environmental publication/ Newsletter/ organization with a view to keeping the other members informed and updating ‘Environmental Considerations.’ <i>Peter</i> will monitor Safe Quiet Lakes, including the survey results and Transport Canada rulings on Wake Boats. [There have been public hearings. Municipalities have the jurisdiction to make the waterways motorless, allow motors of 9.9 HP or less, or have no limits on watercraft. There have been Transport Canada hearings about moving wake surfing into its own category, however boats cannot exceed 10 km/h close to shore (within 30m), but there is difficulty enforcing that limit. Only transport Canada can be effective at restricting the use of wake boats which are so destructive to the shoreline and shore bird nests.]</p>

		Ross will monitor FOCA Jennifer will monitor Watersheds Canada and Water Magazine Rick will monitor Firesmart. Nick will monitor Council and report back any developments that affect our Environmental work Perhaps Rob can monitor changes at MNR that are of significance to us. We need someone to monitor changes in Fishing Regulations and trends etc.																																																																																																																		
		Ongoing items deleted from Agendas and Minutes: Septic Education, Microplastics, Fish Catch reporting sign at Armstrong Lake following stocking, Catch and Release signs, Dark Skies, ICE CAP, EV Chargers, Organic Waste Planning, Pollinator Gardens. These items can be brought back as needed.																																																																																																																		
5.		<p>Budget – October 16 – Draft Budget for 2026 (attached)</p> <p>The Draft Budget was presented. It includes a 5% increase in costs for analysis of water samples.</p> <p>We will print 200 copies of a revised ‘Environmental Considerations’ book initially and print more if they are needed.</p> <p style="text-align: center;">Lake Stewardship and Environmental Committee Budget – 2026 draft</p> <table><tr><th></th><th>2024 Budget Detail</th><th>2024 Actuals</th><th>2025 Budget</th><th>2025 Actuals</th><th>2026 Draft Budget</th></tr><tr><td>Water Testing</td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>E. Coli Sampling</td><td>\$4,500.00</td><td>\$4,640.22</td><td>\$4,900.00</td><td>\$4,690.09</td><td>\$5,000</td></tr><tr><td>Phosphorus and calcium sampling</td><td>\$2,500.00</td><td>\$2106.04</td><td>\$2,400.00</td><td>\$2,382.92</td><td>\$2600</td></tr><tr><td>PFA test</td><td></td><td></td><td></td><td></td><td>\$800</td></tr><tr><td>Standardizing solutions</td><td>\$250.00</td><td>153.68</td><td>\$170.00</td><td>\$175.15</td><td>\$180</td></tr><tr><td>Benthic 2 sites</td><td>two sites \$4,000</td><td>\$2,520</td><td>\$4600</td><td>\$3869</td><td>\$4000</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>Water Testing Sub total</td><td>\$11,250.00</td><td>\$9,419.94</td><td>\$12,070</td><td>\$11,117.16</td><td>\$12,580</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>Educational Materials</td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>Signs (recycling, animal/turtle crossing)</td><td>\$200</td><td>0</td><td>\$500</td><td></td><td>\$1200</td></tr><tr><td>200 Environmental Welcome Packages for New Residents</td><td></td><td></td><td>\$1450</td><td>\$1,864.50</td><td>\$4000 (400 copies)</td></tr><tr><td>Educational Materials Consolidated (Flyers and other educational materials Presentations)</td><td>\$3,500</td><td>\$819.25 Pesticide pamphlet \$1045.25 Recycling pamphlet</td><td>Shoreline Pamphlet \$ 1300 New Recycling Pamphlet \$1300</td><td>\$1,226.05 Planned printing in November \$1300</td><td>1300</td></tr><tr><td>Honorariums for talks</td><td>\$900</td><td>0</td><td>\$500</td><td></td><td>500</td></tr><tr><td>Demonstration Pollinator Garden</td><td></td><td></td><td>\$250</td><td>delete</td><td></td></tr><tr><td>Education Activities Sub Total</td><td>\$6,843.00</td><td>\$1,864.50</td><td>\$5,300</td><td>~ \$4400</td><td>\$7000</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>Grand Total</td><td>\$18,093.00</td><td>\$14,951.44</td><td>\$17,370</td><td>~\$15,507.71</td><td>\$19,580</td></tr></table> <p>Motion to accept the proposed 2026 budget, with the proviso to do an initial printing of 200 Environmental Considerations books and add a later additional printing if needed.</p> <p>Moved: Rick Seconded: Ross Accepted: Unanimous</p>		2024 Budget Detail	2024 Actuals	2025 Budget	2025 Actuals	2026 Draft Budget	Water Testing						E. Coli Sampling	\$4,500.00	\$4,640.22	\$4,900.00	\$4,690.09	\$5,000	Phosphorus and calcium sampling	\$2,500.00	\$2106.04	\$2,400.00	\$2,382.92	\$2600	PFA test					\$800	Standardizing solutions	\$250.00	153.68	\$170.00	\$175.15	\$180	Benthic 2 sites	two sites \$4,000	\$2,520	\$4600	\$3869	\$4000							Water Testing Sub total	\$11,250.00	\$9,419.94	\$12,070	\$11,117.16	\$12,580							Educational Materials						Signs (recycling, animal/turtle crossing)	\$200	0	\$500		\$1200	200 Environmental Welcome Packages for New Residents			\$1450	\$1,864.50	\$4000 (400 copies)	Educational Materials Consolidated (Flyers and other educational materials Presentations)	\$3,500	\$819.25 Pesticide pamphlet \$1045.25 Recycling pamphlet	Shoreline Pamphlet \$ 1300 New Recycling Pamphlet \$1300	\$1,226.05 Planned printing in November \$1300	1300	Honorariums for talks	\$900	0	\$500		500	Demonstration Pollinator Garden			\$250	delete		Education Activities Sub Total	\$6,843.00	\$1,864.50	\$5,300	~ \$4400	\$7000							Grand Total	\$18,093.00	\$14,951.44	\$17,370	~\$15,507.71	\$19,580
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6.		<p>Our meetings are now held on the third Thursday of the month.</p> <table><tr><td>January 9th</td><td>July 17th</td></tr><tr><td>February 13th</td><td>August 21st</td></tr><tr><td>March 13th</td><td>September 18th</td></tr><tr><td>April 10th</td><td>October 16th</td></tr><tr><td>May 8th</td><td>November 20th</td></tr><tr><td>June 12th</td><td>Dec 18th</td></tr></table> <p>The Council Chamber is available and has been booked for Third Thursdays. Old information is occasionally removed from the bottom of each item in these minutes, but can be found in old minutes on the Township’s web page under Environment.</p>	January 9th	July 17th	February 13th	August 21st	March 13th	September 18th	April 10th	October 16th	May 8th	November 20th	June 12th	Dec 18th
January 9th	July 17th													
February 13th	August 21st													
March 13th	September 18th													
April 10th	October 16th													
May 8th	November 20th													
June 12th	Dec 18th													
7.		<p>Motion to adjourn.</p> <p>Moved: Peter Seconded: Tony Approved: Y Time: 8:30 pm</p>												

McKellar Historical Committee Minutes
Wednesday November 5, 2025

Call the meeting to order at 4:00 pm

MEMBERS PRESENT: Vivian Moore (Chair), Muriel Junck (Vice Chair), Joyce Hopkins, Jeanette Clements, Debbie McMurray, Chris Clayton and Mike Kekkonen.

REGRETS: Carolyn Phillips

VISITORS: None

DECLARATION OF CONFLICT OF INTEREST: None

Moved by: Chris Clayton

Seconded by: Debbie McMurray

25-27 Be it Resolved That the Historical Committee of the Township of McKellar does Hereby approve the agenda for this meeting as amended.

Carried

Moved by: Jeanette Clements

Seconded by: Muriel Junck

25-28 Be it Resolved That the Historical Committee of the Township of McKellar does hereby approve the minutes of the Wednesday October 1, 2025 McKellar Historical Committee meeting as circulated.

Carried

CORRESPONDENCE: Steve Macdonnel -Silver Stories-ideas on how to record and present autobiographical historical stories as told by our citizens. The committee decided to defer the Silver Stories method of cataloguing stories until the committee members have more time to focus on the project.

Norm Dinner a volunteer with the non-profit group Canadigm that documents and 3d scans markings left by soldiers in France during the first world war. A chalk mine near Vimy Ridge that was occupied by Canadian soldiers called Maison Blanche contains approximately 300 inscriptions left by the soldiers that sheltered there, including the Harvey brothers from McKellar.

REPORTS:

The committee members discussed the recent Sweets and Stories fundraising event held at the Hurdville Hall on October 18, 2025. There were approximately 45 people in attendance and \$323 was raised for the Hurdville Hall renovation fund. The Historical committee participated by presenting historical stories, in most cases told first hand by those who had experienced the event, and by participating in a history of hats fashion show. Fun times and treats were enjoyed by all that were in attendance.

Joyce Hopkins reported on the idea of a historical bus tour event in the Spring of 2026. The tour would include historical buildings such as St. Stephens, Hemlock and the McKellar United Church, Hurdville Hall, post and beam barns and several century homes. The tour would include historical facts and stories at each of the locations.

The committee members discussed the Christmas Past fundraising event scheduled for Saturday December 13, 2025 from 2 to 4 pm. The theme this year will be Christmas Toys Trends and Traditions. Cost is \$15 per person or 2 for \$25 and \$10 for children. There will be a large display of many toys that were popular through the different decades. Also, there will be hot apple cider, tea and treats, Christmas carols, stories and a joyful festive spirit for all who attend.

Jeannette has completed the first set of fundraising coffee mugs for St. Stephen's Community Hub and Museum. The mugs are \$10 each and have the St. Stephens picture and logo.

The committee members discussed preparations for the Remembrance Day ceremony and luncheon scheduled for Sunday November 9, 2025 in McKellar.

Tours of the Evelyn Watkins Moore Heritage Museum and St. Stephens Community Hub and Museum are available throughout the year by scheduling a time through the McKellar Township office.

The McKellar Historical Committee is always seeking new members to the committee and visitors are always welcome to attend meetings and workshop sessions.

Moved by: Debbie McMurray

Seconded by: Muriel Junck

25-29 Be it Resolved That the Historical Committee of the Township of McKellar does Hereby adjourn at 6:0 pm.

Carried

Next meeting date scheduled for Wednesday February 4, 2026, at 2:00 pm.



Chief Administrative Officer's Report

November 2025

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.

Inviting Partners to Help Create New Affordable Housing Opportunities

The District of Parry Sound Social Services Administration Board (DSSAB) has launched an Expression of Interest (EOI) inviting qualified housing partners to help advance new affordable housing projects across the Parry Sound District.



This latest initiative reflects the Board's ongoing commitment to addressing the housing challenges faced by residents throughout the district. Through the EOI, the DSSAB, supported by EllisDon Community Builders, is seeking to identify innovative and sustainable housing ideas and partnerships that can bring more affordable homes to life. The goal is to strengthen local communities by expanding access to affordable housing options for families, seniors, and individuals.

The EOI invites submissions from non-profit, Indigenous, municipal, and private-sector partners interested in:

- Developing housing on DSSAB-owned land,
- Exploring joint venture or partnership models, or
- Identifying acquisition or turnkey opportunities aligned with local housing needs.

"This is an important step in bringing new housing opportunities to communities across our district," said Tammy MacKenzie, DSSAB's Chief Administrative Officer. "We know that collaboration is key to creating lasting housing solutions, and this process is designed to help us build those partnerships."

The call for Expressions of Interest is open until November 19, 2025, at 3:00 p.m. Full details and submission requirements are available at www.psdssab.org/tenders.

For more information, contact:
Nina Tomic, Senior Development Analyst, EllisDon Community Builders
ntomic@ellisdon.com



'Everyday Impact'

This month, we are proud to recognize Sherry Heal, Clinical Counsellor, and Kim Goddard, Outreach Worker, from Esprit Place Family Resource Centre for their dedication and compassion in supporting residents facing complex challenges.

Most recently, Sherry and Kim have worked closely with two women who came to the centre feeling overwhelmed and alone, with limited personal support and many obstacles to navigate. They stepped in with empathy and determination, working as a team and collaborating closely with community partners to connect these residents with the services and resources they needed.

Through extensive research, advocacy, and collaboration, they have helped these residents access supports such as employment services, multicultural programs, faith communities, court support, driver's education, and financial literacy resources - each step creating new opportunities for independence and stability.

The compassion and dedication shown by Sherry and Kim highlight the incredible impact our staff can have when they go above and beyond. Their efforts have not only changed lives today but have also set the foundation for continued growth and confidence for the residents they support.



Take Back the Night -October 3, 2025

On October 3, community members gathered at Market Square Park in Parry Sound for *Take Back the Night*. This was an evening of solidarity, awareness, and action against gender-based violence.

Hosted by the Violence Against Women Coordinating Committee (VAWCC) with support from local health, justice, and social service organizations, the event brought together survivors, allies, and advocates to march through downtown Parry Sound in a powerful show of unity.

We would like to extend a heartfelt thanks to everyone who attended and to local leaders from several surrounding municipalities for their support and participation.



Licensed Child Care Programs

Total Children Utilizing Directly Operated Child Care in the District September 2025

Age Group	Fairview ELCC	First Steps ELCC	Highlands ELCC	Waubeek ELCC	HCCP	Total
Infant (0-18M)	3	1	3	6	14	27
Toddler (18-30M)	5	6	12	26	31	80
Preschool (30M-4Y)	16	13	16	25	48	118
# of Active Children	24	20	31	57	93	225

There has been an increase in infant enrollment for the month as children are transitioning to the older age groupings. Overall, the Directly Operated Child Care Programs are continuing to enroll children as the ages correspond with the available spaces.

School Age Programs September 2025

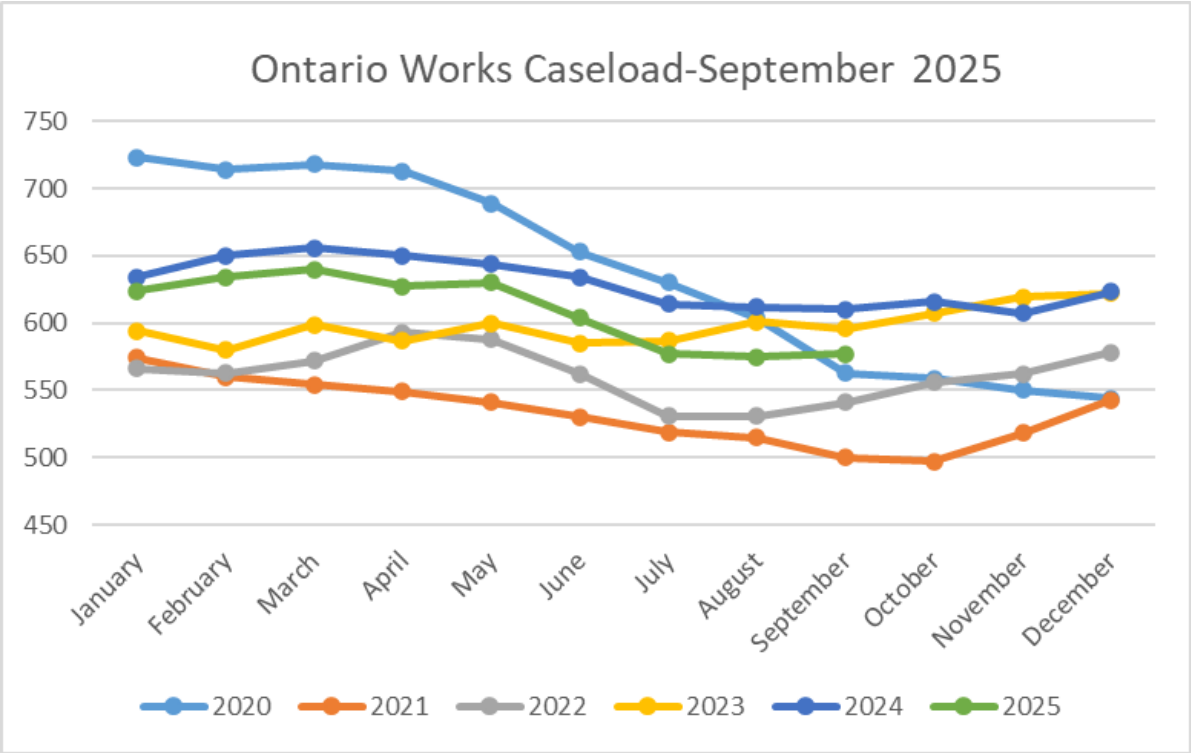
Location	Enrollment
Mapleridge After School	12
Mapleridge Before School	26
Home Child Care	13
# of Active Children	51



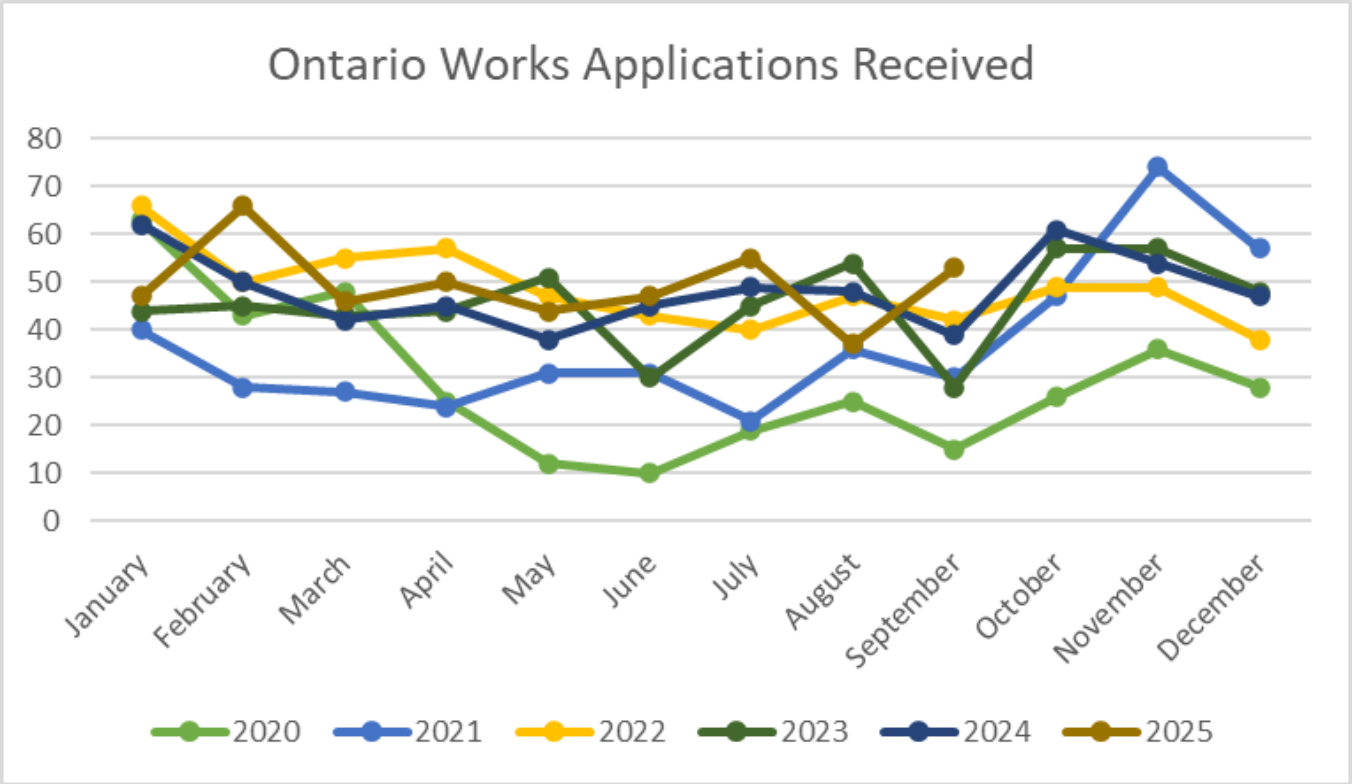
Inclusion Support Services September 2025

Age Group	EarlyON	Licensed ELCC's	Monthly Total	YTD Total	Waitlist	New Referrals	Discharges
Infant (0-18M)	0	1	1	3	0	0	0
Toddler (18-30M)	5	12	17	24	0	1	0
Preschool (30M-4Y)	9	33	42	49	0	3	0
School Age (4Y+)	1	13	14	26	0	2	15
Monthly Total	14	61	75		0	6	15
YTD Total	34	77		102	18	43	28

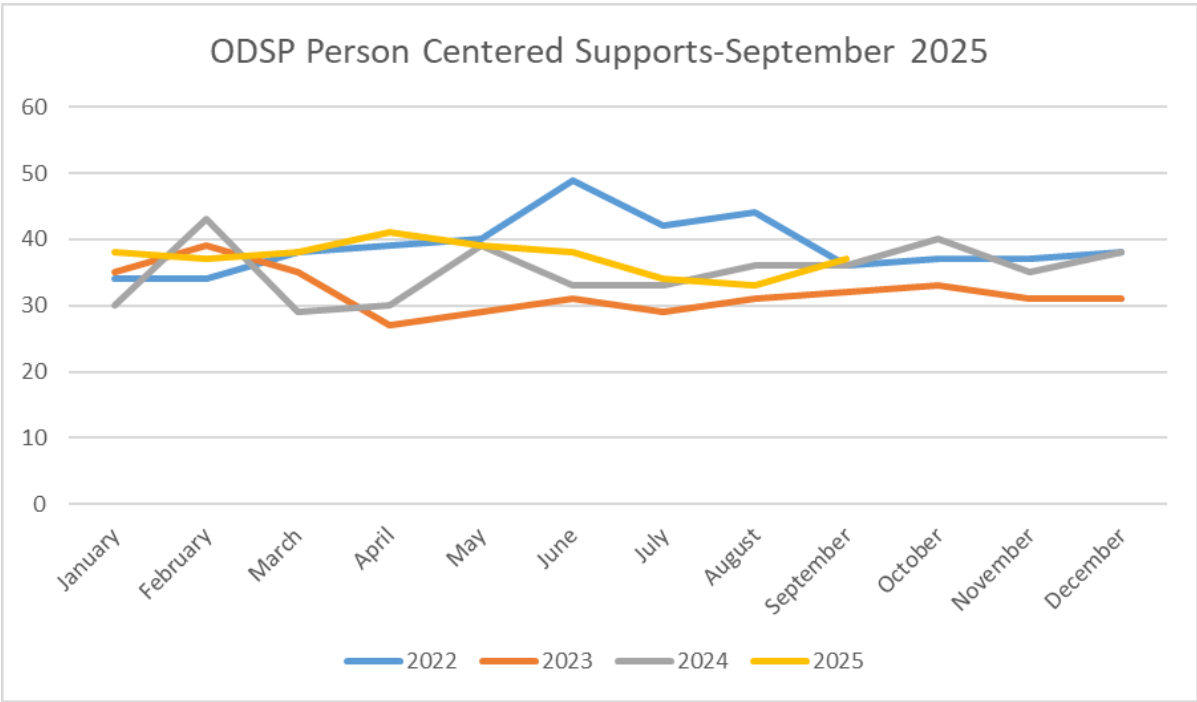
September had 61 children on caseload, 6 new referrals (2 school age, 1 EarlyON and 3 licensed child care). There were 15 school age discharges in September as children transitioned to kindergarten.



Ontario Works Intake Unit - Social Assistance Digital Application (SADA) Ontario Works Applications Received



ODSP Participants Receiving Person Centred Supports through Ontario Works



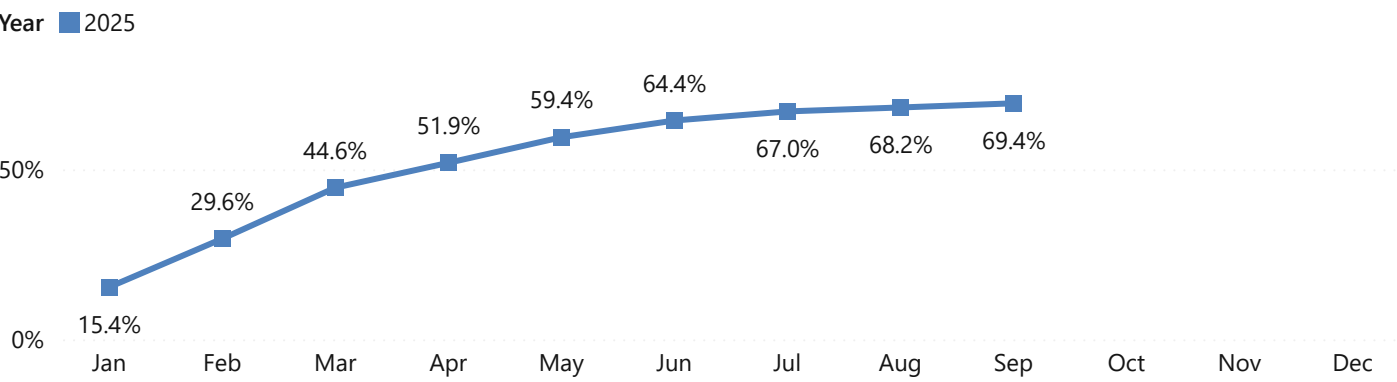
The OW Caseload continues to hold steady at **577** cases (**887** beneficiaries). We are providing **37** ODSP participants Person-Centred Supports. We also have **61** Temporary Care Assistance cases. **53** applications were received through the province’s Ontario Works Intake Unit (OWIU).

Ontario Works (OW) Performance Measures

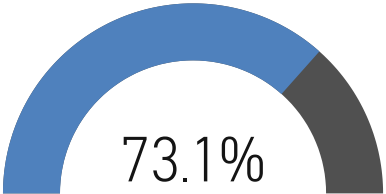
On March 1st, 2025, as part of the province’s Employment Services Transformation, we officially entered Integrated Employment Services model (IES) along with our Northeast DSSAB partners with our new Service System Manager College Boreal. This means that employment assistance for Social Assistance recipients 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

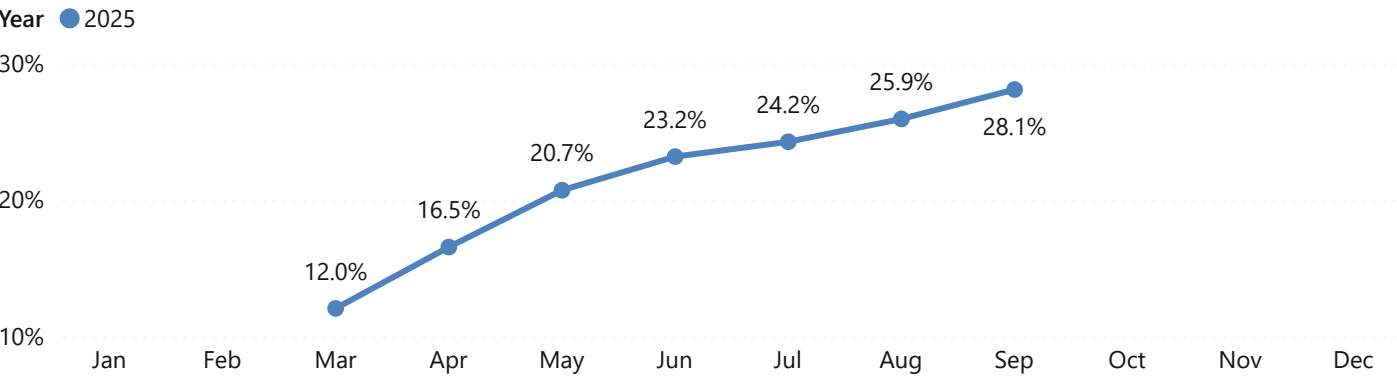
Percentage of OW + NDA Members with mandatory participation requirements that have created a Social Assistance Action Plan (Cumulative Year-to-Date)*



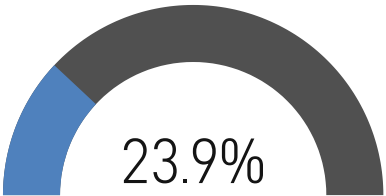
Provincial Value for Latest Month in Selected Range



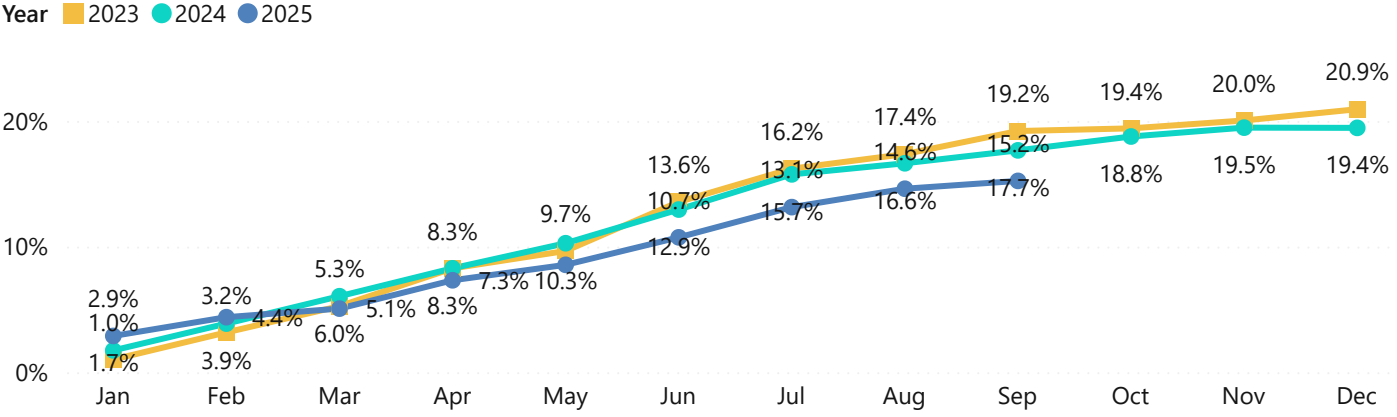
Percentage of OW + NDA Members with mandatory participation requirements that are referred to EO (Cumulative Year-to-Date)



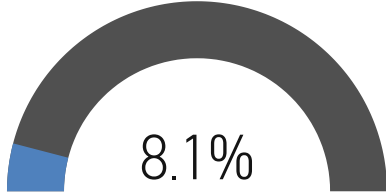
Provincial Value for Latest Month in Selected Range



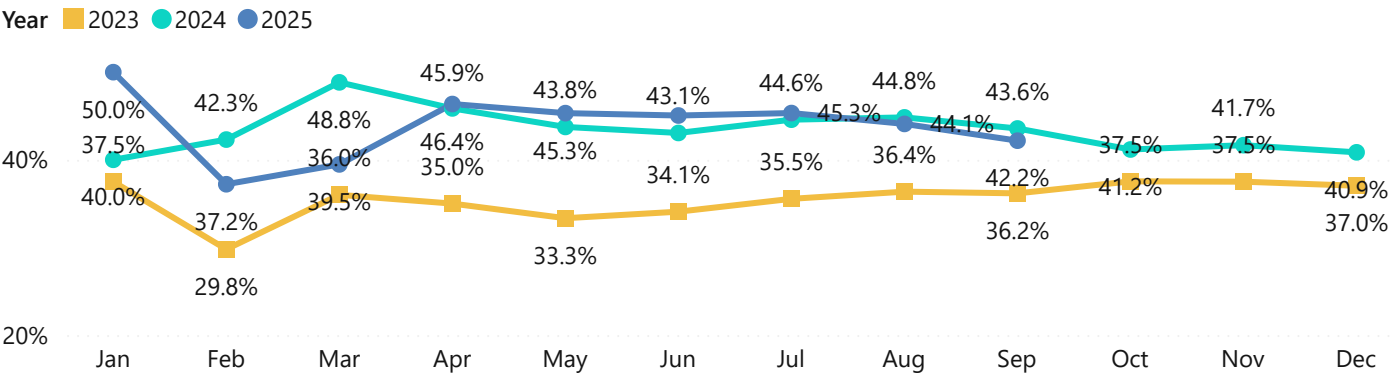
Percentage of Ontario Works cases exiting to employment (Cumulative Year-to-Date)



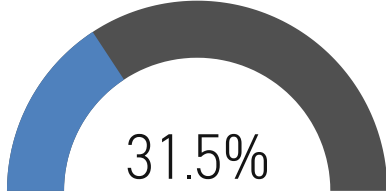
Provincial Value for Latest Month in Selected Range



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



Income Support & Stability Update

Income Support and Stability Program Case Management involves the coordination of appropriate services and the provision of consistent and on-going weekly or bi-weekly supports, required by the individual to succeed in achieving and maintain life stabilization goals.

Housing Status

Clients who identify as experiencing homelessness, or at immediate risk of homelessness

2025	September	YTD
Active in a Transitional Unit	5	12
Exited Transitional Housing	1	7

June 2024—September 2025

Short Term Housing Allowance

Max of \$400 for 6 months

	Active	YTD
September	6	36

Provincial Priority Groups

2025	September	YTD
Chronic Homelessness	13	20
Youth Age 16-25	5	13
Indigenous	1	3
Provincial Institution	1	2

April 1—September 2025

Case Type

Clients working with Income Support and Stability.
New and active files

2025 –September	New Families	Returning Families	Single Person	Returning Single Person
At Risk of Homelessness	4	8	14	19
Experiencing Homelessness			2	4
On the By Name List	2		1	1
YTD	16	39	41	148

Type of Assistance Provided:

2025	September				YTD
	ODSP	Ontario Works	Low Income Senior	Low Income non-senior	
Prevention interventions before housing loss occurs	6		4		79
Prevention with ongoing case management	9	14	4		154
Rapid Resolution	1	1		1	8
Diversion Case Management					1
Eviction Prevention					
Food Security		1			2
TOTAL	16	15	8	1	244

April 1—September 2025

Household Income Sources and Issuance from Homelessness Prevention Program

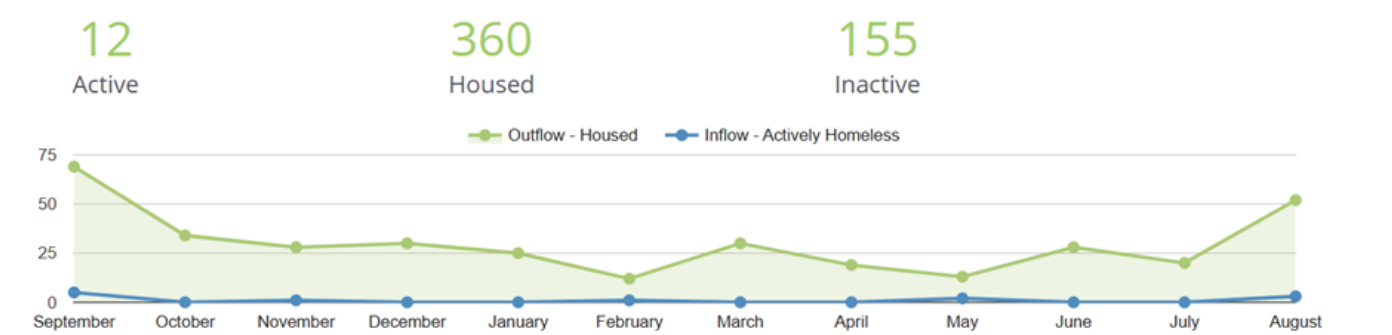
Reason for Issue	Total	YTD	Income Source	Total	YTD	HPP	YTD
Rental Arrears	\$14,655.25	\$88,554.88	Senior	8	35	\$6,306.16	\$26,776.57
Utilities/Firewood	\$8,970.66	\$57,335.42	ODSP	18	91	\$12,523.03	\$70,375.83
Transportation	\$50.00	\$1,736.83	Ontario Works	20	117	\$15,070.80	\$88,097.03
Food/Household/Misc.	\$9,772.35	\$43,777.07	Low Income	2	17	\$3,038.72	\$10,0170.57
Emergency Housing	\$640.04	\$3,162.47	TOTAL				\$195,207.07
Total	\$34,088.30	\$195,207.07					

April 1—September 2025

April 1—September 2025

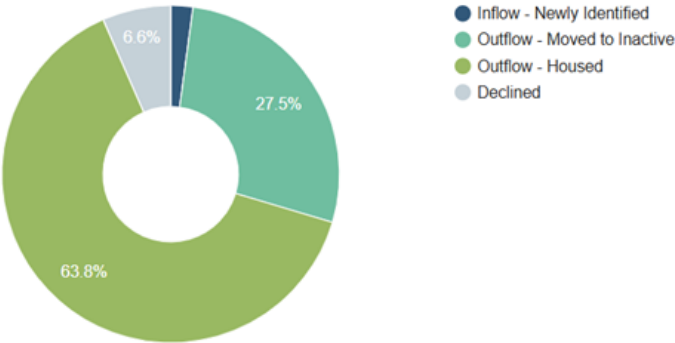
By-Name List Data (September 1, 2021– September 30, 2025)

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 maintain affordable and sustainable housing. The individuals who are connected to this program are provided Intense Case Management supports with the foundations from Coordinated Access. As we standardize our definition of homelessness across our team and partners, we have been reviewing our By Name List data to ensure consistency. This explains the sharp decrease for this month.



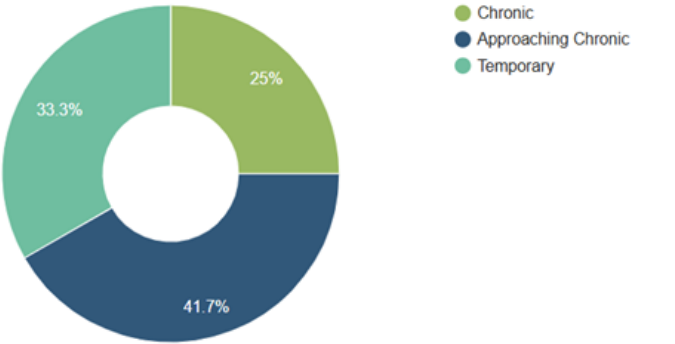
BNL INFLOW & OUTFLOW

Type	Clients
Inflow - Newly Identified	12
Inflow - Returned from Housing	0
Inflow - Returned from Inactive	0
Outflow - Moved to Inactive	155
Outflow - Housed	360
Declined	37



ACTIVE CLIENTS BY HOMELESS PRIORITY

Type	Clients
Chronic	3
Approaching Chronic	5
Temporary	4
N/A	0



Parry Sound District Housing Corporation**September 2025**Activity for Tenant Services

	Current	YTD
Move outs	2	17
Move in (centralized waitlist along with internal transfers)	5	26
L1/L2 hearings	0	11
N4 Delivered to tenant or filed with the LTB— Notice of eviction for non-payment of rent	1	6
N5 Filed with the LTB— notice of eviction disturbing the quiet enjoyment of the other occupants	3	11
N6 Filed with the LTB –notice of eviction for illegal acts or misrepresenting income for RGI housing	0	1
N7 Filed with the LTB – notice of eviction for willful damage to unit	0	1
Repayment agreements—new (formal & informal)	1	16
No Trespass Order	0	0
Mediation/Negotiation/Referrals	35	187
Tenant Home Visits/Wellness Checks	35	375
Tenant Engagements/Education	0	21

Property Maintenance

September 2025

Pest Control		Monthly pest control inspections were completed at 10 buildings. 42 units were inspected. Of the 42 units, 4 units required treatment. 4 additional units were treated based on tenant reports.
Vacant Units	5	4 one-bedroom, 1- multiple bedrooms (asbestos abatement, and significant repair contributes to longer vacancy times)
Vacant Units - The Meadow View	6	6 market units
After Hours Calls	10	monitoring station offline, smoke alarm battery, plumbing leaks, tenant dispute, lock out, fridge not working, toilet plugged
Work Orders	95	Work orders are created for our staff to complete routine maintenance repairs for all DSSAB/LHC Buildings
Purchase Orders	174	Purchase Orders are for services, and materials required outside of the Housing Operations Department scope of work for the LHC properties
Fire Inspections	1	Annual fire suppression inspection completed on a 6-storey senior building
Annual Inspections	0	Annual inspections continue across the district
Inspections (other)	25	Housekeeping, Fire Prevention Officer follow up, and preconstruction/postconstruction
Incident Reports	0	

Capital Projects

September 2025

General Overview

September marked a transition month with multiple remediation and restoration projects reaching completion and the continuation of several major infrastructure, siding, and roofing projects initiated earlier in the summer. Multiple units remediated through August were fully reconstructed and re-occupied following final inspections. Ongoing projects remain focused on structural repairs, HVAC upgrades, and preventative work ahead of the winter season.

Hazardous Material Remediation and Water Damage Repairs

- Multiple abatement and remediation projects completed through mid-September, including the restoration of previously vacated units.
- Final drywalling and plumbing completed at multiple abatement sites by late September, with post-construction inspections scheduled.
- Attic abatement and insulation replacement began September 22 and will conclude in early October.
- Clearance inspections conducted following completion at each abatement site.
- Continued environmental testing and clearance through Pinchin and Caliber for remaining fall abatement sites.

Doors, Siding, Painting, and Cosmetic Upgrades

- Exterior door installations completed September 5.
- Siding replacement completed September 5, with finishing work and touch-ups finalized mid-month.
- Additional quotes for painting projects submitted for review and awaiting budgetary approval.
- Masonry repair quote recommendations submitted for approval, with contractor selection expected in early October.

Roofing and Structural Projects

- Roofing and attic abatement initiated September 10 following approval; work remains ongoing into October.
- Structural drywalling and finish carpentry underway at multiple remediated units.
- Foundation repair work commenced at designated sites.
- Structural assessments and post-inspection coordination with contractors continued through late September.

Capital Projects

September 2025 cont'd...

HVAC, Electrical, and Generator Work

- Generator exhaust fabrication still pending completion for one remaining site.
- Mechanical repairs and plumbing deficiencies addressed and completed at several locations.
- ERV and RTU mechanical systems inspected and confirmed operational; independent control adjustments verified.

Landscaping and Site Enhancements

- Seasonal landscaping projects scheduled for fall, including installation of cedar privacy hedging.
- Remaining grading and surface work deferred to spring 2026 due to seasonal conditions.

Summary

The Capital team maintained strong progress through September, completing multiple abatement and siding projects while advancing fall roofing and structural work. Final inspections, contractor scheduling, and turnover coordination have positioned the portfolio well heading into Q4. All fall abatement and roofing work remain on track for completion by mid-October, with remaining electrical, generator, and cosmetic upgrades continuing into November.

Housing Programs

Social Housing Centralized Waitlist Report September 2025

	East Parry Sound	West Parry Sound	Total
Seniors	54	138	192
Families	175	492	667
Individuals	562	175	737
Total	791	805	1596
Total Waitlist Unduplicated			442



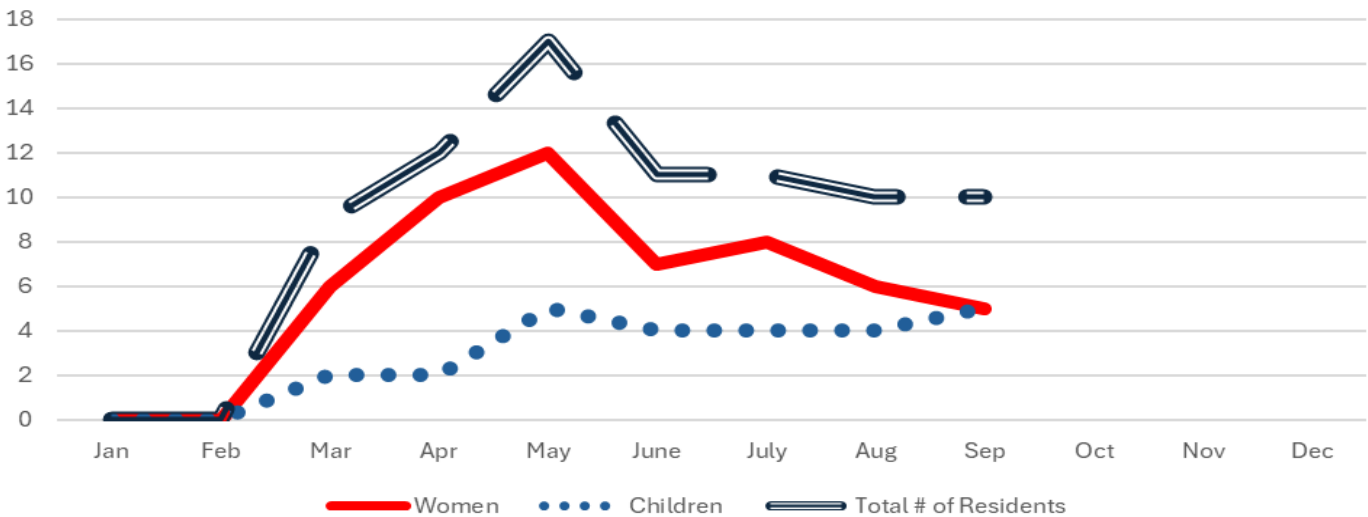
SPP = Special Priority Applicant

Social Housing Centralized Waitlist (CWL) 2024 - 2025 Comparison Applications and Households Housing from the CWL

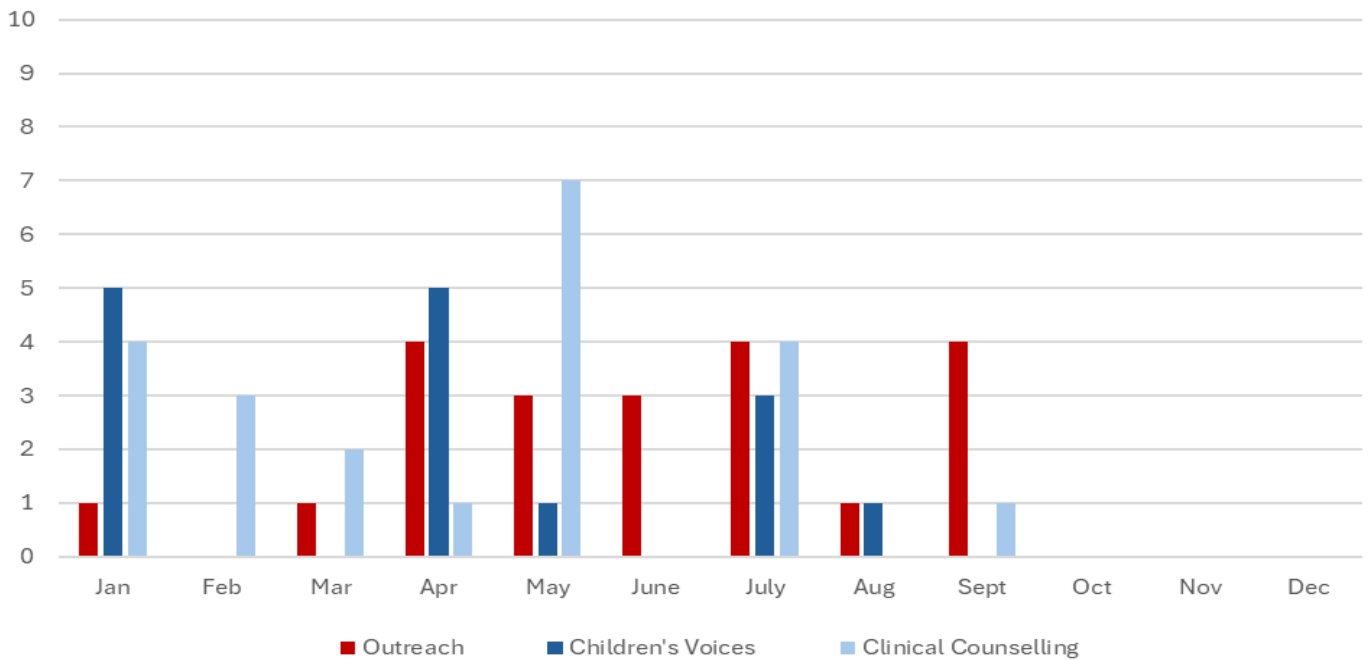
Month 2024	New App.	New SPP	Cancelled	Housed	SPP Housing	Month 2025	New App.	New SPP	Cancelled	Housed	SPP Housing
Jan	3		2	1		Jan	9	0	0	2	
Feb	5		11	1		Feb	8	0	2	3	
Mar	7		3	3		Mar	9	1	4	1	
Apr	10	1	7			Apr	6	1	10		
May	4	1	5	1		May	11		1	2	
June	1		15	3		June	12	2	1	2	
July	9	1	19			July	14			2	1
Aug	9	1	21			Aug	9	1	1	2	1
Sept	6		16	2		Sept	7	4	1	2	2
Oct	6		9	4		Oct					
Nov	10	1	17	3		Nov					
Dec	11		6	3	2	Dec					
Total	81	5	131	21	2	Total	85	9	20	16	4



Residential Program Participants



New Program Enrollments



Social Media Stats

Facebook –District of Parry Sound Social Services Administration Board	MAY 2025	JUNE 2025	JULY 2025	AUG 2025	SEPT 2025	OCT 2025
Total Page Followers	738	749	749	770	780	786
Post reach/views this period	3159	11,121	11,941	5,904	33,114	18,590
Post Engagement this Period (# of reactions, comments, shares)	501	77	75	37	211	138

Facebook -Esprit Place Family Resource Centre	MAY 2025	JUNE 2025	JULY 2025	AUG 2025	SEPT 2025	OCT 2025
Total Page Followers	225	225	225	229	229	229
Post reach/views this period	100	580	815	1,314	424	313
Post Engagement this Period (# of reactions, comments, shares)	22	10	0	27	2	3

DSSAB LinkedIN Stats https://bit.ly/2YyFHIE	MAY 2025	JUNE 2025	JULY 2025	AUG 2025	SEPT 2025	OCT 2025
Total Followers	548	551	558	561	561	563
Search Appearances (in last 7 days)	371	205	132	122	113	140
Total Page Views	52	35	22	26	27	44
Post Impressions	650	660	715	235	1092	2184
Total Unique Visitors	29	20	12	14	15	27

Instagram - Esprit Place Family Resource Centre https://www.instagram.com/espritplace/	MAY 2025	JUNE 2025	JULY 2025	AUG 2025	SEPT 2025	OCT 2025
Total Followers	104	105	107	109	112	114
# of accumulated posts	65	65	66	67	69	69

**NORTH BAY PARRY SOUND DISTRICT HEALTH UNIT
PERSONNEL POLICY, LABOUR/EMPLOYEE RELATIONS COMMITTEE OF THE BOARD OF HEALTH
MINUTES – April 23, 2025
345 Oak Street West, Nipissing Room, North Bay, Ontario**

PRESENT:**Nipissing District:**

Central Appointee	Karen Cook (Vice-Chairperson)
Central Appointee	Sara Inch
Central Appointee	Jamie Lowery (Chairperson)
Central Appointee	Maurice Switzer
Central Appointee	Dave Wolfe
Eastern Appointee	Rick Champagne
Western Appointee – Nipissing District	Jamie Restoule

Parry Sound District:

Northeastern Appointee	Blair Flowers
Southeastern Appointee	Marianne Stickland
Western Appointee	Jamie McGarvey

Public Appointees:

Tim Sheppard
Catherine Still

ALSO IN ATTENDANCE:

Medical Officer of Health/Executive Officer	Dr. Carol Zimbalatti
Executive Director, Corporate Services	Paul Massicotte
Executive Assistant, Executive Director's Office	Christine Neily

REGRETS:**Recorder**

Executive Assistant, Office of the Medical Officer of Health Ashley Lecappelain

1.0 CALL TO ORDER

The Personnel Policy, Labour/Employee Relations Committee members joined the meeting in person from the Nipissing Room at 345 Oak Street West, North Bay, Ontario, and virtually via Teams video conference.

Dr. Zimbalatti, called the Personnel Policy, Employee/Labour Relations Committee meeting to order at 5:51 p.m.

2.0 ELECTIONS

Nominations for the Chairperson and Vice-Chairperson positions were conducted electronically prior to the start of the Personnel Policy, Employee/Labour Relations Committee meeting.

2.1 Election of Chairperson

Dr. Zimbalatti opened the floor for further nominations.

Having no further nominations, the following motion was read:

Personnel Policy, Employee/ Labour Relations Recommendation #PPLER/2025/04/01
***Wolfe/Champagne**

Be It Resolved, that Jamie Lowery be elected Chairperson of the Personnel Policy, Employee/Labour Relations Committee for the year 2025.

The recorded vote was as follows:

RECORDED VOTE FOR CIRCULATION: Yes / No (Please circle one)

Name:	For:	Against:	Abstain:	Name:	For:	Against:	Abstain:
Rick Champagne	X			Jamie Restoule	X		
Karen Cook	X			Tim Sheppard	X		
Blair Flowers	X			Marianne Stickland	X		
Sara Inch	X			Catherine Still	X		
Jamie Lowery	X			Maurice Switzer	X		
Jamie McGarvey	X			Dave Wolfe	X		

“Carried”

2.2 Election of Vice-Chairperson

Jamie Lowery assumed the role of Chairperson and opened the floor for further nominations for Vice-Chairperson.

Having no further nominations, the following motion was read:

Personnel Policy, Employee/ Labour Relations Recommendation #PPLER/2025/04/02
***Wolfe/McGarvey**

Be It Resolved, that Karen Cook elected Vice-Chairperson of the Personnel Policy, Employee/Labour Relations Committee for the year 2025.

The recorded vote was as follows:

RECORDED VOTE FOR CIRCULATION: Yes / No (Please circle one)

Name:	For:	Against:	Abstain:	Name:	For:	Against:	Abstain:
Rick Champagne	X			Jamie Restoule	X		
Karen Cook	X			Tim Sheppard	X		
Blair Flowers	X			Marianne Stickland	X		
Sara Inch	X			Catherine Still	X		
Jamie Lowery	X			Maurice Switzer	X		
Jamie McGarvey	X			Dave Wolfe	X		

“Carried”

3.0 APPROVAL OF AGENDA

The agenda for the April 23, 2025, Personnel Policy, Labour/Employee Relations Committee meeting was reviewed, and the following motion was read:

Personnel Policy, Labour/Employee Relations Recommendation #PPLER/2025/04/03
***Still/Stickland**

Be It Resolved, that the Personnel Policy, Labour/Employee Relations Committee agenda dated April 23, 2025, be approved.

The recorded vote was as follows:

RECORDED VOTE FOR CIRCULATION: Yes / No (Please circle one)

Name:	For:	Against:	Abstain:	Name:	For:	Against:	Abstain:
Rick Champagne	X			Jamie Restoule	X		
Karen Cook	X			Tim Sheppard	X		
Blair Flowers	X			Marianne Stickland	X		
Sara Inch	X			Catherine Still	X		
Jamie Lowery	X			Maurice Switzer	X		
Jamie McGarvey	X			Dave Wolfe	X		

“Carried”

4.0 CONFLICT OF INTEREST DECLARATION

There were no conflicts of interest declared.

5.0 APPROVAL OF PREVIOUS MINUTES

5.1 Personnel Policy, Labour/Employee Relations Committee Minutes– November 27, 2024

The minutes from the Personnel Policy, Labour/ Employee Committee meeting held on November 27, 2024, were reviewed and the following motion was read:

Personnel Policy, Labour/Employee Relations Recommendation #PPLER/2025/04/04 ***Champagne/Cook**

Be It Resolved, that the minutes from the Personnel Policy, Labour/Employee Relations Committee meeting held on November 27, 2024, be approved as presented.

The recorded vote was as follows:

RECORDED VOTE FOR CIRCULATION: Yes / No (Please circle one)

Name:	For:	Against:	Abstain:	Name:	For:	Against:	Abstain:
Rick Champagne	X			Jamie Restoule	X		
Karen Cook	X			Tim Sheppard	X		
Blair Flowers	X			Marianne Stickland	X		
Sara Inch	X			Catherine Still	X		
Jamie Lowery	X			Maurice Switzer	X		
Jamie McGarvey	X			Dave Wolfe	X		

“Carried”

5.2 Personnel Policy, Labour/Employee Relations Committee In-Camera Minutes– November 27, 2024

The in-camera minutes from the Personnel Policy, Labour/ Employee Committee meeting held on November 27, 2024, were reviewed and the following motion was read:

Personnel Policy, Labour/Employee Relations Recommendation #PPLER/2025/04/05 ***Stickland/Sheppard**

Be It Resolved, that the in-camera minutes from the Personnel Policy, Labour/Employee Relations Committee meeting held on November 27, 2024, be approved as presented.

The recorded vote was as follows:

RECORDED VOTE FOR CIRCULATION: Yes / No (Please circle one)

Name:	For:	Against:	Abstain:	Name:	For:	Against:	Abstain:
Rick Champagne	X			Jamie Restoule	X		
Karen Cook	X			Tim Sheppard	X		
Blair Flowers	X			Marianne Stickland	X		
Sara Inch	X			Catherine Still	X		

Jamie Lowery	X	Maurice Switzer	X
Jamie McGarvey	X	Dave Wolfe	X

“Carried”

6.0 DATE OF NEXT MEETING

Date: June 25, 2025

Time: to be determined

Place: Georgian Room, Parry Sound Office

7.0 BUISINESS ARISING

There was no discussion under Business Arising.

8.0 IN CAMERA

8.1 Personal Matter About an Identifiable Individual

An In-camera session of the Personnel Policy, Labour/ Employee Relations Committee was held.
The following motion was read:

Personnel Policy, Labour/Employee Relations Recommendation #PPLER/2025/04/06
***Wolfe/Restoule**

Be it Resolved, that the Personnel Policy, Employee/Labour Relations Committee move in camera at 5:59 p.m. to discuss the following:

- ***Item 9.1 and 9.2 – Labour Relations or Employee Negotiations***
- ***Item 9.3 – A Personal Matter about an Identifiable Individual***

The recorded vote was as follows:

RECORDED VOTE FOR CIRCULATION: Yes / No (Please circle one)

Name:	For:	Against:	Abstain:	Name:	For:	Against:	Abstain:
Rick Champagne	X			Jamie Restoule	X		
Karen Cook	X			Tim Sheppard	X		
Blair Flowers	X			Marianne Stickland	X		
Sara Inch	X			Catherine Still	X		
Jamie Lowery	X			Maurice Switzer	X		
Jamie McGarvey	X			Dave Wolfe	X		

“Carried”

The Personnel Policy, Labour/ Employee Relations Committee entered an In-Camera meeting and stopped live streaming to the public at 6:00 p.m.

Ashley Lecappelain and Christine Neily left the room at 6:00 p.m.

Dr. Zimbalatti left the room at 6:38 p.m.

Ashley Lecappelain, Christine Neily, and Dr. Zimbalatti re-joined the meeting at 6:44 p.m.

Personnel Policy, Labour/Employee Relations Recommendation #PPLER/2025/04/07
***Stickland/Cook**

Be it Resolved, that the Personnel Policy, Employee/Labour Relations Committee rise and report at 6:45 p.m.

The recorded vote was as follows:

RECORDED VOTE FOR CIRCULATION: Yes / No (Please circle one)

Name:	For:	Against:	Abstain:	Name:	For:	Against:	Abstain:
Rick Champagne	X			Jamie Restoule	X		
Karen Cook	X			Tim Sheppard	X		
Blair Flowers	X			Marianne Stickland	X		
Sara Inch	X			Catherine Still	X		
Jamie Lowery	X			Maurice Switzer	X		
Jamie McGarvey	X			Dave Wolfe	X		

“Carried”

The Personnel Policy, Labour/ Employee Relations Committee commenced live streaming to the public at 6:47 p.m.

Personnel Policy, Labour/Employee Relations Recommendation #PPLER/2025/04/08
***Champagne/McGarvey**

The following motion was read:

Whereas, Dr. Carol Zimbalatti was appointed as full-time Medical Officer of Health/Executive Officer for the North Bay Parry Sound District Health Unit by the Board of Health, effective July 11, 2023; and

Whereas, the Board of Health conducted a performance evaluation for the Medical Officer of Health/Executive Officer (MOH/EO) in 2024 as per Board of Health Bylaw Section IV, #54; and

Whereas, the Board of Health directed that the next evaluation occur in 2025,

Therefore Be it Resolved, that the Personnel Policy, Labour/Employee Relations Committee recommend the Board of Health approve the continuation of the Ad Hoc committee, called the “Medical Officer of Health Performance Evaluation Committee,” which is comprised of the Chairperson of the Board of Health, Chairperson of the Personnel Policy, Labour/Employee Relations Committee, and the Executive Director of Corporate Services; and

Further Be It Resolved, that the Personnel Policy, Labour/Employee Relations Committee recommend the Board of Health approve remuneration for this activity in accordance with Board of Health Bylaw Section VI, #79.

The recorded vote was as follows:

RECORDED VOTE FOR CIRCULATION: Yes / No (Please circle one)

Name:	For:	Against:	Abstain:	Name:	For:	Against:	Abstain:
Rick Champagne	X			Jamie Restoule	X		
Karen Cook	X			Tim Sheppard	X		
Blair Flowers	X			Marianne Stickland	X		
Sara Inch	X			Catherine Still	X		
Jamie Lowery	X			Maurice Switzer	X		
Jamie McGarvey	X			Dave Wolfe	X		

“Carried”

9.0 NEW BUSINESS

There was no discussion under New Business.

10.0 ADJOURNMENT

Having no further business, Jamie Lowery the Personnel Policy, Labour/Employee Relations Committee Chairperson adjourned the Personnel Policy, Labour/Employee Relations Committee meeting at 6:49 p.m.

Original signed by Jamie Lowery

2025/11/26

Chairperson/Vice-Chairperson

Date (yyyy/mm/dd)

Original signed by Ashley Lecappelain

2025/11/26

Ashley Lecappelain, Recorder

Date (yyyy/mm/dd)



Pictured, front row left to right: Stephen Macdonell, MLCA President; Debbie Zulak, Councillor; Scott Aitchison, MP; David Moore, Mayor; Graydon Smith, MPP; Jan Gibson, Market Manager. **Back row, left to right:** Mike Kekkonen, Councillor; Rob Morrison, Fire Chief. Photo by Tammy MacKenzie

2025 Market Report

Submitted by Jan Gibson



Introduction

The 2025 McKellar Market season opened on June 28th and once again proved to be a vibrant cornerstone of community life and local prosperity. With more than 65 vendors participating each week throughout the season, the market thrived as a bustling hub of commerce, creativity, and connection. Live music filled Minerva Park with energy and joy, creating an atmosphere that drew visitors from across the region.

This steady stream of patrons not only supported our dedicated vendors but also generated meaningful economic spin-off for surrounding businesses, contributing to McKellar's ongoing growth and vitality. Weekly themed events brought an added excitement and provided valuable fundraising and outreach opportunities for local organizations, further strength-

ening our community ties.

The 2025 season showcased the best of what the McKellar Market represents: a place where people come together, where local enterprise flourishes, and where community spirit shines.

Week One – June 28

Minerva Park was transformed into a vibrant Canada Day celebration, adorned with flags and red-and-white balloons. We were pleased to welcome Graydon Smith, MPP, and Scott Aitchison, MP, who joined Mayor Moore and Council for the official kickoff to our market season. Marylea and Al Gowan greeted visitors with Canada Day flags, tattoos, puppy bandanas, and warm smiles. Children enjoyed having their faces painted by Jamie-Leah Baker of Happy Face-Painting and Body Art, while



Reopening (Saturdays) Canada Day weekend, July 4th to September 5th, 2026, 10am-1pm, Minerva Park, Thanksgiving Market, October 10th, 2026, 10am-1pm, Minerva Park, and the "Merry & Bright" Christmas Market, November 14th, 10am-1pm at the community centre.



Market Highlights

Week One—June 28, cont'd.

attendees of all ages received valuable fire-safety insights from our firefighters.

Market-goers were also treated to cake by Brenda Harrison and Carol Ann Miller. The atmosphere was electric as crowds converged, welcomed by live music from Phil Jenkins and The Arbours. Although Mother Nature threatened rain, the event remained lively and well attended—an outstanding start to a busy and exciting market season.

Week Two—July 5

We enjoyed a spectacular day at the market, welcoming a large number of enthusiastic shoppers, including visitors from as far as Owen Sound. The market ran smoothly thanks to the exceptional efforts of our parking lot crew—Aaron, Nick, and Rob—who did an outstanding job organizing and directing traffic. Their hard work ensured a safe, efficient, and en-

joyable experience for all attendees. It was wonderful to see so many familiar faces and new enjoying the market.

Week Three—July 12

We were pleased to see a strong turnout, with many community members supporting our vendors and the Whitestone McKellar Lions Club. We launched our Aspen Valley sheet and towel drive to benefit the animals at the sanctuary. Fresh strawberries were especially popular and proved to be a highlight of the morning.



Week Four— July 19

The community gathered not only to enjoy live music, sunshine, and fellowship of the market, but also to honour the memory of Carole of *Carole's Crystals*. Carole was more than a vendor—she was a gentle, kind presence whose spirit brought calm, colour, and connection to everyone she met. Her booth was a welcoming space where visitors felt seen and supported, whether they came for a crystal or simply to talk. As purple balloons drifted through the park, we reflected on her grace, generosity, and the lasting impact she made on our market community. We extended our heartfelt condolences to her family. Carole will be deeply missed and fondly remembered 15.06.1967—15.02.2025.



Week Five—July 26

We were pleased to welcome back Kathy Jennings from 103.3 Moose FM-CKLP and Larry Kilian Photography, and to introduce new vendor Jim Clay of Pivot Coffee Roastery, whose much-appreciated coffee options were a welcome addition. The market day wrapped up on a positive note, highlighted by warm sunshine and a gentle breeze.

Week Six—August 2, Civic Holiday Market

We enjoyed a bright, cheerful day filled with strong community spirit. We were pleased to welcome the Parry Sound District Paramedic Services and the McKellar Fire Department, who were joined by By-Law Officer Chris Kasulke. Each offered valuable information about their programs and services, contributing to an engaging and informative market day.



Week Seven—August 9

Parry Sound Museum on Tower Hill joined us, and we were pleased to welcome a new vendor, Source Lake Paddling Co. Despite a wet start to the morning, attendance remained strong.

Week Eight—August 16

Another successful market day in McKellar! Many visitors complimented the freshly painted picnic tables—thanks to our talented public works staff. Foster's Farm booth was kept busy with eager folks picking up fresh fruit and vegetables.



THANK YOU TO OUR VENDORS FOR A WONDERFUL SEASON!

AMAW Wood Décor, All Summerscapes Gardens & Gifts, A Few Of Our Favourite Things, Attilio's Fine Foods, AArtwood Creations, Artisanna Creative Coasters, Aligned Crystals + Wellness, Alex's Tackle Box, Bracelets by Lil, Backyard Baker, Boon Docks, Beckner Wood Products, Barrell Hill, Blom Lavender Farm, Beengmeessentially, Birch Farms, Crafty Images, Crafty Cousins, Carling Embroidery, Cottage to Creek, Cutie Pies Pizza, Crafted In My Hands, Cathy's Kombucha, Terry & Susan Cole, CJ's Fresh Fish and Seafood, Cottage Country Crocheting, Dockside Delights Bake Shop, Daisy Menu by Romana, Domino's Pizza, Dinner Is Served, Kim Duffy, Ember Collective, Edge of North Creations, ETCHINGworks, Elle-Zed Creations, Frozen Bay— Freeze Dried Goods, Fawn & Doe Baby Co., Foster Farm, Fire & Folk Candle Co, For the Bees Farm, Fizzies 'n' Wicks, Kate's Krafts Kreations, Hayden Gallagher, Michelle Greville, GMT Woodworks, Glassworks By Wendy, Holly's Pottery, Huggables, Holidayze By Lorie, Heart Of York, Happy Tummy, Julianna Paige Jewellery, Darlene Jacklin, Kim's Kreations, Kathy Jo's Wool ReKreations, Larry Kilian Photography, Kelawil Krafts, Katariina Crafts, Little By Leanne, Ray Love, Lazy Hippo Crafts, LakLife Adventurist, Lasting Impression, Meadowland of McKellar, Mineral Affinity, mfc-reate, Makayla's Jewelry, MLCA, Muddy Handshake Pottery, Munchies Gourmet Kettle Corn, Max K-9 Kitchen, Moon River Apothecary, Muskoka Granola, Market On The Move, North Sound Property Maintenance & Management, Neighbours Nook, Organic Nature, Ocean Soul Clay, Dorota Paruzel, Pivot Coffee Roastery, Peak of Survival Paracord, Rosie Pietramala, Bruce Penny, PJ's Meats, Permafrost, Pillitteri Estates Winery, Popsicle & Peach Boutique, Lynnis Royea, Rustic's By Ross, Ragz Incredibly Soft Pullovers, River Made Farmstead, Rural Roots Apothecary, Rosewood Woodworking, Source Lake Paddle Co., Shining Angels, Sweet Treats By Linda P., Sandra Sassy Stitches, Sol Flower Apiaries & Farm, Stamped Frosting, Soeur Body and Candles, Salvatore's Gourmet Foods, Sugar Lake Rustic Furniture & Crafts, SunSkye Stitchery, Samantha's Homemade Signs, The Dusty Troll Woodcraft, The Cottager, The Picket Fence Candle Co., That Lady In The Woods, The Lavender Raven, That Pretzel Dough, The Bay Leaf Plant Boutique, Temple Dog Rescue, David Thornborrow, Tammy Coe Designs, VB Steel, Vintage Soul Sisters, David Wickenden, Witchwoods Apothecary, Wood & Heart Design Co., Woodgate Farm, Wela's Kitchen, Yase handmade.

**Visit our vendors on-line; through their Website,
Facebook and Instagram**

Week Nine—August 23



Together, we made a difference! Through the Fill a Backpack fundraiser, we raised \$301 in donations and collected a wealth of essential school supplies for the Parry Sound Salvation Army Community & Family

Services. We were especially grateful to the Matthew family for showcasing their antique tractors and plow, a highlight of the morning.

Week Ten—August 30

We welcomed an exceptional number of visitors throughout the morning. Mayor Moore was on

hand to draw the prize winners for the MLCA's *Let's Get the Lead Out* campaign, with Bronwyn

Corlett and Tony and Janice Miles selected. It was a fantastic conclusion to a truly wonderful summer season!



Thanksgiving Market



Minerva Park was beautifully transformed for the Thanksgiving Market, adorned with pumpkins, corn stalks, vibrant mums, and complimen-

tary apples generously donated by Jan and Rob Gibson. The park buzzed with energy as more than 65 vendors welcomed enthusiastic shoppers throughout the morning. The McKellar Firefighters Association led an outstanding fundraising effort, collecting \$1,129.20 in cash donations and 254 lbs of groceries and non-perishables for Parry Sound Harvest Share.



Whitestone McKellar Lions Club \$1,000. Winners!

Draw #1, top left, Leeann accepting on behalf of her dad, Gary Martin, Draw #2, top right, Steph Sartor, Draw #3, Bottom left, Bob Deadman, Draw #4, Randy Gardner, pictured below and Draw #5, lucky winner was Meg White, picture on page 5.



The firefighters' dedication—together with the generosity of our community—made for a truly meaningful market. Live music filled Minerva Park, with performances by Phil Jeffkins, Samantha and Scott, and The Arbour's creating an energetic and welcoming atmosphere for visitors.

The Dun-Ahmic Snow Riders drew the winning 50/50 ticket—congratulations to Glenn Butler of Parry Sound, who took home an impressive \$8,965.

The Whitestone McKellar Lions Club were also pleased to present Randy Gardner (Draw #4) with his \$1,000 *Grand in Your Hand* Lottery prize.



As always, the market photo booth was a favourite stop, capturing countless wonderful family moments and memories throughout the day.

Christmas Market

The Merry & Bright Indoor/Outdoor Christmas Market was held on November 15th at the Community Centre, featuring more than 65 vendors showcasing their wonderful wares. Outside, our festive bonfire—expertly tended by the McKellar Firefighters—created the perfect cozy atmosphere, and smores were enjoyed by all. A BIG thank you goes out to the Ryeland family for supplying the Solo Stove that helped make the market extra magical.

A special thank you to Domino's Pizza for providing pizza and delicious hot chocolate, and to the McKellar Library for co-hosting.

Congratulations to Meg White, winner of the Lions' final *Grand In Your Hand*, and to Dinah Ryeland, winner of the Library Gift Basket!

We extend our sincere thanks to our volunteers:



Chloe, Aaron, McKellar Firefighters, Steve, Nick, township staff, Chris E., and Rob— whose hard work helped the market run seamlessly. And, of course, a special shout-out to the big fella in red... Santa!

It was wonderful to see such a strong turnout, with so many visitors coming out to support our vendors and the Lions Club Christmas Basket Collection.

Serving our community at Minerva Park since 2009

Contact Us:

701
Hwy.124,
Box 69,
McKellar,
ON
P0G 1C0
Phone:
705.773.9578
Email: rjgibson2217@gmail.com
Website: mckellar.ca



*The McKellar Market is where
amazing products are bought
and great friendships are made!*

Follow us on



Closing Remarks

As we bid farewell to 2025, we extend our heartfelt thanks to our **vendors, volunteers, customers, service groups, and musicians** for making this past season truly unforgettable. We are thrilled to share our **2026 Market Dates**:

- **Summer** – Canada Day weekend, **July 4th to Labour Day, September 5th**, 10am–1pm at *Minerva Park* (10 Saturday markets)
- **Thanksgiving Market** – Saturday, **October 10th**, 10am–1pm at *Minerva Park*
- **Christmas “Merry & Bright” Market** – Saturday, **November 14th**, 10am–1pm at *McKellar Community Centre*

From all of us at **The McKellar Market**, thank you for your continued patronage. We look forward to welcoming you back in 2026! Be sure to follow our vendors online for updates and special offerings.



Wishing you a joyful holiday season and a bright New Year!



Township of McKellar Report

Prepared for: Mayor & Council

Department: Fire Department

Agenda Date: December 16, 2025

Report No: FD-2025-13

Subject: Results of Self Contained Breathing Apparatus (SCBA) Request for Proposal (RFP)

Background

McKellar Fire issued an RFP posted to the Township's website on November 21, 2025. The RFP closed on December 12, 2025 at 2:00 p.m. where two submissions of proposals were received.

Analysis

Upon analysis of the submissions, the evaluating committee which consisted of the Township Clerk, the Deputy Clerk, and the Fire Chief, the following results were determined in order of ranking:

1. M&L Supply
2. AJ Stone

The decision to go with M&L supply was arrived at for a few reasons.

1. Least expensive option \$239,060.54
2. Specifications which were in RFP were met exactly
3. All but 2 of our mutual aid partners use the exact same SCBA with exact same specs. This allows us a cost saving opportunity to share bottles on a large fire scene thus increasing our capacity at extended work scenes. Also, in the event of catastrophic failure of an SCBA, we would have the ability to support each other with a short term loaner until a replacement is received
4. Personally, the Fire Chief has over 26 years experience and comfort with this brand of SCBA
5. All repairs and maintenance are available in house through the vendor, and our own members who will be vendor trained as regular maintenance technicians
6. These particular SCBA come with a lifetime warranty as long as we own them, so we should get maximum value over the next 20 years.

Financial

The original proposed budgeted amount of \$252,352.59 is now reduced to the above stated **\$239,060.54**. We also are awaiting still the results of the **OFM grant of \$30,000.00** which is slated to cover a significant portion of the purchase as well, dropping the out of pocket cost to \$209,060.54. Our reserve of **\$75,000.00 in SCBA savings** means the **new out of levy cost to \$134,060.54**. This is down from the originally projected \$147,352.59 levy cost.

Conclusion

The Fire Chief's recommendation is to award the RFP to M&L supply for the above reasons.

Respectfully submitted by:

Robert Morrison
Fire Chief/CEMC

Reviewed by:

Karlee Britton
Clerk/Administrator

Attachments: Tender Opening Form



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

RFP 2025-16

Self-Contained Breathing Apparatus (SCBAs)

Closing Date: December 12, 2025 2:00 p.m.

Vendor	Date/Time Rec'd	Subtotal	HST	Total
AJ Stone	Dec. 11/25 2:01 pm	\$ 221,838.00	\$ 28,838.94	\$ 250,676.94
M+L Supply	Dec. 12/25 10:36 am	\$ 211,558.00	\$ 27,502.54	\$ 239,060.54

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


Mary Smith
Deputy Clerk


Karlee Britton
Clerk/Administrator

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									
OCT2025	11-14-25 EHT payable - EHT PAYMENT OCTOBER 2025	11-30-25			\$2,122.09	\$2,122.09	01-00-000-637	EHT payable	\$0.00	(\$2,116.95)
						\$2,122.09				
235	RECEIVER GENERAL, CANADA REVENUE AGENCY TECHNOLOGY CENTRE, 875 HERON ROAD, OTTAWA, ON, K1A 1B1									
NOV7/25	11-07-25 CPP Deductions	11-30-25			\$3,026.22	\$3,026.22	01-00-000-631	CPP Deductions	\$0.00	\$4,498.62
OCT.25.25	10-25-25 CPP Deductions	11-30-25			\$3,210.91	\$3,210.91	01-00-000-631	CPP Deductions	\$0.00	\$4,498.62
OCT24/25	10-24-25 CPP Deductions	11-30-25			\$3,210.90	\$3,210.90	01-00-000-631	CPP Deductions	\$0.00	\$4,498.62
NOV7/25	11-07-25 EI Deductions	11-30-25			\$836.52	\$836.52	01-00-000-632	EI Deductions	\$0.00	\$2,623.94
OCT.25.25	10-25-25 EI Deductions	11-30-25			\$929.74	\$929.74	01-00-000-632	EI Deductions	\$0.00	\$2,623.94
OCT24/25	10-24-25 EI Deductions	11-30-25			\$929.74	\$929.74	01-00-000-632	EI Deductions	\$0.00	\$2,623.94
NOV7/25	11-07-25 Income Tax Payable	11-30-25			\$8,823.96	\$8,823.96	01-00-000-633	Income Tax Payable	\$0.00	(\$32,936.70)
OCT.25.25	10-25-25 Income Tax Payable	11-30-25			\$9,017.87	\$9,017.87	01-00-000-633	Income Tax Payable	\$0.00	(\$32,936.70)
OCT24/25	10-24-25 Income Tax Payable	11-30-25			\$9,017.88	\$9,017.88	01-00-000-633	Income Tax Payable	\$0.00	(\$32,936.70)
						\$39,003.74				
Total General						\$41,125.83				
Total Bills To Pay:						\$41,125.83				

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
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General

643	OMERS ADMINISTRATION CORPORATION, 900-100 ADELAIDE STREET WEST, TORONTO, ON, M5H 0E2									
NOV.2025	11-04-25 OMERS Payable - PENSION CONTRIBUTION	11-30-25	\$17,275.52	\$17,275.52	01-00-000-639	OMERS Payable	\$0.00	(\$17,275.52)		
	OCT 2025									
				\$17,275.52						

Total General**\$17,275.52****General Liabilities and Equity**

2565	911 EMERGENCY SERVICE FOR PARRY SOUND AREA, 701 HIGHWAY 124, P.O. BOX 69, MCKELLAR, ON, P0G 1C0							
OCT-25	10-31-25 Accrued Liability - 911 LEVY – 2025-Reconciliation	11-30-25	\$2,161.40	\$2,161.40	01-01-030-610	Accrued Liability	\$0.00	(\$13,147.98)
				\$2,161.40				
2607	GEORGE WILSON,							
OCT-25	10-31-25 Refundable Entrance/Bldg Fees - REFUND	11-30-25	\$750.00	\$750.00	01-01-030-617	Refundable	\$0.00	(\$171,000.00)
	FOR ROAD DAMAGE DEPOSIT							
				\$750.00				

Total General Liabilities and Equity**\$2,911.40****General Government**

23	Bell Canada, P.O. Box 9000, Stn.: Don Mills, North York, ON, M3C 2X7							
OCT-25	10-16-25 Telephone - ADMIN	11-30-25	\$181.03	\$181.03	01-02-060-007	Telephone	\$2,600.00	\$973.28
				\$181.03				
407	Corporate Express Canada Inc., C.O T04446C, PO BOX 4446, STN A, TORONTO, ON, M5W 4A2							
71531454	11-03-25 Office Supplies/Materials - BINDER & BINDER	11-30-25	\$139.45	\$139.45	01-02-060-009	Office Supplies/Materials	\$4,500.00	\$1,338.99
	CLIPS							
				\$139.45				
873	Manulife Financial, PO BOX 1627, WATERLOO, ON, N2J 4P4							
NOV-25	11-01-25 Employee Benefits	11-30-25	\$515.04	\$515.04	01-02-060-005	Employee Benefits	\$20,707.89	\$5,774.18
NOV-25	11-01-25 Employee Benefits	11-30-25	\$242.44	\$242.44	01-02-060-005	Employee Benefits	\$20,707.89	\$5,774.18
NOV-25	11-01-25 Employee Benefits	11-30-25	\$518.87	\$518.87	01-02-060-005	Employee Benefits	\$20,707.89	\$5,774.18
NOV-25	11-01-25 Employee Benefits	11-30-25	\$192.85	\$192.85	01-02-060-005	Employee Benefits	\$20,707.89	\$5,774.18
				\$1,469.20				

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
1019	CIBC VISA, P.O. BOX 4595, STATION "A", TORONTO, ON, M5W 4X9									
OCT-25		10-22-25	Telephone - TELIZON	11-30-25	\$5.15	\$5.15	01-02-060-007	Telephone	\$2,600.00	\$973.28
OCT-25		10-22-25	Telephone - BELL ADMIN	11-30-25	\$181.03	\$181.03	01-02-060-007	Telephone	\$2,600.00	\$973.28
OCT-25		10-22-25	Telephone - TELIZON	11-30-25	\$3.94	\$3.94	01-02-060-007	Telephone	\$2,600.00	\$973.28
OCT-25		10-22-25	Courses & Training - AMCTO	11-30-25	\$447.74	\$447.74	01-02-060-015	Courses & Training	\$4,000.00	\$3,155.40
OCT-25		10-22-25	Courses & Training - AMCTO	11-30-25	\$508.80	\$508.80	01-02-060-015	Courses & Training	\$4,000.00	\$3,155.40
OCT-25		10-22-25	Information Technology Support - REV	11-30-25	\$28.83	\$28.83	01-02-060-023	Information Technology	\$45,000.00	(\$8,214.16)
OCT-25		10-22-25	Information Technology Support - REV	11-30-25	\$28.35	\$28.35	01-02-060-023	Information Technology	\$45,000.00	(\$8,214.16)
OCT-25		10-22-25	Telecommunicaiton Service (Internet, Website) - XPLOARNET	11-30-25	\$99.21	\$99.21	01-02-060-031	Telecommunicaiton	\$9,500.00	\$2,374.53
OCT-25		10-22-25	Telecommunicaiton Service (Internet, Website) - STARLINK	11-30-25	\$791.69	\$791.69	01-02-060-031	Telecommunicaiton	\$9,500.00	\$2,374.53
						\$2,094.74				
1486	AIG INSURANCE COMPANY OF CANADA, P.O. BOX 15286 STATION A, TORONTO, ON, M5W 1C1									
NOV-25		11-01-25	Employee Benefits	11-30-25	\$3.87	\$3.87	01-02-060-005	Employee Benefits	\$20,707.89	\$5,774.18
NOV-25		11-01-25	Employee Benefits	11-30-25	\$2.30	\$2.30	01-02-060-005	Employee Benefits	\$20,707.89	\$5,774.18
NOV-25		11-01-25	Employee Benefits	11-30-25	\$1.46	\$1.46	01-02-060-005	Employee Benefits	\$20,707.89	\$5,774.18
NOV-25		11-01-25	Employee Benefits	11-30-25	\$3.65	\$3.65	01-02-060-005	Employee Benefits	\$20,707.89	\$5,774.18
						\$11.28				
Total General Government						\$3,895.70				
<u>Fire Protection Services</u>										
23	Bell Canada, P.O. Box 9000, Stn.: Don Mills, North York, ON, M3C 2X7									
OCT-25		10-16-25	Telephone - FIRE HALL	11-30-25	\$96.93	\$96.93	01-03-150-007	Telephone	\$3,000.00	\$479.35
						\$96.93				
252	Telequip Systems Limited, 141 Welham Rd Unit 5, Barrie, ON, L4N 8Y3									
TELEQIN135341		10-30-25	Radio System Maintenance - RADIO SYSTEM UPGRADE	11-30-25	\$8,870.42	\$8,870.42	01-03-150-106	Radio System	\$25,000.00	\$17,248.67
						\$8,870.42				
873	Manulife Financial, PO BOX 1627, WATERLOO, ON, N2J 4P4									
NOV-25		11-01-25	Employee Benefits	11-30-25	\$77.74	\$77.74	01-03-150-005	Employee Benefits	\$6,000.00	\$1,301.93
						\$77.74				
1019	CIBC VISA, P.O. BOX 4595, STATION "A", TORONTO, ON, M5W 4X9									

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
OCT-25		10-22-25	Telephone - BELL FIRE HALL	11-30-25	\$96.93	\$96.93	01-03-150-007	Telephone	\$3,000.00	\$479.35
OCT-25		10-22-25	Office Supplies/Materials - WALMART PRINTER INK	11-30-25	\$87.96	\$87.96	01-03-150-009	Office Supplies/Materials	\$1,500.00	\$1,217.52
OCT-25		10-22-25	Courses & Training - CHAT GPT	11-30-25	\$32.34	\$32.34	01-03-150-015	Courses & Training	\$25,000.00	\$12,088.10
OCT-25		10-22-25	Memberships/Subscriptions - YOUTUBE	11-30-25	\$13.22	\$13.22	01-03-150-017	Memberships/Subscriptio	\$1,200.00	(\$59.71)
OCT-25		10-22-25	Miscellaneous - CANADIAN TIRE	11-30-25	\$24.85	\$24.85	01-03-150-024	Miscellaneous	\$3,500.00	\$1,219.94
OCT-25		10-22-25	Miscellaneous - DOMINOS	11-30-25	\$315.14	\$315.14	01-03-150-024	Miscellaneous	\$3,500.00	\$1,219.94
OCT-25		10-22-25	Emergency First Response Supplies - CANADIAN SAFETY	11-30-25	\$932.18	\$932.18	01-03-150-042	Emergency First	\$5,000.00	\$3,268.07
OCT-25		10-22-25	Donation/Honourarium - LEGENDS	11-30-25	\$200.00	\$200.00	01-03-150-050	Donation/Honourarium	\$500.00	\$500.00
						\$1,702.62				

Total Fire Protection Services**\$10,747.71****Building Department**

873	Manulife Financial, PO BOX 1627, WATERLOO, ON, N2J 4P4									
NOV-25		11-01-25	Employee Benefits	11-30-25	\$508.32	\$508.32	01-04-170-005	Employee Benefits	\$9,126.62	\$3,402.96
						\$508.32				
1019	CIBC VISA, P.O. BOX 4595, STATION "A", TORONTO, ON, M5W 4X9									
OCT-25		10-22-25	Courses & Training - DEERHURST	11-30-25	\$672.43	\$672.43	01-04-170-015	Courses & Training	\$2,000.00	\$2,000.00
						\$672.43				
1486	AIG INSURANCE COMPANY OF CANADA, P.O. BOX 15286 STATION A, TORONTO, ON, M5W 1C1									
NOV-25		11-01-25	Employee Benefits	11-30-25	\$3.27	\$3.27	01-04-170-005	Employee Benefits	\$9,126.62	\$3,402.96
						\$3.27				

Total Building Department**\$1,184.02****Transportation**

23	Bell Canada, P.O. Box 9000, Stn.: Don Mills, North York, ON, M3C 2X7									
OCT-25		10-16-25	Telephone - GARAGE	11-30-25	\$48.47	\$48.47	01-06-200-007	Telephone	\$1,400.00	\$666.92
						\$48.47				
218	Parry Sound Auto Parts, 74 Parry Sound Drive, Parry Sound, ON, P2A 0B8									
1-3095062		10-29-25	Maintenance Costs/Parts - STRAIGHT THREAD FOR FREIGHTLINER # 19	11-30-25	\$32.64	\$32.64	01-06-237-143	Maintenance Costs/Parts	\$17,000.00	(\$3,698.48)
1-3095433		10-31-25	Maintenance Costs/Parts - PARTS FOR F550	11-30-25	\$50.00	\$50.00	01-06-246-143	Maintenance Costs/Parts	\$8,000.00	\$1,416.75
						\$82.64				
336	Wurth Canada Limited, 345 HANLON CREEK BLVD., GUELPH, ON, N1C 0A1									
26630735		11-04-25	Personal Protective Equipment Employee Allowance - WINTER GLOVES	11-30-25	\$86.69	\$86.69	01-06-200-008	Personal Protective	\$2,000.00	\$621.76

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
26630735		11-04-25	Materials & Supplies - EYEWASH STATION	11-30-25	\$187.03	\$187.03	01-06-210-145	Materials & Supplies	\$2,500.00	\$898.22
						\$273.72				
357	Innovative Surface Solutions Canada, 78 Orchard Road, Ajax, ON, L1S 6L1									
PS-INV006786		10-29-25	Materials & Supplies - COLD PATCH	11-30-25	\$4,493.64	\$4,493.64	01-06-245-145	Materials & Supplies	\$25,000.00	\$3,471.96
						\$4,493.64				
551	Ward Stoneman, ,									
NOV-25		11-01-25	Personal Protective Equipment Employee Allowance - REIMBURSEMENT- SAFETY SHIRTS & HIGH VIS WINTER JACKET	11-30-25	\$161.73	\$161.73	01-06-200-008	Personal Protective	\$2,000.00	\$621.76
						\$161.73				
873	Manulife Financial, PO BOX 1627, WATERLOO, ON, N2J 4P4									
NOV-25		11-01-25	Employee Benefits	11-30-25	\$448.87	\$448.87	01-06-200-005	Employee Benefits	\$23,155.20	\$1,985.95
NOV-25		11-01-25	Employee Benefits	11-30-25	\$269.99	\$269.99	01-06-200-005	Employee Benefits	\$23,155.20	\$1,985.95
NOV-25		11-01-25	Employee Benefits	11-30-25	\$504.01	\$504.01	01-06-200-005	Employee Benefits	\$23,155.20	\$1,985.95
NOV-25		11-01-25	Employee Benefits	11-30-25	\$437.34	\$437.34	01-06-200-005	Employee Benefits	\$23,155.20	\$1,985.95
NOV-25		11-01-25	Employee Benefits	11-30-25	\$443.63	\$443.63	01-06-200-005	Employee Benefits	\$23,155.20	\$1,985.95
						\$2,103.84				
982	AIR AUTOMOTIVE TRACKING INC., 160 COLLARD DRIVE, KING CITY, ON, L7B 1E4									
MCK011-25		11-02-25	Maintenance Costs/Parts	11-30-25	\$20.35	\$20.35	01-06-233-143	Maintenance Costs/Parts	\$13,000.00	\$725.00
MCK011-25		11-02-25	Maintenance Costs/Parts	11-30-25	\$20.35	\$20.35	01-06-235-143	Maintenance Costs/Parts	\$11,000.00	\$4,445.06
MCK011-25		11-02-25	Maintenance Costs/Parts	11-30-25	\$20.35	\$20.35	01-06-237-143	Maintenance Costs/Parts	\$17,000.00	(\$3,698.48)
MCK011-25		11-02-25	Maintenance Costs/Parts	11-30-25	\$20.35	\$20.35	01-06-246-143	Maintenance Costs/Parts	\$8,000.00	\$1,416.75
MCK011-25		11-02-25	Maintenance Costs/Parts	11-30-25	\$20.35	\$20.35	01-06-247-143	Maintenance Costs/Parts	\$5,000.00	\$4,796.85
MCK011-25		11-02-25	Maintenance Costs/Parts	11-30-25	\$20.35	\$20.35	01-06-248-143	Maintenance Costs/Parts	\$20,000.00	\$13,659.80
MCK011-25		11-02-25	Maintenance Costs/Parts	11-30-25	\$20.35	\$20.35	01-06-250-143	Maintenance Costs/Parts	\$10,000.00	\$3,286.34
MCK011-25		11-02-25	Maintenance Costs/Parts	11-30-25	\$20.35	\$20.35	01-06-251-143	Maintenance Costs/Parts	\$5,000.00	(\$1,781.06)
						\$162.80				
1019	CIBC VISA, P.O. BOX 4595, STATION "A", TORONTO, ON, M5W 4X9									
OCT-25		10-22-25	Telephone - BELL GARAGE	11-30-25	\$48.47	\$48.47	01-06-200-007	Telephone	\$1,400.00	\$666.92
OCT-25		10-22-25	Courses & Training - WSPS TRAINING	11-30-25	\$406.02	\$406.02	01-06-200-015	Courses & Training	\$5,000.00	\$1,488.61
OCT-25		10-22-25	Courses & Training - GRAND HOTEL	11-30-25	\$188.26	\$188.26	01-06-200-015	Courses & Training	\$5,000.00	\$1,488.61
						\$642.75				
1486	AIG INSURANCE COMPANY OF CANADA, P.O. BOX 15286 STATION A, TORONTO, ON, M5W 1C1									
NOV-25		11-01-25	Employee Benefits	11-30-25	\$2.05	\$2.05	01-06-200-005	Employee Benefits	\$23,155.20	\$1,985.95
NOV-25		11-01-25	Employee Benefits	11-30-25	\$1.81	\$1.81	01-06-200-005	Employee Benefits	\$23,155.20	\$1,985.95
NOV-25		11-01-25	Employee Benefits	11-30-25	\$3.02	\$3.02	01-06-200-005	Employee Benefits	\$23,155.20	\$1,985.95
NOV-25		11-01-25	Employee Benefits	11-30-25	\$1.92	\$1.92	01-06-200-005	Employee Benefits	\$23,155.20	\$1,985.95
NOV-25		11-01-25	Employee Benefits	11-30-25	\$1.92	\$1.92	01-06-200-005	Employee Benefits	\$23,155.20	\$1,985.95

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
						\$10.72				
1525	CRAIG'S WELDING AND FABRICATION, 109 GRINDSTONE ROAD, SUNDRIDGE, ON, P0A 1Z0									
2475		10-29-25	Contracted Services - REPAIRS FOR PLOW ON FREIGHTLINER # 24	11-30-25	\$5,549.24	\$5,549.24	01-06-226-147	Contracted Services	\$5,000.00	\$5,000.00
						\$5,549.24				
1542	MAC LANG LIMITED, 78 MAIN STREET WEST, PO BOX 539, SUNDRIDGE, ON, P0A M1Z0									
214778		10-28-25	Maintenance Costs/Parts - INSPECTION & REPLACED FILTER FOR RAM 5500	11-30-25	\$166.35	\$166.35	01-06-246-143	Maintenance Costs/Parts	\$8,000.00	\$1,416.75
						\$166.35				
Total Transportation						\$13,695.90				

Environmental Services

12	Adams Brothers Construction Ltd, P.O. Box 324, Parry Sound, ON, P2A 2X4									
186145		10-15-25	Scrap Metal Revenue - SCRAP PURCHASE	11-30-25	(\$219.12)	(\$219.12)	01-08-104-571	Scrap Metal Revenue	\$8,500.00	\$459.25
186779		11-03-25	Scrap Metal Revenue - SCRAP PURCHASE	11-30-25	(\$1,617.50)	(\$1,617.50)	01-08-104-571	Scrap Metal Revenue	\$8,500.00	\$459.25
186778		11-03-25	Waste Hauling Contract - OCTOBER 2025	11-30-25	\$6,546.43	\$6,546.43	01-08-301-122	Waste Hauling Contract	\$60,000.00	\$18,667.17
						\$4,709.81				
23	Bell Canada, P.O. Box 9000, Stn.: Don Mills, North York, ON, M3C 2X7									
OCT-25		10-16-25	Telephone - TRANSFER STATION	11-30-25	\$48.47	\$48.47	01-08-300-007	Telephone	\$600.00	\$167.54
						\$48.47				
331	Municipality of McDougall, 5 Baragar Blvd., McDougall, ON, P2A 2W9									
26131		10-31-25	Waste Tipping Fees - OCTOBER 2025	11-30-25	\$9,365.45	\$9,365.45	01-08-301-123	Waste Tipping Fees	\$82,000.00	\$10,313.74
						\$9,365.45				
873	Manulife Financial, PO BOX 1627, WATERLOO, ON, N2J 4P4									
NOV-25		11-01-25	Employee Benefits	11-30-25	\$244.67	\$244.67	01-08-300-005	Employee Benefits	\$1,428.00	\$257.78
						\$244.67				
1019	CIBC VISA, P.O. BOX 4595, STATION "A", TORONTO, ON, M5W 4X9									
OCT-25		10-22-25	Telephone - BELL TRANSFER STATION	11-30-25	\$48.47	\$48.47	01-08-300-007	Telephone	\$600.00	\$167.54
						\$48.47				
1486	AIG INSURANCE COMPANY OF CANADA, P.O. BOX 15286 STATION A, TORONTO, ON, M5W 1C1									
NOV-25		11-01-25	Employee Benefits	11-30-25	\$1.49	\$1.49	01-08-300-005	Employee Benefits	\$1,428.00	\$257.78
						\$1.49				
Total Environmental Services						\$14,418.36				

Parks and Recreation Facilities

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
873 NOV-25	Manulife Financial, PO BOX 1627, WATERLOO, ON, N2J 4P4	11-01-25	Employee Benefits	11-30-25	\$244.67	\$244.67	01-11-360-005	Employee Benefits	\$3,672.00	\$1,035.33
						\$244.67				
1405 NOV-25	TERRY LACEY, 11-04-25 Recreation Programs - REIMBURSEMENT FOR CHRISTMAS INFLATABLES - REC COMM			11-30-25	\$181.01	\$181.01	01-11-360-129	Recreation Programs	\$7,900.00	\$5,760.22
						\$181.01				
1486 NOV-25	AIG INSURANCE COMPANY OF CANADA, P.O. BOX 15286 STATION A, TORONTO, ON, M5W 1C1	11-01-25	Employee Benefits	11-30-25	\$1.49	\$1.49	01-11-360-005	Employee Benefits	\$3,672.00	\$1,035.33
						\$1.49				

Total Parks and Recreation Facilities

\$427.17

Community Centre

23 OCT-25	Bell Canada, P.O. Box 9000, Stn.: Don Mills, North York, ON, M3C 2X7	10-16-25	Telephone - COMM HALL	11-30-25	\$68.76	\$68.76	01-12-370-007	Telephone	\$1,200.00	\$449.62
						\$68.76				
873 NOV-25	Manulife Financial, PO BOX 1627, WATERLOO, ON, N2J 4P4	11-01-25	Employee Benefits	11-30-25	\$404.48	\$404.48	01-12-370-005	Employee Benefits	\$2,734.74	(\$1,409.61)
						\$404.48				
991 6132192	IDEAL SUPPLY INC., 12 SEGUIN STREET, PARRY SOUND, ON, P2A 1B1	10-27-25	Equipment Maintenance - REPLACEMENT BATTERY FOR MIC & SPEAKER	11-30-25	\$71.73	\$71.73	01-12-370-252	Equipment Maintenance	\$2,500.00	(\$523.60)
						\$71.73				
1019 OCT-25	CIBC VISA, P.O. BOX 4595, STATION "A", TORONTO, ON, M5W 4X9	10-22-25	Telephone - BELL COMM HALL	11-30-25	\$68.76	\$68.76	01-12-370-007	Telephone	\$1,200.00	\$449.62
OCT-25	10-22-25 Cleaning Supplies - CANADIAN TIRE			11-30-25	\$203.51	\$203.51	01-12-370-254	Cleaning Supplies	\$1,500.00	\$1,392.66
						\$272.27				
1486 NOV-25	AIG INSURANCE COMPANY OF CANADA, P.O. BOX 15286 STATION A, TORONTO, ON, M5W 1C1	11-01-25	Employee Benefits	11-30-25	\$1.49	\$1.49	01-12-370-005	Employee Benefits	\$2,734.74	(\$1,409.61)
						\$1.49				

Total Community Centre

\$818.73

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
<u>Cultural</u>										
1019	CIBC VISA, P.O. BOX 4595, STATION "A", TORONTO, ON, M5W 4X9									
OCT-25			10-22-25 Event Materials & Supplies - UHAUL	11-30-25	\$12.94	\$12.94	01-13-383-145	Event Materials &	\$1,500.00	\$885.05
OCT-25			10-22-25 Event Materials & Supplies - UHAUL	11-30-25	\$102.32	\$102.32	01-13-383-145	Event Materials &	\$1,500.00	\$885.05
						\$115.26				
Total Cultural						\$115.26				
Total Bills To Pay:						\$65,489.77				

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
<u>General</u>										
308	Debbie Zulak,									
NOV10/25		11-10-25	Bank Account - COUNCILLOR PAY OCT 26 - NOV 08	11-30-25	\$701.80	\$701.80	01-00-011-801	Bank Account	\$0.00	(\$6,966,194.49)
						\$701.80				
440	McKellar United Church, GD, McKellar, ON,									
NOV-25		11-12-25	Other Accounts Receivable - CATERING FOR REMEMBRANCE DAY RECEPTION -	11-30-25	\$560.00	\$560.00	01-00-012-815	Other Accounts	\$0.00	(\$2,048.21)
						\$560.00				
Total General						\$1,261.80				
<u>General Liabilities and Equity</u>										
806	ANTONIO & SUSY SOARES,									
NOV-25		11-05-25	Refundable Entrance/Bldg Fees - REFUND FOR ROAD DAMAGE DEPOSIT	11-30-25	\$750.00	\$750.00	01-01-030-617	Refundable	\$0.00	(\$170,250.00)
						\$750.00				
Total General Liabilities and Equity						\$750.00				
<u>General Government</u>										
109	Home Hardware, 31 Joseph Street, Parry Sound, ON, P2A 2G3									
189205		11-03-25	Office Supplies/Materials - WATER	11-30-25	\$14.91	\$14.91	01-02-060-009	Office	\$4,500.00	\$1,199.54
						\$14.91				
116	Hydro One Networks Inc., P. O. Box 4102 Stn A, Toronto, ON, M5W 3L3									
NOV-25		11-04-25	Hydro Admin	11-30-25	\$835.63	\$835.63	01-02-060-008	Hydro Admin	\$14,000.00	(\$24.33)
						\$835.63				
194	Near North Business Machines, 86 West RD, Huntsville, ON, P1H 1M1									
67774		11-01-25	Information Technology Support - FULLY MANAGED SERVICE PROGRAM - NOVEMBER 2025	11-30-25	\$1,851.01	\$1,851.01	01-02-060-023	Information Technology	\$45,000.00	(\$8,271.34)
67778		11-01-25	Information Technology Support - MICROSOFT OFFICE 365 - NOVEMBER	11-30-25	\$719.54	\$719.54	01-02-060-023	Information Technology	\$45,000.00	(\$8,271.34)
						\$2,570.55				

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
407	Corporate Express Canada Inc., C.O T04446C, PO BOX 4446, STN A, TORONTO, ON, M5W 4A2									
71580562		11-07-25	Office Supplies/Materials - BATTERIES, PENS, & PAPER	11-30-25	\$292.55	\$292.55	01-02-060-009	Office	\$4,500.00	\$1,199.54
						\$292.55				
1457	LASALLE BUSINESS MACHINES, 887-D NOTRE DAME AVE, SUDBURY, ON, P3A 2T2									
148432		11-01-25	Printing/Photocopier - PRINTER LEASE & COPIES - NOVEMBER 2025	11-30-25	\$479.08	\$479.08	01-02-060-012	Printing/Photocopier	\$5,000.00	\$1,004.90
						\$479.08				
Total General Government						\$4,192.72				
<u>Fire Protection Services</u>										
83	Fisher's Regalia & Uniform, 3 Queen St., Parry Sound, ON, P2A 2W1									
58184		11-07-25	Safety Equipment/Protective Clothing - UNIFORM SHIRT & SEW ON CRESTS - FIRE DEPT	11-30-25	\$177.31	\$177.31	01-03-150-100	Safety	\$20,000.00	\$8,229.38
						\$177.31				
116	Hydro One Networks Inc., P. O. Box 4102 Stn A, Toronto, ON, M5W 3L3									
NOV-25		11-04-25	Hydro	11-30-25	\$147.44	\$147.44	01-03-151-008	Hydro	\$2,500.00	\$1,054.77
NOV-25		11-04-25	Hydro	11-30-25	\$216.41	\$216.41	01-03-152-008	Hydro	\$3,500.00	\$726.30
NOV-25		11-04-25	Hydro	11-30-25	\$123.72	\$123.72	01-03-154-008	Hydro	\$1,750.00	\$398.87
						\$487.57				
Total Fire Protection Services						\$664.88				
<u>Protection to Persons and Property</u>										
975	Minister of Finance (OPP), 33 KING STREET WEST, P.O. BOX 647, OSHAWA, ON, L1H 8X3									
422710251352112		10-31-25	Policing Services Annual Levy - OPP LEVY - SEPTEMBER 2025	11-30-25	\$31,216.00	\$31,216.00	01-05-160-030	Policing Services Annual	\$374,588.00	\$124,860.00
						\$31,216.00				
Total Protection to Persons and Property						\$31,216.00				
<u>Transportation</u>										
109	Home Hardware, 31 Joseph Street, Parry Sound, ON, P2A 2G3									
189226		11-05-25	Maintenance Costs/Parts - PAINT & BRUSHES - GRADER MAINTENANCE	11-30-25	\$75.78	\$75.78	01-06-248-143	Maintenance	\$20,000.00	\$13,639.45
						\$75.78				

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
116	Hydro One Networks Inc., P. O. Box 4102 Stn A, Toronto, ON, M5W 3L3									
NOV-25		11-04-25	Hydro	11-30-25	\$281.27	\$281.27	01-06-210-008	Hydro	\$3,000.00	(\$785.28)
						\$281.27				
119	Dan Hamel,									
NOV-25		11-12-25	Personal Protective Equipment Employee Allowance - REIMBURSEMENT FOR WORK BOOTS	11-30-25	\$142.46	\$142.46	01-06-200-008	Personal Protective	\$2,000.00	\$373.34
						\$142.46				
Total Transportation						\$499.51				
<u>Street Lighting</u>										
116	Hydro One Networks Inc., P. O. Box 4102 Stn A, Toronto, ON, M5W 3L3									
NOV-25		11-04-25	Hydro	11-30-25	\$141.57	\$141.57	01-07-229-008	Hydro	\$1,900.00	\$46.39
NOV-25		11-04-25	Hydro	11-30-25	\$5.89	\$5.89	01-07-229-008	Hydro	\$1,900.00	\$46.39
NOV-25		11-04-25	Hydro	11-30-25	\$14.09	\$14.09	01-07-229-008	Hydro	\$1,900.00	\$46.39
NOV-25		11-04-25	Hydro	11-30-25	\$23.20	\$23.20	01-07-229-008	Hydro	\$1,900.00	\$46.39
NOV-POLE		11-12-25	Hydro - FERGUSON BOUNDARY RD STREETLIGHT - NOVEMBER 2025	11-30-25	\$9.52	\$9.52	01-07-229-008	Hydro	\$1,900.00	\$46.39
						\$194.27				
Total Street Lighting						\$194.27				
<u>Environmental Services</u>										
116	Hydro One Networks Inc., P. O. Box 4102 Stn A, Toronto, ON, M5W 3L3									
NOV-25		11-04-25	Hydro	11-30-25	\$87.12	\$87.12	01-08-300-008	Hydro	\$2,000.00	\$31.49
						\$87.12				
Total Environmental Services						\$87.12				
<u>Health Services</u>										
196	NORTH BAY PARRY SOUND DISTRICT HEALTH UNIT, 345 OAK STREET WEST, NORTH BAY, ON, P1B 2T2									
NOV2025		11-01-25	North Bay Parry Sound Health Unit Annual Levy - MUNICIPAL LEVY - NOVEMBER 2025	11-30-25	\$3,691.33	\$3,691.33	01-09-330-030	North Bay Parry Sound	\$44,296.00	\$7,382.66
						\$3,691.33				
Total Health Services						\$3,691.33				

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
<u>Parks and Recreation Facilities</u>										
116	Hydro One Networks Inc., P. O. Box 4102 Stn A, Toronto, ON, M5W 3L3									
NOV-25	11-04-25 Hydro	11-30-25		\$32.61	\$32.61	01-11-360-008	Hydro		\$450.00	\$91.64
					\$32.61					
894	ATHLETICA SPORTS SYSTEMS, 554 PARKSIDE DRIVE, WATERLOO, ON, N2L 5Z4									
329372	11-05-25 Skating Rink Maintenance - AREANA GLASS	11-30-25		\$2,853.52	\$2,853.52	01-11-360-131	Skating Rink Maintenance		\$13,000.00	\$8,387.34
					\$2,853.52					
Total Parks and Recreation Facilities						\$2,886.13				
<u>Community Centre</u>										
109	Home Hardware, 31 Joseph Street, Parry Sound, ON, P2A 2G3									
189205	11-03-25 Materials & Supplies - FLAGS	11-30-25		\$189.23	\$189.23	01-12-370-145	Materials & Supplies		\$2,500.00	\$252.84
189205	11-03-25 Water Testing - BLEACH	11-30-25		\$49.84	\$49.84	01-12-370-257	Water Testing		\$2,000.00	\$319.80
					\$239.07					
116	Hydro One Networks Inc., P. O. Box 4102 Stn A, Toronto, ON, M5W 3L3									
NOV-25	11-04-25 Hydro	11-30-25		\$373.06	\$373.06	01-12-370-008	Hydro		\$7,500.00	\$1,239.10
					\$373.06					
Total Community Centre						\$612.13				
<u>Cultural</u>										
116	Hydro One Networks Inc., P. O. Box 4102 Stn A, Toronto, ON, M5W 3L3									
NOV-25	11-04-25 Library - Hydro	11-30-25		\$283.52	\$283.52	01-13-381-008	Library - Hydro		\$5,000.00	\$241.71
					\$283.52					
1095	CAROLYN PHILLIPS, ,									
NOV-25	11-05-25 Event Materials & Supplies -	11-30-25		\$257.01	\$257.01	01-13-383-145	Event Materials &		\$1,500.00	\$769.79
	REIMBURSEMENT: PHOTOS PRINTED FOR									
	ST STEPEHENS GRAND OPENING									
					\$257.01					
2599	JEANETTE CLEMENTS,									
NOV-25-1	11-05-25 Advertising - REIMBURSEMENT FOR MUGS	11-30-25		\$245.44	\$245.44	01-13-383-011	Advertising		\$500.00	\$379.76
	- ST STEPHENS FUNDRAISER									
NOV-25-2	11-05-25 Advertising - REIMBURSEMENT FOR	11-30-25		\$30.63	\$30.63	01-13-383-011	Advertising		\$500.00	\$379.76
	INFUSIBLE PENS & HEAT RESIST TAPE -									
	ST STEPHENS FUNDRAISER									
					\$276.07					

**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
2608 NOV-25	CHRIS CLAYTON,	11-05-25	Event Materials & Supplies - REIMBURSEMENT FOR HEAVY PAPER - BROADBENT CHURCH RENO	11-30-25	\$53.92	\$53.92	01-13-383-145	Event Materials &	\$1,500.00	\$769.79
						\$53.92				
Total Cultural						\$870.52				
<u>Planning and Development</u>										
374 2025-09	Township of the Archipelago, 9 James St, Parry Sound, ON, P2A 1T4									
		11-01-25	West Parry Sound Geography Network Annual Levy - 2025 MEMBERSHIP FEE - WPSGN	11-30-25	\$11,150.00	\$11,150.00	01-14-400-030	West Parry Sound	\$10,500.00	\$10,500.00
						\$11,150.00				
842 NOV-25	JANICE GIBSON,	11-08-25	McKellar Market Expenses - REIMBURSEMENT FOR CHRISTMAS MARKET SUPPLIES	11-30-25	\$24.43	\$24.43	01-14-420-262	McKellar Market	\$2,695.00	\$94.87
NOV-25		11-08-25	McKellar Market Expenses - REIMBURSEMENT FOR CHRISTMAS MARKET SUPPLIES	11-30-25	\$39.39	\$39.39	01-14-420-262	McKellar Market	\$2,695.00	\$94.87
						\$63.82				
Total Planning and Development						\$11,213.82				
Total Bills To Pay:						\$58,140.23				

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
<u>General Government</u>										
383	Salvation Army, 2 Overlea Blvd, Toronto, ON,	11-18-25	Discretionary Donations - DONATION TO ANNUAL CHRISTMAS ASSISTANCE PROGRAM	11-30-25	\$1,000.00	\$1,000.00	01-02-060-128	Discretionary Donations	\$5,000.00	\$3,759.22
NOV2025										
						\$1,000.00				
1301	WHITESTONE MCKELLAR LIONS CLUB, P.O.BOX 258, MCKELLAR, ON, P0G1C0	11-18-25	Discretionary Donations - DONATION TO ANNUAL CHRISTMAS TOY & FOOD DRIVE	11-30-25	\$1,000.00	\$1,000.00	01-02-060-128	Discretionary Donations	\$5,000.00	\$3,759.22
NOV2025										
						\$1,000.00				
Total General Government						\$2,000.00				
<u>Fire Protection Services</u>										
36	Bell Mobility Inc., P.O. Box 5102, Burlington, ON, L7R 4R7	11-13-25	Telephone - TURBO #1	11-30-25	\$11.19	\$11.19	01-03-150-007	Telephone	\$3,000.00	\$285.49
NOV-25		11-13-25	Telephone - RESCUE #2	11-30-25	\$3.97	\$3.97	01-03-150-007	Telephone	\$3,000.00	\$285.49
NOV-25		11-13-25	Telephone - IPAD	11-30-25	\$3.97	\$3.97	01-03-150-007	Telephone	\$3,000.00	\$285.49
NOV-25		11-13-25	Telephone - TURBO #2	11-30-25	\$11.61	\$11.61	01-03-150-007	Telephone	\$3,000.00	\$285.49
NOV-25		11-13-25	Telephone - CHIEF	11-30-25	\$10.94	\$10.94	01-03-150-007	Telephone	\$3,000.00	\$285.49
						\$41.68				
385	Constable Towing & Recovery, P.O. BOX 236, NOBEL, ON, P0G 1G0	10-21-25	2022 Dodge Ram - ANNUAL INPECTION FOR SQUAD S514	11-30-25	\$1,331.53	\$1,331.53	01-03-153-202	2022 Dodge Ram	\$3,250.00	\$3,026.84
MCK1022										
MCK1021	11-16-25	T1-2019 INT.TRUCK#709568 - ANNUAL INPECTION FOR TANKER T512	11-30-25	\$1,957.17	\$1,957.17	01-03-153-206	T1-2019	\$3,500.00	\$2,010.58	
						\$3,288.70				
2559	EXPRESS IMPRESSIONS INC., 2 BRAM COURT, UNIT 2, BRAMPTON, ON, L6W 3R6	10-22-25	Miscellaneous - PINT GLASSES WITH FIRE DEPT LOGO & GIFT BOXES	11-30-25	\$1,135.35	\$1,135.35	01-03-150-024	Miscellaneous	\$3,500.00	\$879.95
38104										
						\$1,135.35				
2609	THE CHAPLAIN'S PLATOON, 849 SOUTH WASEOSA LAKE RD, HUNTSVILLE, ON, P1H 2N5	11-13-25	Donation/Honourarium - ANNUAL AGREEMENT FOR CHAPLAINCY SUPPORT NOV 1/25 - OCT 31/26	11-30-25	\$300.00	\$300.00	01-03-150-050	Donation/Honourarium	\$500.00	\$300.00
0014										
						\$300.00				
						\$300.00				

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
Total Fire Protection Services						\$4,765.73				
<u>Building Department</u>										
36 NOV-25	Bell Mobility Inc., P.O. Box 5102, Burlington, ON, L7R 4R7									
	11-13-25 Telephone - CBO	11-30-25	\$16.03	\$16.03	01-04-170-007	Telephone		\$600.00	\$156.46	
						\$16.03				
217 908775	Parry Sound Fuels, 114 Bowes Street, Parry Sound, ON, P2A 2L7									
	11-19-25 Vehicle Fuel - Gas - REGULAR GAS - CBO	11-30-25	\$45.27	\$45.27	01-04-170-141	Vehicle Fuel - Gas		\$1,200.00	\$635.11	
						\$45.27				
Total Building Department						\$61.30				
<u>Protection to Persons and Property</u>										
36 NOV-25	Bell Mobility Inc., P.O. Box 5102, Burlington, ON, L7R 4R7									
	11-13-25 Miscellaneous - BY-LAW	11-30-25	\$11.35	\$11.35	01-05-190-024	Miscellaneous		\$1,500.00	(\$252.37)	
						\$11.35				
Total Protection to Persons and Property						\$11.35				
<u>Transportation</u>										
35 01P251040	B&I Truck Parts Inc., 480 Dunlop Street West, Barrie, ON, L4N 9W5									
	11-17-25 Maintenance Costs/Parts - REPAIRS FOR FREIGHTLINER #20	11-30-25	\$325.24	\$325.24	01-06-233-143	Maintenance		\$13,000.00	\$704.65	
						\$325.24				
36 NOV-25	Bell Mobility Inc., P.O. Box 5102, Burlington, ON, L7R 4R7									
	11-13-25 Telephone - ROADS	11-30-25	\$12.98	\$12.98	01-06-200-007	Telephone		\$1,400.00	\$569.98	
						\$12.98				
81 91154	Fowler Construction Company, 1206 Rosewarne Drive, P.O. Box 630, Bracebridge, ON, P1L 1T9									
	10-31-25 Materials & Supplies - WASHED GRANITE SCREENINGS	11-30-25	\$83,715.30	\$83,715.30	01-06-225-145	Materials & Supplies		\$100,000.00	\$92,142.17	
						\$83,715.30				
109 189253	Home Hardware, 31 Joseph Street, Parry Sound, ON, P2A 2G3									
	11-07-25 Capital - Buildings - PAINT FOR SHOP UPGRADE	11-30-25	\$86.49	\$86.49	01-06-210-401	Capital - Buildings		\$14,000.00	\$13,796.49	
						\$86.49				

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
218	Parry Sound Auto Parts, 74 Parry Sound Drive, Parry Sound, ON, P2A 0B8									
1-3096997		11-12-25	HST non recoverable	11-30-25	\$1.14	\$1.14	01-06-210-145	Materials & Supplies	\$2,500.00	\$711.19
1-3096997		11-12-25	Workshop Supplies - HEAT GUN & RAZORS	11-30-25	\$64.85	\$64.85	01-06-210-148	Workshop Supplies	\$3,000.00	\$417.01
1-3097807		11-18-25	Materials & Supplies - PARTS FOR SANDER	11-30-25	\$370.53	\$370.53	01-06-225-145	Materials & Supplies	\$100,000.00	\$92,142.17
1-3097619		11-17-25	Maintenance Costs/Parts - REPAIRS FOR FREIGHTLINER # 24	11-30-25	\$7.07	\$7.07	01-06-251-143	Maintenance	\$5,000.00	(\$1,801.41)
						\$443.59				
239	Rona Building Centre, 115 Bowes Street, Parry Sound, ON, P2A 2L8									
238485/		11-10-25	Maintenance Costs/Parts - REPAIRED SIDE BOARDS ON FREIGHTLINER #19	11-30-25	\$30.21	\$30.21	01-06-237-143	Maintenance	\$17,000.00	(\$3,751.47)
						\$30.21				
336	Wurth Canada Limited, 345 HANLON CREEK BLVD., GUELPH, ON, N1C 0A1									
26651729		11-18-25	Materials & Supplies - RATCHET STRAPS & RATCHET LOAD BINDER	11-30-25	\$541.15	\$541.15	01-06-225-145	Materials & Supplies	\$100,000.00	\$92,142.17
						\$541.15				
362	Budget Propane & Oil, 1011 Beiers Rd, RR 1, Gravenhurst, ON, P1P 1R1									
1534005		11-08-25	Furnace Oil - PROPANE HEATING FOR GARAGE	11-30-25	\$1,004.24	\$1,004.24	01-06-210-031	Furnace Oil	\$15,000.00	\$6,209.24
						\$1,004.24				
385	Constable Towing & Recovery, P.O. BOX 236, NOBEL, ON, P0G 1G0									
MCK1023		11-17-25	Maintenance Costs/Parts - ANNUAL INSPECTION FOR FREIGHTLINER #24	11-30-25	\$2,371.01	\$2,371.01	01-06-251-143	Maintenance	\$5,000.00	(\$1,801.41)
						\$2,371.01				
455	ABC Overhead Garage Doors, 105 LINDGREN ROAD WEST, HUNTSVILLE, ON, P1H 1Y2									
27066		11-06-25	Maintenance Repairs - REPAIRS FOR GARAGE DOOR - PUBLIC WORKS	11-30-25	\$204.65	\$204.65	01-06-210-113	Maintenance Repairs	\$15,000.00	\$12,511.15
						\$204.65				
632	TULLOCH GEOMATICS INC., 200 MAIN ST, P.O. BOX 579, THESSALON, ON, P0R 1L0									
2030683		09-15-25	Consultant Services - HARDIES RD ASSESSMENT & REMEDIATION DESIGN - AUGUST 50%	11-30-25	\$2,852.85	\$2,852.85	01-06-200-021	Consultant Services	\$12,000.00	\$12,000.00
2031707		11-17-25	Consultant Services - HARDIES RD ASSESSMENT & REMEDIATION DESIGN - AUGUST 100%	11-30-25	\$4,777.63	\$4,777.63	01-06-200-021	Consultant Services	\$12,000.00	\$12,000.00
						\$7,630.48				

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
1520	HV DUTY SUPPLY, 5 WATER STREET, PARRY SOUND, ON, P2A 3A3									
1212		11-18-25	Maintenance Costs/Parts - PIGTAIL WIRE FOR FREIGHTLINER # 24	11-30-25	\$5.13	\$5.13	01-06-251-143	Maintenance	\$5,000.00	(\$1,801.41)
						\$5.13				
1525	CRAIG'S WELDING AND FABRICATION, 109 GRINDSTONE ROAD, SUNDRIDGE, ON, P0A 1Z0									
2482		11-09-25	Equipment & Repairs - FABRICATED 2 STORAGE RACKS FOR GARAGE	11-30-25	\$3,939.07	\$3,939.07	01-06-210-114	Equipment & Repairs	\$5,500.00	\$2,914.76
						\$3,939.07				
Total Transportation						\$100,309.54				
<u>Environmental Services</u>										
284	Weeks Construction Inc., PO Box 397, Parry Sound, ON, P2A 2X4									
108234		11-17-25	Maintenance Costs/Parts - MONTHLY TOILET RENTAL OCT 17- NOV 13 - TRANSFER STATION	11-30-25	\$190.29	\$190.29	01-08-300-143	Maintenance	\$8,400.00	(\$403.95)
						\$190.29				
Total Environmental Services						\$190.29				
<u>Parks and Recreation Facilities</u>										
1284	DINAH RYELAND-BROWN, RECREATION COMMITTEE, , ,									
NOV-25		11-18-25	Recreation Programs - REIMBURSEMENT: KIDS CHRISTMAS PARTY SANTA & ELF COSTUMES - REC COMM	11-30-25	\$137.78	\$137.78	01-11-360-129	Recreation Programs	\$7,900.00	\$5,579.21
						\$137.78				
Total Parks and Recreation Facilities						\$137.78				
<u>Community Centre</u>										
21	ACE Equipment Rentals, PO Box 324, Parry Sound, ON, P2A 2X4									
36709		10-06-25	Grounds Maintenance - RENTAL FOR POWER WASHER	11-30-25	\$71.23	\$71.23	01-12-370-116	Grounds Maintenance	\$3,000.00	\$2,629.18
						\$71.23				
Total Community Centre						\$71.23				

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
<u>Planning and Development</u>										
632	TULLOCH GEOMATICS INC., 200 MAIN ST, P.O. BOX 579, THESSALON, ON, P0R 1L0									
1021210		11-17-25	Planning Consultant Services - DOCKSIDE DR SURVEYING 100%	11-30-25	\$1,506.05	\$1,506.05	01-14-400-021	Planning Consultant	\$50,000.00	\$30,119.67
						\$1,506.05				
818	AQUA GRAPHICS, 2 BOWES STREET, UNIT 3, PARRY SOUND, ON, P2A 2K6									
2025-9907		11-05-25	Lake Stewardship Committee/ ICECAP - BROCHURES LSEC INSECTICIDE FOGGING FOR INTERIM TAX BILL 2026	11-30-25	\$1,104.10	\$1,104.10	01-14-411-030	Lake Stewardship	\$5,300.00	\$2,516.86
						\$1,104.10				
Total Planning and Development						\$2,610.15				
Total Bills To Pay:						\$110,157.37				

Page 19 of 23

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
252	Telequip Systems Limited, 141 Welham Rd Unit 5, Barrie, ON, L4N 8Y3									
TELEQIN135746		11-21-25	Radio System Maintenance - RADIO SYSTEM UPGRADES	11-30-25	\$3,070.61	\$3,070.61	01-03-150-106	Radio System	\$25,000.00	\$8,378.25
						\$3,070.61				
Total Fire Protection Services						\$4,354.12				
<u>Protection to Persons and Property</u>										
1392	CHRIS KASULKE,									
202510		11-24-25	Bylaw Enforcement Annual Levy - OCTOBER 2025 BY-LAW ENFORCEMENT	11-30-25	\$1,806.91	\$1,806.91	01-05-182-030	Bylaw Enforcement	\$40,000.00	\$28,751.62
202510		11-24-25	Mileage	11-30-25	\$38.90	\$38.90	01-05-190-006	Mileage	\$3,000.00	\$2,714.11
						\$1,845.81				
Total Protection to Persons and Property						\$1,845.81				
<u>Transportation</u>										
23	Bell Canada, P.O. Box 9000, Stn.: Don Mills, North York, ON, M3C 2X7									
NOV-25		11-16-25	Telephone - GARAGE	11-30-25	\$48.47	\$48.47	01-06-200-007	Telephone	\$1,400.00	\$557.00
						\$48.47				
109	Home Hardware, 31 Joseph Street, Parry Sound, ON, P2A 2G3									
189455		11-25-25	Materials & Supplies - CLEANING SUPPLIES	11-30-25	\$122.34	\$122.34	01-06-210-145	Materials & Supplies	\$2,500.00	\$710.05
						\$122.34				
217	Parry Sound Fuels, 114 Bowes Street, Parry Sound, ON, P2A 2L7									
909236		11-25-25	Fuel - Gas - REGULAR GAS	11-30-25	\$1,259.94	\$1,259.94	01-06-228-141	Fuel - Gas	\$1,000.00	(\$5,824.41)
909234		11-25-25	Fuel - Diesel - DYED LOW SULPHUR	11-30-25	\$650.79	\$650.79	01-06-228-142	Fuel - Diesel	\$65,000.00	\$22,532.61
909235		11-25-25	Fuel - Diesel - ULTRA LOW SULPHUR	11-30-25	\$2,174.00	\$2,174.00	01-06-228-142	Fuel - Diesel	\$65,000.00	\$22,532.61
						\$4,084.73				
218	Parry Sound Auto Parts, 74 Parry Sound Drive, Parry Sound, ON, P2A 0B8									
1-3098699		11-25-25	Maintenance Costs/Parts - HYDROLIC HOSE REPAIR FOR NEW HOLLAND TRAILER	11-30-25	\$77.49	\$77.49	01-06-240-143	Maintenance	\$5,000.00	\$3,249.22
						\$77.49				

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
385	Constable Towing & Recovery, P.O. BOX 236, NOBEL, ON, P0G 1G0									
MCK1024		11-20-25	Maintenance Costs/Parts - REPAIRS FOR FREIGHTLINER #20	11-30-25	\$1,281.15	\$1,281.15	01-06-233-143	Maintenance	\$13,000.00	\$379.41
						\$1,281.15				
455	ABC Overhead Garage Doors, 105 LINDGREN ROAD WEST, HUNTSVILLE, ON, P1H 1Y2									
27127		11-27-25	Capital - Buildings - REPAIRS FOR GARAGE DOORS & NEW REMOTES	11-30-25	\$1,547.63	\$1,547.63	01-06-210-401	Capital - Buildings	\$14,000.00	\$13,710.00
						\$1,547.63				
820	FREIGHTLINER NORTH BAY, 40 COMMERCE CRESCENT, NORTH BAY, ON, P1A 0B4									
17451RN		11-27-25	Motor Oil/Grease - REPLACED OIL	11-30-25	\$410.62	\$410.62	01-06-228-140	Motor Oil/Grease	\$3,600.00	(\$673.28)
17451RN		11-27-25	Filters - REPLACED FILTERS	11-30-25	\$498.27	\$498.27	01-06-228-143	Filters	\$4,000.00	\$87.37
17258RN		11-26-25	Maintenance Costs/Parts - ELECTRICAL, BRAKE & GLAD HAND REPAIRS FOR FRIEGHTLINER # 20	11-30-25	\$6,333.34	\$6,333.34	01-06-233-143	Maintenance	\$13,000.00	\$379.41
16807IN		11-26-25	Maintenance Costs/Parts - REPAIRS FOR FREIGHTLINER #24	11-30-25	\$92.94	\$92.94	01-06-251-143	Maintenance	\$5,000.00	(\$4,184.62)
17451RN		11-27-25	Maintenance Costs/Parts - BRAKELINE CLEANING	11-30-25	\$29.83	\$29.83	01-06-251-143	Maintenance	\$5,000.00	(\$4,184.62)
						\$7,365.00				
893	GROENEVELD LUBRICATION SERVICES, PO BOX 8916, STATION A, TORONTO, ON, M5W 2C5									
0510332132		11-27-25	Maintenance Costs/Parts - CAT BACKHOE REPAIRS	11-30-25	\$3,638.87	\$3,638.87	01-06-243-143	Maintenance	\$25,000.00	\$5,917.03
						\$3,638.87				
2556	Borgford Equipment Services Inc., 300 NOVA BEAUCAGE, NORTH BAY, ON, P1B 8G5									
2287		11-24-25	Workshop Supplies - GREASE FILLER PUMP & PAIL	11-30-25	\$443.39	\$443.39	01-06-210-148	Workshop Supplies	\$3,000.00	\$352.16
2264		11-24-25	Filters - AIR, OIL, FUEL, & CABIN FILTERS	11-30-25	\$571.89	\$571.89	01-06-228-143	Filters	\$4,000.00	\$87.37
2265		11-24-25	Filters - HYD, FUEL, OIL, & FUEL FILTERS	11-30-25	\$598.16	\$598.16	01-06-228-143	Filters	\$4,000.00	\$87.37
2266		11-24-25	Filters - OIL, FUEL, AIR, & CABIN FILTERS	11-30-25	\$2,805.74	\$2,805.74	01-06-228-143	Filters	\$4,000.00	\$87.37
2267		11-24-25	Filters - AIR, CABIN, OIL, & FUEL FILTERS	11-30-25	\$436.02	\$436.02	01-06-228-143	Filters	\$4,000.00	\$87.37
						\$4,855.20				
Total Transportation						\$23,020.88				

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
<u>Environmental Services</u>										
23	Bell Canada, P.O. Box 9000, Stn.: Don Mills, North York, ON, M3C 2X7									
NOV-25	11-16-25 Telephone - TRANSFER STATION	11-30-25			\$48.47	\$48.47	01-08-300-007	Telephone	\$600.00	\$70.60
						\$48.47				
257	Town of Parry Sound, 52 Seguin Street, Parry Sound, ON, P2A 1B4									
IVC000000000239	11-21-25 Household Hazardous Waste - HAZARDOUS WASTE REMOVAL APR - SEPT 2025	11-30-25			\$9,064.40	\$9,064.40	01-08-300-120	Household Hazardous	\$15,000.00	\$13,891.08
						\$9,064.40				
Total Environmental Services						\$9,112.87				
<u>Health Services</u>										
257	Town of Parry Sound, 52 Seguin Street, Parry Sound, ON, P2A 1B4									
NOV2025	11-17-25 EMS Ambulance Annual Levy - LAND AMBULANCE - NOVEMBER 2025	11-30-25			\$20,659.66	\$20,659.66	01-09-320-030	EMS Ambulance Annual	\$247,915.93	\$41,319.33
						\$20,659.66				
Total Health Services						\$20,659.66				
<u>Parks and Recreation Facilities</u>										
1284	DINAH RYELAND-BROWN, RECREATION COMMITTEE, , ,									
NOV-25-1	11-25-25 Recreation Programs - REIMBURSEMENT: ELF COSTUME FOR KIDS CHRISTMAS PARTY - REC COMM	11-30-25			\$40.70	\$40.70	01-11-360-129	Recreation Programs	\$7,900.00	\$5,441.43
						\$40.70				
1404	JUDY RYELAND, ,									
NOV-25-1	11-25-25 Recreation Programs - REIMBURSEMENT: TOYS FOR KIDS - KIDS CHIRSTMAS PARTY - REC COMM	11-30-25			\$251.64	\$251.64	01-11-360-129	Recreation Programs	\$7,900.00	\$5,441.43
NOV-25-2	11-25-25 Recreation Programs - REIMBURSEMENT: CRAFT SUPPLIES- KIDS CHIRSTMAS PARTY - REC COMM	11-30-25			\$20.60	\$20.60	01-11-360-129	Recreation Programs	\$7,900.00	\$5,441.43
						\$272.24				

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
1405	TERRY LACEY,									
NOV-25-1	11-25-25	Materials & Supplies - REIMBURSEMENT: EXTENSION CORDS, POWER BARS - REC COMM	11-30-25	\$179.58	\$179.58	01-11-360-145	Materials & Supplies	\$3,000.00	\$1,441.77	
NOV-25-1	11-25-25	Materials & Supplies - REIMBURSEMENT: JUICE	11-30-25	\$14.80	\$14.80	01-11-361-145	Materials & Supplies	\$1,000.00	\$218.96	
						\$194.38				
2566	KATHY DEGUARA,									
NOV-25	11-25-25	Recreation Programs - REIMBURSEMENT: TOYS FOR KIDS - KIDS CHIRSTMAS PARTY - REC COMM	11-30-25	\$562.67	\$562.67	01-11-360-129	Recreation Programs	\$7,900.00	\$5,441.43	
						\$562.67				
Total Parks and Recreation Facilities						\$1,069.99				
<u>Community Centre</u>										
23	Bell Canada, P.O. Box 9000, Stn.: Don Mills, North York, ON, M3C 2X7									
NOV-25	11-16-25	Telephone - COMM HALL	11-30-25	\$68.76	\$68.76	01-12-370-007	Telephone	\$1,200.00	\$312.10	
						\$68.76				
197	Near North Laboratories Inc, 11-191 Booth RD, North Bay, ON, P1A 4K3									
112563	11-18-25	Water Testing - WATER TESTING & COURIER FEES	11-30-25	\$47.99	\$47.99	01-12-370-257	Water Testing	\$2,000.00	\$269.96	
						\$47.99				
Total Community Centre						\$116.75				
Total Bills To Pay:						\$63,671.01				



Township of McKellar Staff Report

Prepared for: Mayor & Council

Department: Fire Department

Agenda Date: December 16, 2025

Report No: FD-2025-12

Subject: Month End Status Updates for October and November 2025

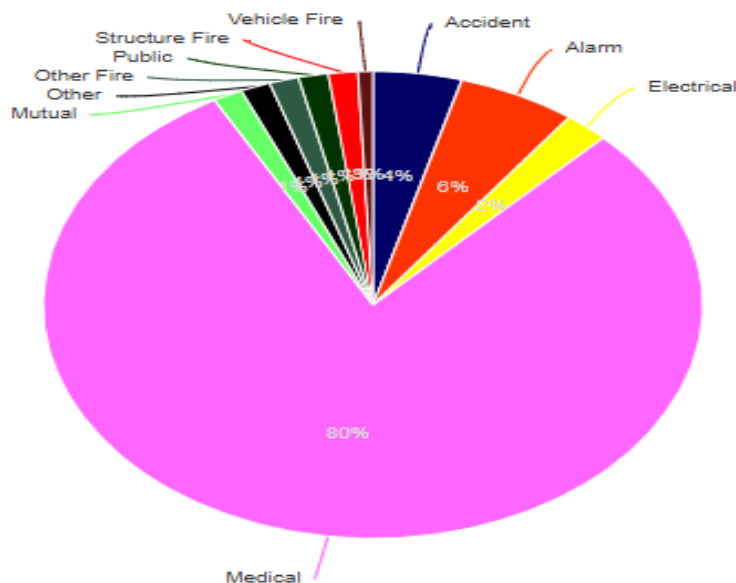
For the month's of October and November 2025, the Township of McKellar Fire Department responded to a total of 18 calls consisting of:

- 13 Medical calls
- 5 Fire calls
- 1 Assistance calls (mutual/automatic/ or inter agency aid)

This continues the trend that McKellar Fire is setting a new benchmark for its busiest year on record.

2025 So far as of December 1 – 135 calls. Surpassing the 129 call busiest year on record. This is inevitably going to impact segments of our budget due to the increase in wear and tear on equipment and vehicles, as well as our responders. (We are at 138 calls as at the date of this report.)

Summary of Incidents



Total Incidents: 138

There are several reasons for the increase we have seen in our call volume, some of which were laid out in our community risk assessment, such as aging population and increase in population. However, we are also seeing an increase in calls associated with drug/alcohol use, and violence.

Apparatus and Equipment:

Apparatus were stable during the months of October/November, with regular yearly certifications being completed, and equipment changeover to accommodate winter responses. We encountered a few small issues associated with our trucks, the majority of which we have been able to address in house. On a few occasions a mechanic has been brought in to deal with things.

Personnel and Training:

Staffing levels have been mostly stable during the fall. We have seen the departure of 3 of our responders. A recruitment is being run currently with 2 qualified candidates hired so far to try and fill the gap which will be left by the loss of some great people. With the constantly increasing call volume, it would be advisable for us to not get into a position where we start finding ourselves short on our roster, a common issue from years past.

Personnel have completed our HazMat awareness training, in preparation for our HazMat Operations level classes which will begin later this winter and is an integral part of our certification.

Recruit class starts in January and 4 of our current and new responders will be taking part in it in combination with recruits from Parry Sound and McDougall.

Public Relations:

McKellar attended several events this fall including 2 McKellar Markets, where we were able to distribute lots of goodies and good information to the public about fire safety. Particularly concentrating this year on forming an escape plan for your cottage. Identifying that young children have the tendency to hide under beds and in closets in the event of a fire, this is unfortunately where most victims that age are found. Children need to be as comfortable at the cottage as they hopefully are at home knowing that they are to meet mom and dad at a specific place outside rather than look for them. This unfortunately, through talking with so many people, gets neglected when they come north for vacation.

McKellar Firefighters also attended Halloween events and the Christmas market.

We are extremely proud to announce that a McKellar Firefighter has been chosen as this year's Brian Leduc Award winner.

This award represents the true meaning of being involved in the fire service by demonstrating professionalism, responsibility, leadership, and respect. The recipient embodies the virtues and values that Chief Brian Leduc carried throughout his career.

Jeff Castronaro was chosen amongst a group of nominees from departments within our Mutual Aid group, as the person who best represented the values of the awards namesake. An award with Jeff's name on it will be available to display in our Township office hallway, and he will receive a smaller version to keep for himself.

Buildings and other assets:

The OFM cancer grant funding project has been completed for 2024/25. Crews out of stn 520 now have the ability to decontaminate gear without the need to excessively transport it.

The 2025/26 cancer grant application has been submitted and we are hoping that the \$32,000 of which we applied for comes through to help soften the expense of the SCBA purchase which we are forced to make in the beginning of 2026. The RFP has been submitted and the closing of it happens on December 12, 2025. The results and recommendations of the RFP will be presented during the December 16, 2025 council meeting.

Digital Radio Upgrade. McKellar has completed its upgrade from the aged analogue system of communications we had to a new digital platform. This platform, especially once the new tower is in place and functional, will provide us with the clearest, most concise communication we have ever enjoyed. This platform increases crew safety as dispatch can now identify which radio a transmission is coming from, even without the need for voice, so in the event that a responder is in trouble, identifying the individual is easy. The installation of the final components of a battery backup for the repeater, and the radio unit in the chief's office which records all radio transmissions which occur on the McKellar Fire channel (for legal purposes) was completed in early November.

Radio Tower completion has unfortunately been delayed due to the delay in receiving one last part for the tower. The Tower project however should be completed with the installation of that part in the second week of December. Unfortunately, Spectrum has withdrawn their support of the tower project. What will happen to spectrum remains unknown at this time, they are aware that they have a deadline of May 1, 2026 to remove their equipment from the Balsam Rd tower as it is being decommissioned by Maxtower as the final part of their contract.

The Emergency Preparedness Grant of \$50,000 has been applied for with the intention of providing uninterrupted backup power to both Firehalls and the Roads building.

Capital and Operating budget work has begun as well as operational planning based on our department needs, service goals, and achieving the necessary certifications by the provincially mandated deadlines.

Respectfully submitted by:

[Original Signed]

Robert Morrison, CEMC/Fire Chief

Reviewed by:

[Original Signed]

Karlee Britton, Clerk/Administrator

Attachments: None.

2025 IN RETROSPECT

As 2025 draws to a close, Council wishes to highlight some of the happenings throughout the busy and productive year that may be of interest to residents of the Township of McKellar.

The day-to-day workings of the Township, under the guidance of well-trained staff, are not necessarily highlighted in this year-end report, but the employees' professional approach and dedication help to ensure that all runs smoothly and that residents' concerns are dealt with in a timely and satisfactory manner. In particular, the public works department should be recognized for the excellent care they take when keeping the Township's roads plowed and sanded during the winter months.

Thanks are extended also to the numerous volunteers who work so tirelessly to ensure that many activities throughout the Township are enjoyed year-round by residents and visitors alike. Co-operation among Council, staff and the many committee members and members of varying organizations (e.g. Historical, Recreation, Library, Broadbent Snow Bugs, Whitestone-McKellar Lions Club, Dunchurch/Magnetawan Branch 394 Legion; Lake Stewardship and Environmental Committee [LSEC], Manitouwabing Lake Community Association [MLCA], McKellar Market, Salvation Army, West Parry Sound District Museum, Hurdville Community Club) helps to ensure that the Township of McKellar is a willing partner in area-wide initiatives.

HUMAN RESOURCES

- The office welcomed a new employee in 2025 with the hiring of a full-time Administrative Assistant to complement the Clerk/Administrator, Deputy Clerk, Treasurer, Chief Building Official and custodian
- Temporary hire of summer students to rotationally assist at Transfer Station plus other Public Works projects
- Internal staffing reallocation to cover an extended leave of absence at the Transfer Station
- By-law Enforcement Officer contracted and trained and in first full-year of service
- Contract with an engineering firm to act as project manager for major road and other related public works projects with extension into 2026
- Some replacement members on various committees and Fire Department because of vacancies for any number of reasons
- Staff training covered for upgrades (e.g. By-law Enforcement; AMCTO courses for Office staff; Good Roads; Fire training)
- Deputations from various individuals, committees, organizations and contracted professionals (e.g. LSEC; Bridge inspections [delayed deputation, but promised]; Intact Insurance; MLCA; Library; Municipal Property Assessment Corp. [MPAC]; Belvedere Heights Board of Management)

INFRASTRUCTURE PURCHASES

- Public Works Dept. – (i) upgrades to facilities; (ii) catch-up on vehicle maintenance and supply purchases; (iii) purchase of new 5500 4-wheel drive truck with dump box; (iv) sale of one backhoe with approval to purchase a new backhoe and a new riding lawnmower
- Fire Dept. – (i) upgrades to facilities; (ii) erection of new telecommunications tower and purchase of mini-pumper in addition to installation of dry-hydrants; (iii) Self Contained Breathing Apparatus [SCBA] purchases slated for 2026
- Office – I.T. upgrades
- Building Dept. – purchase of new SUV
- Recreation Committee – grant application for budgeted playground equipment in five different park areas (Community Centre, Minerva Park, Stewart Park, Maplewood Park, Broadbent Park)

INFRASTRUCTURE REPAIR/UPGRADING

- Ongoing exterior improvement & structural repair to St. Stephen's Church, including painting of roof and purchasing of land for expanded parking area – preparation for future community hub (assisted by NOHFC grant) – grand opening(s) occurred in 2025
- Ongoing improvements planned for Community Centre, including new floor and replacement of roof area over the library and council chambers
- Ballfield beside rink complex officially opened after purchase of extra land in left field area – MTO approved entrance prepared by Public Works Department
- Installed new LED lighting in rink complex, partially funded through a green energy rebate program.
- Ongoing micro-sealing of two municipally owned year-round roads – Balsam Road [1.8 km] and Manitou Drive [2.6 km]
- Deerfield Rd. & Bay Dr. Subdivision – landowner representatives have halted discussions re upgrades required for municipal assumption of roads based on engineered drawings and Township Road Policy – not included in municipal budget for 2026
- F.R. 152 (Stoney Road); F.R. 152A (Dockside Drive); F.R. 152B (Bruce Trail) - landowner representatives have halted discussions re upgrades required for municipal assumption of roads based on engineered drawings and Township Road Policy – not included in 2026 municipal budget
- Moffat Road - landowner representatives have halted discussions re upgrades required for municipal assumption of roads based on engineered drawings and Township Road Policy – not included in 2026 municipal budget
- 4 km section of Hurdville Road reconstructed plus asphalt surface as Phase 1 of ongoing project
- 3 km remaining section of Hurdville road to be reconstructed with asphalt surface as Phase 2 of ongoing project slated for 2026, under supervision of engineer with engineered drawings
- Hardies Road slated for resurfacing to Lyndsey Lane in 2026
- 2 large culverts on Broadbent Road replaced by Public Works Department
- Hurdville Bridge rail replacement after accident and insurance claim
- Community Safety Zone established in the village of McKellar along a section of Hwy. 124 with thanks extended to a local resident and MTO
- With paucity of upper-level government grants, debentures have appeared as budget items to pay for infrastructure repairs and replacements financed over a longer pay back period
- Increased insurance for all bridges for full assessed value replacement
- Contract for road painting lines in various locations
- Monument repair in 'active' cemeteries (Lakeview, St. Stephen's, Hurdville) from perpetual care fund slated for early 2026
- Distribution of Transfer Station cards

GOVERNANCE

- By-laws amended/replaced by new – ongoing review of all Township by-laws – in particular, Cemetery By-law; Public Notice Policy; Fees and Charges By-law; Procurement By-law; Human Resources Policy; Accessibility Plan; Building related Fees; Fire Department By-law
- Asset Management Plan updated/created by Treasurer with assistance of outside contract. This will be another useful tool for budgeting purposes – 'fluid' document with regular updates
- Alternative voting method to be used once again, for 2026 municipal election – internet and telephone only
- Contract to recover tax arrears owing on particular properties
- Reports from various departments summarizing 2024 activities

- Successful completion of a Ministry of Seniors and Accessibility AODA desk audit, including compliance in staff and Council training, accessible formats, outdoor public eating areas, off-street parking, and customer service counters.

PLANNING

- Approval of planner (2024) to prepare Official Plan Amendment #9 and Zoning By-law to include such items as second dwellings; road allowances leading to waterbodies; permitted uses and accessory buildings regulations; and pre-consultation procedures – 2 public meetings were held in 2024 to entertain residents' concerns and now awaiting response from MMAH (one window approach). **The MMAH had 120 days to review and provide a decision on the Township's adopted Official Plan. However, they have had 282 working days and have yet to provide a decision.** Council's objective of implementing OPA 9 and an updated ZBL may not be realized during this term of Council through no fault of its own. Negotiations with MMAH are ongoing re request for Township responsibility for local Official Plan amendments.
- Consent agreement with the Ridge at Manitou golf course re the new Right of Way through the golf course to the residences beyond
- A number of Zoning By-law amendments were received and processed.
- Continued membership with the Parry Sound Area Planning Board
- Proposed sale of some Township owned properties with proceeds to be used for infrastructure improvement/replacement – contract with real estate company
- Planner available for more complex applications to provide research and report

AREA WIDE INITIATIVES

- West Parry Sound Recreation and Cultural Centre – commitment of approximately \$1,000,000 by majority of former Council – new site purchased – work in progress on site, but Township has limited its future contributions and commitments – opening slated for spring/summer 2026
- Belvedere Heights Home for the Aged – return of earlier payment to be used for engineering and architectural studies and ongoing discussions with Board of Management re the building of 22 new private rooms on the first floor and suggested debenture procedure for 2026
- Member of newly formed West Parry Sound O.P.P. Detachment Board – replaces former Community Policing Advisory Committee [CPAC]
- Contribution to Community Business and Development Centre [CBDC]
- Support for keeping McDougall school open; support for provincial review of Near North District School Board [NNDSB], in particular governance and new K-12 school build issues
- Scholarships for graduating Parry Sound High School students from the Township
- Agreement with Dun-Ahmic Snowmobile Club for use of Township property for routes
- Remain with North Bay Mattawa Conservation Authority for septic approvals
- Support for non-use of glyphosate-based herbicides in Ontario
- Support for Canadian Union of Postal Workers [CUPW] and maintaining rural post offices

2026 promises to be another interesting year with many projects slated for development. Although there was a preliminary public meeting at the end of November to discuss the proposed capital budget for 2026, budget discussions, including both capital and operating, will begin in January, 2026, using the newly approved Asset Management Plan, requests from various organizations and department heads and the 5-year capital forecast and the 5-year construction forecast, submitted earlier in 2024 by the Treasurer and the Public Works Department, respectively.

Members of Council, as your elected representatives, staff and volunteers have worked well together throughout 2025 and are always responsive to concerns that may be raised by residents of the Township. Using the philosophical approach that 'less is more,' the local government regularly receives feedback that, although much has been achieved, forever moving forward in a positive and quiet manner is a commendable and noteworthy goal.

Council of the Corporation of the Township of McKellar

Karlee Britton

From: FONOM Office/ Bureau de FONOM <fonom.info@gmail.com>
Sent: November 28, 2025 11:49 AM
Subject: Support Requested: Nation-Building Improvements to Highways 11/17 (2+1 & Four-Lane Options)

Good afternoon Please share with your Council and Senior Staff

I hope this message finds you well.

FONOM is reaching out to request your Council's support for the attached resolution calling for a coordinated, nation-building approach to modernizing Highways 11 and 17 through a phased 2+1 highway program, while also recognizing that full four-laning remains the ultimate long-term solution should the federal and provincial governments choose to pursue that option. As many of you will remember, several member municipalities have previously endorsed similar resolutions, and we want to sincerely thank you for your leadership and early advocacy on this important file.

With the Government of Ontario now moving forward with a 2+1 pilot between North Bay and Temagami, and signalling interest in extending this approach north toward Cochrane, the timing is right to strengthen our collective voice. The resolution outlines the strong safety, environmental, and economic rationale for a scalable 2+1 program—one that can be converted to four lanes as traffic volumes grow, funding becomes available, or government direction changes.

Endorsing this resolution reinforces the message that communities across Northern and Eastern Ontario support an approach that delivers near-term safety and mobility improvements while keeping the door open to future four-laning where warranted.

We would greatly appreciate your Council's consideration of the resolution. If supported, we encourage you to share the adopted resolution with the federal and provincial offices listed, helping to ensure that both governments understand the importance of a modern, reliable Trans-Canada corridor.

If you have any questions or would like supplemental information, please do not hesitate to reach out. Thank you again for your ongoing commitment to strengthening the infrastructure, safety, and competitiveness of our region.

Whereas Canada's east-west trade and national mobility rely on the Trans-Canada Highway system, including Highways 17 and 11 across Northern and Eastern Ontario, which carry significant freight volumes but remain predominantly two-lane corridors; and

Whereas four-laning the entirety of Highway 17 is the ultimate goal of the communities along the corridor; and

Whereas the proven "2+1" highway design - alternating passing lanes with a continuous median barrier - delivers safety outcomes comparable to full twinning at substantially lower cost, land, and environmental impact, and can be scaled or converted to four lanes (2+2) as volumes grow; and

Whereas the Government of Ontario has announced a 2+1 pilot between North Bay and Temagami and a further extension toward Cochrane, creating a near-term implementation pathway; and

Whereas modernizing Highways 17 and 11 will improve safety, reduce closures, strengthen supply-chain reliability for mining, forestry, agriculture, tourism and manufacturing, and enhance national resilience and emergency response capacity; and

Whereas a phased 2+1 build - prioritizing Highway 11 (North Bay --+ Cochrane, then Cochrane --+ Nipigon) and key sections of Highway 17 (western border of County of Renfrew--+ Sudbury; Sault Ste. Marie--+ Sudbury; Thunder Bay--+ Kenora) - aligns with nation-building criteria, supports economic reconciliation with Indigenous partners, and enables integrated EV charging and low-carbon construction practices;

Whereas analysis summarized by the Federation of Northern Ontario Municipalities, (FONOM) demonstrates high freight demand on these routes and strong safety/economic rationale for a 2+1 program;

Therefore Be It Resolved That the Council of the _____ formally endorses the adoption and phased implementation of a 2+1 highway program on Highways 17 and 11 as a nation-building project; and

That the Government of Canada be urged to designate this initiative as a project of national interest under the Building Canada Act and to partner with Ontario to co-fund and accelerate planning, design, procurement, and construction; and

That the Government of Ontario be urged to expand the announced pilot to a corridor-wide program, sequencing works as follows (subject to readiness and safety benefit):

That the Government of Ontario prioritize these projects into the Ministry of Transportation's Major Projects Division; and

That both governments ensure early, ongoing, and capacity-supported engagement with affected Indigenous Nations, with opportunities for Indigenous training, contracting, and equity participation; and

That the program incorporate corridor-wide safety features (barrier-separated 2+1 cross-sections, controlled passing frequency, wildlife considerations), resilience measures (closure mitigation, climate adaptation), and clean-growth elements (EV charging readiness, recycled aggregates, lower-carbon materials); and

That this resolution be sent to the Prime Minister of Canada, the Premier of Ontario, the Minister of Transport (Canada), the Minister of Infrastructure (Canada), the Ontario Minister of Transportation, local MPs and MPPs, Federation of Northern Ontario Municipalities (FONOM), Northwestern Ontario Municipal Association

(NOMA), Association of Municipalities of Ontario (AMO), Federation of Canadian Municipalities (FCM), Rural Ontario Municipal Association (ROMA), Eastern Ontario Wardens' Caucus (EOWC) for support, and the County of Renfrew for information.

Happy to chat

Talk soon, Mac.

Mac Bain
Executive Director
The Federation of Northern Ontario Municipalities
665 Oak Street East, Unit 306
North Bay, ON, P1B 9E5
Ph. 705-498-9510

Helen Keller once said, ***“Alone we can do so little; together we can do so much”.***

West Parry Sound Recreation & Cultural Centre Joint Municipal Service Board

c/o Town of Parry Sound, 52 Seguin Street, Parry Sound, Ontario P2A 1B4
Tel: (705) 746-2101 ■ Fax: (705) 746-7461 ■ www.parrysound.ca

December 3, 2025

Dear West Parry Sound Recreation & Cultural Centre Municipal Partners

ATTN: CAO/Treasurer

Re: 2025 Pre-Opening Budget Contribution Request

Following the Municipal Services Board (MSB) entering into an agreement with the YMCA in September 2025 to operate the Tamarack North Centre the YMCA submitted their pre-opening budget. As the preopening budget represents the largest portion of the operating budget it wasn't possible to prepare and approve the budget earlier in the year.

The pre-opening budget will promote the centre and ensure staff are recruited, trained and ready for a smooth opening scheduled for May 2026.

In the Partnership Agreement, which was executed in 2021, the total annual municipal contribution is \$350,000 and indexed each following year. For 2025, the indexed amount of the municipal contribution is \$399,821, refer to the calculations below.

Operating Contribution Adjusted for CPI per Establishing Agreement

	CPI Ontario - Not seasonally adjusted -Oct to Oct	Operating Contribution
	2021 Agreement Contribution	\$350,000
2022	0.065	372,750
2023	0.033	385,051
2024	0.020	392,752
2025	0.018	399,821

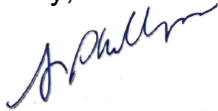
The municipal partner contributions being requested are listed below:

Municipal Partner	Percentage	2025 Contribution
Seguin	23.9%	\$95,557
McDougall	17.6%	70,368
Parry Sound	26.7%	106,752
Carling	10.5%	41,981
McKellar	8.5%	33,985
The Archipelago	<u>12.8%</u>	<u>51,177</u>
<u>Total</u>	<u>100%</u>	<u>\$399,820</u>

The funds are required to make payments, including to the YMCA and avoid line of credit interest costs. Accordingly, we respectfully request that the funds be made payable to the West Parry Sound Recreation and Cultural Centre and paid by electronic fund transfer no later than **Friday, December 19, 2025**. An invoice has been attached for your convenience.

If you have any questions or you require anything further, please do not hesitate to contact me.

Sincerely,



Stephanie Phillips, Board Treasurer
West Parry Sound Recreation and Cultural Centre

c.c. Dale Robinson, West Parry Sound Recreation and Cultural Centre Board Chair
c.c. Jamie McGarvey, West Parry Sound Recreation and Cultural Centre Board Vice Chair
c.c. Rebecca Johnson, West Parry Sound Recreation and Cultural Centre Board Clerk

Encl.

West Parry Sound Recreation and Cultural Centre

52 Seguin Street
Parry Sound ON P2A 1B4
sphillips@townofparrysound.com
GST/HST Registration No.: 77197 3708 RT0001



INVOICE

BILL TO
Township of McKellar
PO Box 69,
701 Highway 124
McKellar ON P0G 1C0

INVOICE 1137
DATE 04/12/2025
TERMS Net 30
DUE DATE 19/12/2025

DATE		DESCRIPTION	TAX	QTY	RATE	AMOUNT
	Municipal Contributions	2025 Pre-Opening Budget Contribution	Exempt	1	33,985.00	33,985.00
SUBTOTAL						33,985.00
TOTAL						33,985.00
BALANCE DUE						\$33,985.00



CORPORATION OF THE TOWNSHIP OF MCKELLAR

DATE: November 7, 2023

RESOLUTION No. 23- 705
AGENDA ITEM No. 23.2

Moved by: Debbie Zupak

Seconded by: [Signature]

WHEREAS the Corporation of the Township of McKellar ("McKellar") recognizes that a recreation and cultural centre is an important amenity for the economic and social well being of the residents of West Parry Sound, including the residents of McKellar;

AND WHEREAS McKellar has always attempted to be a willing participant and contributor in area-wide initiatives that are practical, responsible and especially affordable to its ratepayers;

AND WHEREAS McKellar entered into the 'West Parry Sound Recreation and Cultural Centre Joint Municipal Service Board ("Board") Agreement' ("Agreement") on September 10, 2021;

AND WHEREAS McKellar has since obtained legal advice regarding an interpretation of obligations contained within said Agreement;

AND WHEREAS the Board was provided delegated authority to act on behalf of the Corporation of the Township of McKellar to "provide for those matters which, in the opinion of the participating municipalities are necessary or desirable to facilitate the establishment and operation of the joint municipal service board";

AND WHEREAS the Agreement states in Clause No. 3 that "the capital costs for the design and construction of the Centre shall not exceed \$32 Million (the amount of Municipal and ICIP funding available at the time of signing this agreement)...";

AND WHEREAS McKellar was of the understanding that its capital contribution to the project would be collected over time as invoices were submitted during construction instead of the surprising demand of full payment at one time, necessitating the requirement of obtaining a loan in the amount of \$775,000 at an interest rate of 4.41% for a period of ten years, to be repaid in annual payments of \$96,678.54 which follows a ten-year amortization period and equal to approximately 2.5% of McKellar's current levy, to fund the capital cost of the pool complex;

AND WHEREAS the Agreement states in Clause No. 4 that "the Board is authorized to add capital improvements (i.e. new projects) to the Centre from time to time up to a limit of \$350,000 per budget year, as adjusted by the annual building construction price index (BCPI) for Ontario," the line item in McKellar's annual budget being approximately \$30,000;



CORPORATION OF THE TOWNSHIP OF MCKELLAR

AND WHEREAS the Agreement states in Clause No. 9 that “joint municipal contributions to fund the annual operating deficit shall be capped at \$350,000, annually, indexed to CPI,” and further that “any deficit larger than this amount, to be covered by municipal contributions, shall require approval of the Municipalities”, resulting in another line item in McKellar’s annual budget in the amount of approximately \$30,000;

AND WHEREAS the Agreement states in Clause No. 13 that “the Capital Budget shall project capital replacement and rehabilitation expenditures for the upcoming ten (10) year period which shall be determined by an asset management plan prepared within two (2) years of this Agreement coming into effect to address future capital requirements for the Centre over a ten (10) year period,” resulting in another line item in McKellar’s annual budget in the amount of approximately \$30,000;

AND WHEREAS an independent study conducted by BDO, dated June 15, 2023, concluded that the Board will “need to address a [projected] cash flow shortfall of \$740,000,” 8.5% of which McKellar is responsible;

AND WHEREAS the independent study conducted by BDO noted that “medium risk considerations include revenue assumptions, construction of a 6-lane pool and funding contributions”;

AND WHEREAS the Agreement states that “the Municipalities shall share the burden of the annual contributions to the operating budget and the capital budget (including contributions to the capital reserve as determined by the asset management plan) according to the following percentages:” with McKellar’s percentage listed as 8.5%;

AND WHEREAS the Agreement states in Clause No. 23 that “any term in this Agreement may be changed upon a two-thirds vote of the Municipalities, save and except where another municipality wishes to join the Board and enter into this Agreement, or where a municipality wishes to withdraw from the Board and this Agreement, or where the funding formula is to be changed, in which case all Municipalities to this Agreement must give their consent”;

AND WHEREAS the Project has dramatically changed in scope, with little attempt at descoping, since its inception and since this Agreement was signed; with the potential addition of two more 25m pool lanes, a possible relocation which may result in a change of ownership and the urging of the Fundraising Committee for the public to forward suggestions regarding additions to the design of the facility regardless of extra cost;

AND WHEREAS many of these potential changes are proposed to be financed through fundraising, the nature of which is uncertain and without guarantees, with any deficits to be covered by municipal funding;

AND WHEREAS the professional fundraisers have been put on hold or paused at this time;

AND WHEREAS it has been demonstrated on numerous occasions that the weighted voting system and the funding formula are grossly inadequate and unfair with McKellar’s vote weighted as 1/12 of the total and the other partner municipalities weighted as: Seguin 3/12, Parry Sound 3/12, McDougall 2/12, Archipelago 2/12, Carling 1/12;



CORPORATION OF THE TOWNSHIP OF MCKELLAR

AND WHEREAS McKellar's recent five-year capital budget forecast indicates that the Township could experience a projected shortfall of \$5,000,000 for necessary infrastructure, in particular roads, bridges and facilities, excluding any costs associated with the proposed Recreation and Cultural Centre project;

AND WHEREAS the Municipal Act, 2001, S.O. 2001, c.25, specifically states, and is referenced by the recent independent study completed by BDO financial experts, the role of Council is, among other responsibilities, to maintain the financial integrity of the municipality (224[d]);

AND WHEREAS Council is of the opinion that McKellar cannot agree to sign a 'blank cheque' with a potential minimum of five percent (5%) increase in annual levies to finance this Project over and above the historical capital and operating budget for the municipality;

NOW THEREFORE BE IT RESOLVED THAT the Council of the Corporation of the Township of McKellar does hereby notify the Board that it wishes to invoke Clause No. 23 of the Agreement and requests all Municipalities to this Agreement to agree to McKellar's immediate withdrawal from this Board and this Agreement;

AND FURTHER BE IT RESOLVED THAT McKellar shall honour its one time maximum financial commitment towards capital construction in the amount of approximately \$735,000 and its commitment to contribute annually towards any operating deficit of the Facility, up to 8.5% of such annual deficit, provided that the annual maximum contribution shall not exceed \$30,000, commencing in the first year of the Facility's operation for a total of ten (10) years, with the annual maximum amount to be increased by the annual consumer price index as of September of the preceding year;

AND FURTHER BE IT RESOLVED THAT Operating deficit means where the operating costs and expenses incurred by the Facility, as determined under Generally Accepted Accounting Principles (GAAP), that are related to the operation of the Facility and which shall not include depreciation or reserve funds, exceed the membership revenue and any other operating revenue received by the Board. McKellar shall have the ability to review all operating costs, revenues and expenses and satisfy itself with the said deficit;

AND FURTHER BE IT RESOLVED THAT McKellar's role in respect of the Project is limited to making a financial contribution to the Project and McKellar will henceforth not be involved in the Project or its operation, as decision makers nor administrators, as evidenced by McKellar's rescinding of its delegated authority to the Board, acting as an agent of the municipality, and its rescinding of Council Resolutions appointing Council representatives and of its Clerk Administrator, acting as a member of the Steering Committee;



CORPORATION OF THE TOWNSHIP OF MCKELLAR

AND, FINALLY BE IT RESOLVED THAT a copy of this Resolution be forwarded to each of the participating partners in this proposed project (i.e. the Township of the Archipelago, the Township of Carling, the Municipality of McDougall, the Town of Parry Sound, the Township of Seguin, the Municipality of Whitestone); Shawanaga First Nation; Wasauksing First Nation; MPP Graydon Smith; MP Scott Aitchison; MPP Kinga Surma, Minister of Infrastructure for the ICIP Community, Culture and Recreation infrastructure stream; the Province of Ontario; and the Federal Government of Canada.

Carried ☒

Defeated ☐

Deferred ☐

David Moore, Mayor

DIVISION VOTE

	YEA	NAY	ABSTAIN	ABSENT
Councillor Morley Haskim	_____	_____	_____	_____
Councillor Mike Kekkonen	_____	_____	_____	_____
Councillor Nick Ryeland	_____	_____	_____	_____
Councillor Debbie Zulak	_____	_____	_____	_____
Mayor David Moore	_____	_____	_____	_____



Township of McKellar

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

Phone: (705) 389-2842

Fax: (705) 389-1244

December 5, 2025

The Hon. Graydon Smith
Parry Sound – Muskoka MPP

Via email: graydon.smith@pc.ola.org

The Council of the Corporation of the Township of McKellar wishes to extend its sincere appreciation to you and your Constituency Assistant, James King, for attending the community meeting held at the Bobby Orr Community Centre on Monday, November 17, 2025. Your presence and active engagement in the discussion about the proposed reduction of snowmobile trails for the upcoming season meant a great deal to the local snowmobile clubs and many residents.

We were especially encouraged by the Province's recent commitment to support snowmobiling in Ontario. Under the 2025/2026 plan, the Government of Ontario has provided an additional \$3.9 million to the Ontario Federation of Snowmobile Clubs (OFSC), bringing total funding to \$4.9 million.

This support is not only important to snowmobile enthusiasts, but it also sustains a winter-tourism economy that benefits countless small businesses, lodges, restaurants, and service providers across the area.

For our community, where snowmobiling is a beloved pastime and an important winter tradition for many ratepayers, maintaining trail access is about more than recreation, it's about supporting livelihoods, tourism, and the vitality of rural Ontario.

Thank you once again for your attention and advocacy on this matter. We look forward to continuing to work together to preserve safe, accessible, and sustainable snowmobile trails for the benefit of our local community and all Ontarians.

Sent on behalf of the Council of the Corporation of the Township of McKellar.

cc: James King, Constituency Assistant james.king@pc.ola.org

WHEREAS Council of the Corporation of the Township of McKellar determined that a review of its Official Plan and Zoning By-law was required; and

WHEREAS these planning documents are interrelated and were reviewed concurrently; and

WHEREAS the Township's retained planning consultant, John Jackson Planner Inc., completed the review and recommended revisions to both documents; and

WHEREAS the Ministry of Municipal Affairs and Housing received the Official Plan submission on June 26, 2024; and

WHEREAS an Open House was held on August 29, 2024, pursuant to Sections 17, 21, and 34 of the Planning Act, and a Public Meeting was also held in accordance with Sections 17, 21, and 34 of the Planning Act; and

WHEREAS the Official Plan Amendment was to be reviewed under the 90-day "One Window" review process; and

WHEREAS as of December 16, 2025, no official response has been received by the Township, now exceeding the statutory review period by 282 working days; and

WHEREAS the Ministry has advised that the delay is due to staffing shortages, a high volume of applications, and delayed comments from other Ministries;

NOW THEREFORE BE IT RESOLVED THAT Council of the Corporation of the Township of McKellar hereby formally rescinds Official Plan Amendment No. 9 from consideration by the Ministry of Municipal Affairs and Housing; and

FURTHER THAT Council requests that the Township be granted authority to approve Official Plan Amendments locally, as the current review process is not being completed within the prescribed timelines and unduly delays applications, which Council considers unacceptable, particularly in light of the Province's stated commitment to accelerating housing and development; and

FUTHER THAT Resolution No. 24-201 and 24-286 are hereby repealed.



CORPORATION OF THE TOWNSHIP OF MCKELLAR

DATE: April 2, 2024

RESOLUTION No. 24-- 201
AGENDA ITEM No. 20.2.

Moved by: _____

Seconded by: _____

WHEREAS the Township of McKellar released a request for proposal seeking proposals from Registered Professional Planners to Provide a Review and New Versions of the Township's Zoning By-law and Official Plan; and

WHEREAS four proposals were received with cost estimates nearing and in excess of one-hundred thousand dollars; and

WHEREAS the Township had previously worked to update the Township's Zoning By-law and Official Plan; and

WHEREAS Section 8.09 Professional Services of the Township's Procurement By-law 2019-44 states that the procurement of professional services shall be at the discretion of Council for on going pre-defined services (planner);

NOW THEREFORE BE IT RESOLVED THAT the Council of the Corporation of the Township of McKellar does hereby consult John Jackson of John Jackson Planner Inc. to re-introduce an amended Official Plan Amendment No. 9 and present a draft amendment to the Township's Zoning By-law 1995-12 to update housekeeping issues, items raised by the appeals of By-law 2019-23 and any other items determined by Council; and



CORPORATION OF THE TOWNSHIP OF MCKELLAR

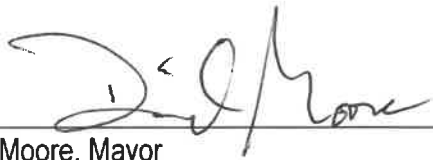
FURTHER THAT an agreement between John Jackson Planner Inc. and the Township of McKellar be prepared by John Jackson setting the terms of the agreed upon length of contract including a timeline, deliverables, costs, etc.; and

FURTHER THAT notice of a public meeting will be mailed with the final 2024 property tax bills in July to notify all ratepayers of the public meeting.

Carried ☒

Defeated ☐

Deferred ☐



David Moore, Mayor

DIVISION VOTE

	YEA	NAY	ABSTAIN	ABSENT
Councillor Morley Haskim	_____	_____	_____	_____
Councillor Mike Kekkonen	_____	_____	_____	_____
Councillor Nick Ryeland	_____	_____	_____	_____
Councillor Debbie Zulak	_____	_____	_____	_____
Mayor David Moore	_____	_____	_____	_____



CORPORATION OF THE TOWNSHIP OF MCKELLAR

DATE: May 7, 2024

RESOLUTION No. 24- 286
AGENDA ITEM No. 21.3

Moved by: Debbie Zulak

Seconded by: Mike Kekkonen

BE IT RESOLVED THAT the Council of the Corporation of the Township of McKellar does hereby give By-law No. 2024-36, Being a By-law to Authorize the Mayor and the Acting Clerk Administrator to Enter into an Agreement with John Jackson Planner Inc. for Planning Consulting Services with respect to the Zoning Bylaw and Official Plan Documents, a First and Second reading;

And further Read a Third time and Passed in Open Council this 7th day of May, 2024.

Carried ☒

Defeated ☐

Deferred ☐

David Moore
David Moore, Mayor

DIVISION VOTE

	YEA	NAY	ABSTAIN	ABSENT
Councillor Morley Haskim	___	___	___	___
Councillor Mike Kekkonen	___	___	___	___
Councillor Nick Ryeland	___	___	___	___
Councillor Debbie Zulak	___	___	___	___
Mayor David Moore	___	___	___	___



**ELIGIBLE COMMUNITY
DEPOT OPERATIONS AGREEMENT**

Number 2024-00-120



Table of Contents

RECITALS 4

EXHIBIT 1: SCOPE OF WORK AND OTHER PROVISIONS 7

Article 1 Definitions 7

1.1 Definitions..... 7

1.2 Interpretation..... 9

1.3 Managed Contract..... 10

Article 2 Scope of Collection Services..... 12

2.1 Scope of Collection Services 12

Article 3 Collection Service Provision 13

3.1 Addition or Removal of Depots and Eligible Sources 13

3.2 Blue Box Material to be Collected..... 13

3.3 Labour Disruption..... 14

3.4 Access to the Work..... 14

3.5 Subcontractors 15

Article 4 Scope of Promotion and Education Service 16

4.1 Scope of Promotion and Education Services 16

4.2 The Contractor will have primary responsibility for providing persons associated with Households information about Collection Services, including:..... 16

4.3 The Contractor shall: 16

4.4 The number of Households receiving Promotion and Education Services shall be recorded in Section 1.9(a) of Exhibit 4 and may be updated to reflect any Change Orders under this Agreement. 16

Article 5 Representation and Warranty 17

5.1 Representations and Warranties 17

Article 6 Record Keeping and Reporting Requirements 18

6.1 Record Keeping and Reporting Requirements..... 18

Article 7 Failure to Perform, Remedies, Termination..... 19

7.1 Responsibility for Damages/Indemnification..... 19

7.2 Limited Liabilities..... 21

7.3 Force Majeure 21

7.4 Agreement Termination 23



7.5 Remedies 24

7.6 Disputes 24

7.7 Arbitration..... 25

7.8 Choice of Forum 25

Article 8 Standard Conditions 26

8.1 Governing Laws 26

8.2 Compliance with Laws and Permits..... 26

8.3 Assignment 26

8.4 Contractor to Make Examinations 26

8.5 Access to Records..... 26

8.6 Insurance 27

8.7 Changes to Agreement 28

8.8 Change Management 28

8.9 Conflicts and Omissions..... 31

8.10 Duty to Notify..... 31

8.11 Confidentiality Covenant 31

8.12 Severability 33

8.13 Survival 33

8.14 Further Assurances..... 33

8.15 Revisions to this Agreement 33

8.16 Counterparts 34

8.17 Notice 34

EXHIBIT 2: DEPOTS IN ELIGIBLE COMMUNITIES 35

EXHIBIT 3: SERVICE COMMENCEMENT DATES AND NUMBER OF ELIGIBLE SOURCES..... 37

EXHIBIT 4: COMPENSATION 38



This Agreement (this “Agreement”) is entered into as of _____ (“Effective Date”)

Between

The Corporation of the Township of McKellar, a corporation incorporated under the laws of Ontario, having a place of business at 701 Highway 124 McKellar, ON P0G 1C0 (“Contractor”)

And

Circular Materials, a federal not-for-profit corporation, having a place of business at 1 St. Clair Avenue West, Suite 700, Toronto ON, M4V 1K6, operating as Circular Materials Ontario (“CMO”)

RECITALS

WHEREAS, CMO is the administrator of the common collection system for Blue Box Material; and

WHEREAS, CMO issued an offer to the Contractor in connection with the collection of Blue Box Material from Eligible Sources at Depots; and

WHEREAS, Contractor and CMO (each a “Party”, and collectively the “Parties”) jointly desire to enter into this Agreement respecting the collection of Blue Box Material from Eligible Sources at Depots for the applicable Eligible Community; and

WHEREAS the Contractor agrees to provide the Work in accordance with the terms and conditions of this Agreement;

NOW, THEREFORE, in consideration of the promises, mutual covenants, and agreements contained herein, and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties acknowledge and agree to all covenants, terms and conditions as stipulated in this Agreement, as follows:

1. Beginning on the Eligible Community Service Commencement Date listed in Exhibit 3, the Contractor shall perform the Work required by this Agreement for all Depots listed in Exhibit 2.
2. Unless terminated in accordance with this Agreement, the time period during which the Work required by this Agreement is to be performed is from the Eligible Community Service Commencement Date listed in Exhibit 3 until January 1, 2029. CMO and the Contractor may, by Change Order, extend this Agreement for up to three (3) further periods of one (1) year each. The initial term and any such additional term or terms are herein referred to as the “Agreement Term”.
4. The full compensation for the Work under this Agreement shall be as set forth in Exhibit 4, which excludes Value Added Taxes. Value Added Taxes are payable by CMO to the Contractor on the price of this Agreement.
5. In the event of the termination of this Agreement, CMO shall only pay for the Work authorized by this Agreement which is performed prior to the termination date. For the purposes of clarity, CMO



shall not be liable to make any other payments in connection with this Agreement as a result of such termination.

6. Attached and forming an integral part of this Agreement are the following exhibits:
- (i) Exhibit 1 – Scope of Work and Other Provisions;
 - (ii) Exhibit 2 – Depots in Eligible Communities;
 - (iii) Exhibit 3 – Service Commencement Dates and Number of Eligible Sources; and
 - (iv) Exhibit 4 – Compensation.

[Remainder of Page Intentionally Left Blank]

IN WITNESS WHEREOF, the terms and conditions of this Agreement are acknowledged and agreed to by the Parties as of the date first listed above.



The Corporation of the Township of McKellar

By: _____
Name: Karlee Britton
Title:

By: _____
Name:
Title:

We have authority to bind the Contractor.

Circular Materials Ontario

By: _____
Name: Allen Langdon
Title: CEO

I have authority to bind CMO.

**EXHIBIT 1: SCOPE OF WORK AND OTHER PROVISIONS****ARTICLE 1
DEFINITIONS****1.1 Definitions**

"AGREEMENT TERM" has the meaning set out in Section 2 of this Agreement.

"APPLICABLE LAW" means any federal, provincial, municipal, local, domestic or foreign law, rule, statute, subordinate legislation, regulation, by-law, order, ordinance, protocol, code, guideline, treaty, policy, notice, direction or judicial, arbitral, administrative, ministerial or departmental judgment, award, decree, treaty, directive, or other requirement or guideline published or in force at any time which applies to or is otherwise intended to govern or regulate any Person (including any Party), property, transaction, activity, event or other matter, which in any way applies to the Work under this Agreement or any Party, including any rule, order, judgment, guideline, directive or other requirement or guideline issued by any governmental or regulatory authority. Applicable Law shall include privacy laws, the (Ontario) *Freedom of Information and Protection of Privacy Act*, the (Ontario) *Municipal Freedom of Information and Protection of Privacy Act*, the (Canada) *Competition Act*, the (Ontario) *Environmental Protection Act*, the *Ontario Water Resources Act*, the (Ontario) *Dangerous Goods Transportation Act*, the (Ontario) *Occupational Health and Safety Act*, the (Ontario) *Resource Recovery and Circular Economy Act, 2016* and the Regulation.

"BLUE BOX MATERIAL" has the meaning set out in the Regulation.

"BUSINESS DAY" means any day from Monday to Friday inclusive, excluding statutory holidays in the province of Ontario.

"CHANGE NOTICE" has the meaning set in Section 8.8(a) of Exhibit 1.

"CHANGE ORDER" has the meaning set in Section 8.8(f) of Exhibit 1.

"COLLECTION" means the receipt of Blue Box Material from an Eligible Source at a Depot.

"COLLECTION SERVICES" means the Work required by this Agreement.

"CONTRACT PRICE" means the total price payable under this Agreement, as set forth in Exhibit 4.

"CONTRACTOR DEFAULT" means a failure of the Contractor to comply with the requirements of this Agreement.

"COST ESTIMATE" has the meaning set out in Section 8.8(b) of Exhibit 1.

"DEPOT" means a depot listed in Exhibit 2 or a New Depot.

"EFFECTIVE DATE" has the meaning set out in the recitals to this Agreement.

"ELIGIBLE COMMUNITY" has the meaning set out in the Regulation.



“ELIGIBLE COMMUNITY SERVICE COMMENCEMENT DATE” means the applicable date on which the Work commences in an Eligible Community.

“ELIGIBLE SOURCES” means, collectively, (i) the eligible sources, as defined in the Regulation, that rely on the Depot as their sole method of collection of Blue Box Material and (ii) sources agreed by the Parties to be eligible sources for the purposes of this Agreement, as set out in Exhibit 3.

“EQUIPMENT” means all machinery, apparatus and other items used in completing the Work.

“HAZARDOUS WASTE” means: (i) a hazardous and special product or HSP as defined by Ontario Regulation 449/21 under the (Ontario) Resource Recovery and Circular Economy Act, 2016; or (ii) a hazardous waste as defined in Revised Regulations of Ontario 1990, Regulation 347 under the (Ontario) Environmental Protection Act.

“HOUSEHOLD” means an Eligible Source that is (i) a Residence, (ii) a dwelling unit contained within the type of facility described by section (a) of the definition of “facility” in the Regulation and (iii) households agreed by the Parties to be households for the purposes of this Agreement.

“LEGISLATIVE CHANGE” means changes in Applicable Law, including repeal, replacement or amendment of an Applicable Law, including the Regulation, that give rise to the Work (or any part thereof) no longer being required or necessary, as determined by CMO in its sole and absolute discretion.

“LOSSES AND CLAIMS” means liabilities, claims, demands, losses, costs, expenses, damages, orders, penalties, actions, suits and other proceedings (including legal fees and disbursements).

“MANAGER” means the manager of this Agreement identified by CMO, from time to time, in writing.

“NEW ELIGIBLE SOURCE” means a new Eligible Source that relies solely on the Depot as their sole method of collection of Blue Box Material, as agreed to by the Parties for the purposes of this Agreement.

“NEW DEPOT” means a new depot as agreed to by the Parties for the purposes of this Agreement.

“NON-BLUE BOX MATERIAL” means material that is not Blue Box Material.

“PERSON” means any individual, partnership, limited partnership, joint venture, syndicate, company or corporation with or without share capital, trust, trustee, executor, administrator or other legal personal representative, and any federal, provincial or municipal government, regulatory authority, agency, tribunal, commission, board or department of any such government or entity however designated or constituted.

“PRIME” means the Bank of Canada’s target for the overnight (interest) rate, as posted from time to time.

“PROMOTION AND EDUCATION MATERIAL” means promotion and education materials developed by CMO or the Contractor in respect of the Blue Box Material.

“PROMOTION AND EDUCATION SERVICES” means promotion and education services described in Section 4.1 of Exhibit 1.



“REGULATION” means Ontario Regulation 391/21 under the (Ontario) *Resource Recovery and Circular Economy Act, 2016*.

“RESIDENCE” has the meaning set out in the Regulation.

“RESIDENTIAL DEPOT OPERATION COSTS” has the meaning set out in Exhibit 4.

“SINGLE STREAM” means Stream 1 and Stream 2 materials combined.

“STREAM 1” has the meaning set out in Section 3.2(e)(i) of Exhibit 1.

“STREAM 2” has the meaning set out in Section 3.2(e)(ii) of Exhibit 1.

“SUBCONTRACTOR” means a subcontractor employed by the Contractor pursuant to Section 3.5 of Exhibit 1.

“UNUSUALLY SEVERE ADVERSE WEATHER CONDITIONS” means unusually severe adverse weather conditions at the place of the Work which:

- (i) are different from those normally and customarily experienced at the place of the Work (as documented by weather data from Environment Canada) over the past twenty (20) years taking into consideration severity, duration and time of year conditions; and
- (ii) preclude the safe performance of the Work.

“VALUE ADDED TAXES” means such sum as shall be levied upon any portion or all of the Contract Price (“Taxable Portion”) by the federal or any provincial government and is computed as a percentage of the Taxable Portion and includes the Goods and Services Tax, the Harmonized Sales Tax, and any similar tax, the collection and payment of which have been imposed on the Contractor by Canadian or provincial tax legislation.

“WORK” means the performance of services including the supply of all materials, Equipment, labour, facilities, supervision, services, permits, licenses, or approvals required to complete the Contractor’s obligations under this Agreement, including any Change Orders agreed to by the Parties.

1.2 Interpretation

- (a) Whenever inconsistent in the context, words used in the present tense include the future tense whenever the sense requires.
- (b) The words authorized, directed, required, requested, approved, ordered, sanctioned, and satisfactory, unless some other meaning is obvious from the context, shall mean respectively authorized, directed, required, approved, or sanctioned by or satisfactory to CMO or its appointed representative.
- (c) Where the word “including” or “includes” is used, it means “including (or includes) without limitation”.



- (d) The word may in this Agreement denotes permissive.
- (e) The words shall and will in this Agreement denote imperative.
- (f) Any capitalized term used in this Agreement that is not defined in Section 1.1 of Exhibit 1 or elsewhere in this Agreement will, if applicable, have the meaning set out in the Regulation or otherwise will have the generally accepted industry or technical meaning given to such term.
- (g) Words importing the singular number will include the plural and vice versa, and words importing the use of any gender will include the masculine, feminine and neuter genders.
- (h) The headings in this Agreement are solely for convenience of reference and will not be used for purposes of interpreting or construing the provisions hereof.
- (i) Unless otherwise provided for herein, all monetary amounts referred to herein will refer to the lawful money of Canada.
- (j) When calculating the period of time within which or following which any act is to be done or step taken pursuant to this Agreement, the date which is the reference date in calculating such period will be excluded. If the last day of such period is not a Business Day, then the time period in question will end on the first Business Day following such non-Business Day.
- (k) Any references in this Agreement to any law, by-law, rule, regulation, order or act of any government, governmental body or other regulatory body, including any Applicable Law, will be construed as a reference thereto as amended or re-enacted from time to time or as a reference to any successor thereto.
- (l) This Agreement shall constitute the entire agreement between the Parties and shall supersede all prior agreements, understandings, negotiations, and discussions, oral or written, between the Parties.

1.3 Managed Contract

- (a) The Parties acknowledge and agree that this Agreement may be managed for CMO by a Manager. As of the Effective Date, CMO identifies RLG Systems Canada Inc. or one or more of its affiliates ("RLG") as the Manager. Notwithstanding any other provision in this Agreement, CMO may identify, in writing, its rights under this Agreement, in whole or part, that may also be exercised, or enjoyed, by the Manager.
- (b) The Manager:
 - (i) shall receive copies of documents provided to CMO or that may be requested by CMO and may request copies of documents;
 - (ii) shall be notified, along with CMO, pursuant to Sections 1.5 and 1.6 of Exhibit 4 and Section 8.9(b) of Exhibit 1; and



(iii) may provide notice to the Contractor pursuant to Section 7.3(d) of Exhibit 1.



ARTICLE 2

SCOPE OF COLLECTION SERVICES

2.1 Scope of Collection Services

- (a) The Contractor shall provide Collection Services, including receiving Blue Box Material from Eligible Sources at each Depot and storage of Blue Box Material from Eligible Sources at each Depot in a manner that meets or exceeds the standards, level, scope and quality of collection services the Depot (or, for a New Depot, a similar Depot) received immediately prior to the Effective Date and complies with the terms of this Agreement.
- (b) Without limiting the generality of the foregoing, the Collection Services shall meet the applicable requirements of the Regulation, including Section 24.
- (c) The Contractor shall retain responsibility for, and control of, Blue Box Material at a Depot from receipt from Eligible Sources through to pick up by CMO or a contractor identified by CMO from time to time.
- (d) If the Contractor blends Blue Box Material from sources other than Eligible Sources with Blue Box Material from Eligible Sources at a Depot, CMO (or its designated contractor) will only pick up Blue Box Material from the Eligible Sources set out in Exhibit 3, which is 11.184 tonnes of Blue Box Material per month. If the actual tonnes picked up in a given month differ from 11.184 tonnes, the following month's pickup will be adjusted by the surplus or deficit so that the total tonnes picked up by CMO in the calendar year equals 134.217 tonnes. The Contractor is solely responsible for all Blue Box Material from sources other than Eligible Sources, including any costs or arrangements for its removal.
- (e) Ownership of the Blue Box Material received from Eligible Sources at a Depot shall not transfer to the Contractor.
- (f) All Applicable Law shall be complied with by the Contractor in the performance of all portions of the Work. The Contractor is familiar with all Applicable Law.
- (g) If, during the Agreement Term, there is a change in Applicable Law which is in effect as of the Effective Date that results in a material impact on the performance of any act required by this Agreement, the Parties shall renegotiate the provisions of this Agreement using a Change Order pursuant to Section 8.8 of Exhibit 1. If the Parties are unable to agree on the revised terms and conditions either Party may submit the dispute to arbitration in accordance with the provisions of this Agreement.



ARTICLE 3

COLLECTION SERVICE PROVISION

3.1 Addition or Removal of Depots and Eligible Sources

- (a) CMO and the Contractor may add New Depots or remove existing Depots, and make related revisions to the relevant exhibits, by Change Order.
- (b) The Number of Eligible Sources in Eligible Community in Exhibit 3 will be updated by the CCS Operator for natural growth (which includes negative growth) as appropriate.

3.2 Blue Box Material to be Collected

- (a) The Contractor will receive Blue Box Material delivered by the Eligible Sources set out in Exhibit 3 and New Eligible Sources, if applicable, to a Depot.
- (b) The Contractor will use best efforts to reduce the quantity of Non-Blue Box Material in Blue Box Material delivered by Eligible Sources to no more than four percent (4%) by weight.
- (c) If the average amount of Non-Blue Box Material in Blue Box Material from Eligible Sources picked up by CMO, or a contractor identified by CMO from time to time, from the Depots in any rolling six (6) month period exceeds four percent (4%), the Contractor will, within ninety (90) calendar days, prepare and implement a plan, working collaboratively with CMO, that includes strategies and supporting measures to mitigate the amounts of Non-Blue Box Material. If improvement does not occur within ninety (90) calendar days after the start of the plan execution, the Contractor will work with CMO to identify and implement additional changes and to adopt best practices recommended by CMO.
- (d) The Contractor will use best efforts to not collect Blue Box Material from Eligible Sources containing Hazardous Waste.
- (e) If Blue Box Material is collected from Eligible Sources in an Eligible Community listed in Exhibit 3 in two streams, the separation of the two streams is as follows:
 - (i) Stream 1 – Paper Products and the following types of Paper Packaging:
 - paper laminates
 - kraft paper carry-out bags
 - kraft paper - non-laminated
 - corrugated cardboard
 - boxboard and other paper packaging
 - (ii) Stream 2 – Plastic Packaging, Metal Packaging, Glass Packaging and the following types of Paper Packaging:
 - gable top containers
 - aseptic containers



3.3 Labour Disruption

- (a) If there is a lawful or legal strike, lockout, or work slowdown or other lawful or legal labour disruption or job action during the term of this Agreement (the "Lawful LD Period"), the Contractor shall, during the Lawful LD Period, conditional on the municipal council's approval of the Contractor's overall labour disruption contingency plan if council approval is required, make best efforts to encourage Eligible Sources who cannot access the depot(s) because of the Lawful LD, to separate and retain their Blue Box Material during the Lawful LD Period.
- (b) If the Contractor's employees engage in an unlawful or illegal strike, lockout, or work slowdown or other unlawful or illegal labour disruption or job action during the term of this Agreement (the "Unlawful LD Period") that remains unresolved for a period of 30 calendar days, CMO may deem a Contractor Default to have occurred.
- (c) Notwithstanding any provision in this Agreement to the contrary, during the LD Period, the Contractor will not invoice CMO for the cost of collecting the Blue Box Material from Eligible Sources that do not receive collection services pursuant to this Agreement.

3.4 Access to the Work

- (a) Without limiting the generality of any other provision in this Agreement, at all times requested by CMO or the Manager during operating hours upon at least 48-hours notice, the Contractor shall, at no expense to CMO or the Manager, provide CMO, the Manager and their respective professional advisors, auditors and consultants, and any Person authorized by CMO or the Manager with access to the Work (including the staff performing the Work and the Equipment being used to perform the Work) to monitor, observe and review any Work (including the staff performing the Work and the Equipment being used to perform the Work) being performed, provided that such access is not a health and safety risk to the Contractor's staff, or to CMO's or the Manager's respective personnel, and the Contractor shall, and shall cause the Subcontractors to, provide, and cooperate with CMO or the Manager in providing, such access. The Contractor shall provide access to such Work (including the staff performing the Work and the Equipment being used to perform the Work) whenever and wherever it is in progress and the Contractor shall provide sufficient, safe and proper facilities in respect of such access. Without limiting the generality of the foregoing, during such access, CMO or the Manager may monitor the Work (including the staff performing the Work and the Equipment being used to perform the Work) provided that such monitoring, observing or reviewing of the Contractor's Work or Equipment shall not cause unreasonable delays to the Contractor's performance of the Work.
- (b) If any Work is found by CMO or the Manager, acting reasonably, not to be in accordance with the requirements of this Agreement, the Contractor shall, at no expense to CMO or the Manager, make good such defective Work.
- (c) CMO, and other parties identified by CMO, shall be entitled to use information obtained pursuant to this Section 3.4 of Exhibit 1 for the administration of this Agreement and any internal purposes.



3.5 Subcontractors

- (a) The Contractor may, subject to this Section 3.5, subcontract portions of the Work to Subcontractors. The Contractor shall, and shall cause its Subcontractors to, perform the Work in accordance with the provisions of this Agreement.
- (b) The Contractor shall in all cases be fully responsible to CMO for all of its obligations under this Agreement that are subcontracted to a Subcontractor and for all acts and omissions of all Subcontractors even if such Subcontractor was preselected or approved by CMO.



ARTICLE 4

SCOPE OF PROMOTION AND EDUCATION SERVICE

4.1 Scope of Promotion and Education Services

4.2 The Contractor will have primary responsibility for providing persons associated with Households information about Collection Services, including:

- the location of every depot collection site and its hours of operation;
- a telephone number and email address at which persons may receive responses to questions or concerns relating to collection

4.3 The Contractor shall:

- (i) distribute CMO's Promotional and Educational Materials at the direction of CMO;
- (ii) support local Promotional and Educational events organized by CMO at the direction of CMO; and
- (iii) use messaging and images provided by CMO in the Contractor's Promotion and Education Materials for the purposes of the Collection Services in this Agreement and for no other purpose.

4.4 The number of Households receiving Promotion and Education Services shall be recorded in Section 1.9(a) of Exhibit 4 and may be updated to reflect any Change Orders under this Agreement.



ARTICLE 5 REPRESENTATION AND WARRANTY

5.1 Representations and Warranties

Contractor represents and warrants to and covenants with CMO that:

- (a) it is duly incorporated, validly existing, and in good standing under the laws of its jurisdiction of incorporation, and is duly qualified to do business in all jurisdictions in which qualification is necessary in order to transact its business and perform its obligations set out in this Agreement;
- (b) it has full power, authority, and right to execute and deliver this Agreement, to make the representations, warranties, and covenants set out herein, and to perform its obligations under this Agreement in accordance with its terms. This Agreement has been validly executed by an authorized representative of Contractor, and constitutes a valid and legally binding and enforceable obligation of Contractor and the execution and delivery of this Agreement and the consummation of the matters contemplated by this Agreement have been duly authorized by all necessary corporate and other actions on the part of the Contractor;
- (c) if applicable, it has consulted with any lower tier municipalities in which the Work will be delivered or members of the Contractor, as the case may be, and obtained any necessary authorization from such lower tier municipalities or members of the Contractor, as the case may be;
- (d) it has and will, at its own expense, procure all permits, certificates and licenses required by Applicable Law for the performance of the Work;
- (e) in performing its obligations under this Agreement, the Contractor shall exercise the standard of care, skill, judgment and diligence that would normally be provided by an experienced and prudent contractor supplying similar services and work; and
- (f) it is a registrant within the meaning of Part IX of the *Excise Tax Act* and shall provide CMO with its harmonized sales tax ("HST") number.



ARTICLE 6

RECORD KEEPING AND REPORTING REQUIREMENTS

6.1 Record Keeping and Reporting Requirements

- (a) The Contractor shall provide an inventory of Equipment for each Depot prior to the Eligible Community Service Commencement Date and shall submit an updated inventory of Equipment for each Depot on an annual basis.
- (b) The Contractor shall retain records for the Blue Box Material that is collected from Eligible Sources including a record of the number of containers picked up by CMO or a contractor identified by CMO, or the Manager, from time to time and the date on which the containers were picked up. The Contractor will provide a copy of the Contractor's records if requested by CMO or the Manager.



ARTICLE 7 FAILURE TO PERFORM, REMEDIES, TERMINATION

7.1 Responsibility for Damages/Indemnification

(a) Contractor Indemnity

- (i) The Contractor shall indemnify and hold harmless CMO, the Manager and their respective officers, directors, employees, agents and representatives (collectively, the “CMO Indemnitees”) from and against any and all Losses and Claims brought against, suffered, sustained or incurred by the CMO Indemnitees, directly or indirectly arising out of this Agreement attributable, wholly or in part, to:
 - (A) bodily injury, sickness, disease or death or to damage to or destruction of tangible property occurring in or on the premises or any part thereof and as a result of activities under this Agreement;
 - (B) any negligent acts or omissions by, or willful misconduct of, the Contractor, its officers, agents, servants, employees, licensees or subcontractors, including failing to exercise the standard of care, skill judgment and diligence required pursuant to Section 5.1(e) of Exhibit 1;
 - (C) failure to comply with, or breach of, any of the Contractor’s obligations under this Agreement;
 - (D) damages caused by the Contractor, its officers, agents, servants, employees, licensees or subcontractors, or arising from the execution of the Work, or by reason of the existence or location or condition of Work or any materials, plan or Equipment used thereof or therein, or which may happen by reason of the failure of the Contractor, its officers, agents, servants, employees, licensees or subcontractors to do or perform any or all of the several acts or things required to be done by them under this Agreement;
 - (E) any assessment (including compliance orders and administrative penalties) or allegations of non-compliance under the Regulation or the (Ontario) *Resource Recovery and Circular Economy Act, 2016* directly attributable, in whole or in part, to the acts or omissions of the Contractor, its officers, agents, servants, employees, licensees or subcontractors, except to the extent such assessment is attributable to the negligence, willful misconduct or breach of this Agreement by CMO;
 - (F) any failure or delay by CMO to submit any required report or other information to the registry, as defined in the (Ontario) *Resource Recovery and Circular Economy Act, 2016* resulting from the acts or omissions of the Contractor, its officers, agents, servants, employees, licensees or subcontractors;



- (G) any failure of the Contractor, its officers, agents, servants, employees, licensees or subcontractors to comply with the (Ontario) *Occupational Health and Safety Act* (or the regulations thereunder);
 - (H) any finding or declaration that a CMO Indemnitee is an "employer" for the purposes of the (Ontario) *Occupational Health and Safety Act* in connection with a breach of the (Ontario) *Occupational Health and Safety Act* (or the regulations thereunder) by the Contractor, its officers, agents, servants, employees, licensees or subcontractors in connection with the Work; or
 - (I) any fines, penalties or orders of any kind that may be levied or made in connection therewith pursuant to the (Ontario) *Environmental Protection Act*, the *Ontario Water Resources Act*, the (Ontario) *Dangerous Goods Transportation Act* or other similar Applicable Law, whether federal or provincial, due to the presence of, or exposure to, or release of (including any spill discharge, escape, emission, leak, deposit, dispersion, or migration into the environment) any hazardous materials, contaminants or pollutants in, into or through the natural environment in relation to the Work.
- (ii) Without limiting the generality of any other provision in this Agreement, the Contractor shall indemnify and hold the CMO Indemnitees harmless from and against any and all Losses and Claims brought against, suffered, sustained or incurred by the CMO Indemnitees attributable to, wholly or in part, any acts or omissions either in negligence or nuisance whether wilful or otherwise by the Contractor, its officers, agents, servants, employees, licensees or subcontractors.
 - (iii) Notwithstanding any other provision in this Agreement, indemnification by the Contractor pursuant to this Section 7.1(a) of Exhibit 1 shall include claims, demands, actions, suits and other proceeding by Persons against the CMO Indemnitees for consequential, indirect, incidental, special, exemplary, punitive or aggravated damages, loss profits or revenues or diminution in value.
 - (iv) The Contractor acknowledges that CMO holds the benefit of any provision in this Agreement, including under this Section 7.1(a) of Exhibit 1, that is expressly intended to extend to include the Manager, as a third-party beneficiary, as trustee and agent for the Manager. CMO shall be entitled to enforce the rights of the Manager, as a third party beneficiary, under such provisions.
- (b) CMO Indemnity
- CMO shall indemnify and hold harmless the Contractor, and its respective elected officials, officers, directors, employees, agents and representatives (the "Contractor Indemnitees") from and against any and all Losses or Claims brought against, suffered, sustained or incurred by the Contractor Indemnitees, directly or indirectly arising out of this Agreement attributable, wholly or in part, to any negligent acts or omissions by, or



willful misconduct of, CMO, its officers, agents, servants, employees, licensees or contractors (other than the Contractor).

7.2 Limited Liabilities

- (a) Subject to Section 7.2(b) of Exhibit 1, the total cumulative liability of the Contractor to CMO for all Losses and Claims of any kind with respect to this Agreement, whether based on tort, negligence, contract, warranty, strict liability or otherwise shall be the total amount of the Contract Price paid to the Contractor for the Work, provided that in the first twelve (12) months after the Effective Date, such total cumulative liability shall be the greater of (i) the total amount of the Contract Price paid to the Contractor for the Work and (ii) CMO's reasonable estimate of the Contract Price expected to be paid to the Contractor for the Work during the first twelve (12) months after the Effective Date (the "Contractor Liability Threshold").
- (b) The Contractor Liability Threshold and Section 7.2(a) of Exhibit 1 shall not apply to any Losses and Claims arising out of, or in consequence of, any one or more of the following for which there shall be no limit of liability:
 - (i) all costs to complete the Work, in accordance with this Agreement that are in excess of Contract Price; and
 - (ii) indemnification by the Contractor as set out in Section 7.1(a) of Exhibit 1.
- (c) Subject to 7.2(d) of Exhibit 1, the total cumulative liability of CMO to the Contractor for all Losses and Claims of any kind with respect to this Agreement, whether based on tort, negligence, contract, warranty, strict liability or otherwise shall be the total amount of the Contract Price paid to the Contractor for the Work, provided that in the first twelve (12) months after the Effective Date, such total cumulative liability shall be the greater of (i) the total amount of the Contract Price paid to the Contractor for the Work and (ii) CMO's reasonable estimate of the Contract Price expected to be paid to the Contractor for the Work during the first twelve (12) months after the Effective Date (the "CMO Liability Threshold").
- (d) The CMO Liability Threshold and Section 7.2(c) of Exhibit 1 shall not apply to any Losses and Claims arising out of, or in consequence of, indemnification by CMO as set out in Section 7.1(b) of Exhibit 1 for which there shall be no limit of liability.

7.3 Force Majeure

- (a) Subject to Section 7.3(b) of Exhibit 1, "Force Majeure Event" means any event or circumstance beyond the reasonable control of either CMO or the Contractor (other than a lack of funds or other financial reason) including the following:
 - (i) Unusually Severe Adverse Weather Conditions; and
 - (ii) riots, war, rebellion, sabotage and atomic or nuclear incidents.



- (b) A Force Majeure Event shall not include the following events or circumstances:
 - (i) weather conditions that are not Unusually Severe Adverse Weather Conditions;
 - (ii) an electricity system outage, unless the electricity system outage affects an entire Eligible Community and persists for at least forty-eight (48) hours and is caused by a Force Majeure Event;
 - (iii) unavailability of, or delays in delivery or breakage of, or shortage of, Equipment or materials, unless such unavailability, delays, breakage or shortage are caused by a Force Majeure Event;
 - (iv) the quantity of Blue Box Material collected or received from Eligible Sources differs from the Contractor's expectations;
 - (v) delay or other failure arising out of the nature of the Work to be done, or from any normal difficulties that may be encountered in the performance of the Work, having regard to the nature thereof;
 - (vi) if and to the extent the Party seeking to invoke the Force Majeure Event has caused the applicable Force Majeure Event by its (and, in the case of the Contractor, Subcontractor's) fault or negligence; or
 - (vii) if and to the extent the Party seeking to invoke the Force Majeure Event has failed to use reasonable efforts to prevent or remedy the Force Majeure Event, so far as possible and within a reasonable time period.
- (c) A Party that experiences a Force Majeure Event shall use all commercially reasonable efforts to end the Force Majeure Event, ensure the effects of the Force Majeure Event are minimized and resume full performance under this Agreement.
- (d) In the event that either CMO or the Contractor shall be unable to fulfil, or shall be delayed, or shall be prevented from the fulfilment of, its obligation under this Agreement by reason of a Force Majeure Event, then either Party shall forthwith notify the other in writing and CMO shall:
 - (i) terminate this Agreement or any affected Statements of Work as soon as reasonably practicable in writing and without any further payments being made; and
 - (ii) perform, or engage others to perform, the obligations under this Agreement that are impacted by the Force Majeure Event; or
 - (iii) authorize the Contractor to continue the performance of this Agreement in writing with such adjustments and/or amendments as required by the existence of the Force Majeure Event and as agreed upon by both Parties acting reasonably. If the Parties cannot agree upon the adjustments and/or amendments, it is



agreed by the Parties that this Agreement shall be immediately terminated with no further obligations by either Party.

For clarity, the Contractor shall not be entitled to be paid for obligations under this Agreement that it does not perform as a result of a Force Majeure Event.

- (e) For the purposes of clarification and notwithstanding any other provision in this Agreement, the Contractor shall be solely responsible for maintaining all Work, including collection services, as applicable, in all circumstances that are not Force Majeure Events, in compliance with the requirements of this Agreement.

7.4 Agreement Termination

- (a) Any termination of this Agreement or termination of the Contractor's right to perform the Work (or any part thereof) by CMO shall be without prejudice to any other rights or remedies CMO may have.
- (b) Without prejudice to any other right or remedy CMO may have under this Agreement, CMO may terminate this Agreement or terminate the Contractor's right to perform the Work (or any part thereof) as follows:
 - (i) notwithstanding any other section of this Agreement, if there is a Legislative Change, immediately, upon written notice being provided to the Contractor;
 - (ii) if there is a Contractor Default and the Contractor has failed to cure such Contractor Default within fifteen (15) Business Days after receipt of notice of such Contractor Default, or within such other time as mutually agreed between the Parties, immediately, upon written notice being provided to the Contractor; and
 - (iii) if the Parties cannot agree upon a Change Order upon thirty (30) days' written notice being provided to the Contractor.
- (c) If CMO terminates this Agreement as noted above, CMO is entitled to:
 - (i) Take possession immediately of all the Blue Box Material from Eligible Sources;
 - (ii) Withhold any further payments to the Contractor until the completion of the Work; and
 - (iii) Recover from the Contractor, any loss, damage, and expense incurred by CMO by reason of the Contractor's default under Sections 7.4(b)(ii) or 7.4(b)(iii) of Exhibit 1, which may be deducted from any monies due, or becoming due, to the Contractor.
- (d) For clarity, if CMO terminates this Agreement because of a Legislative Change or pursuant to Section 7.4(b)(iii) of Exhibit 1, then, subject to the other provisions of this Agreement, CMO shall only be required to pay the Contractor for the Work performed prior to the



date of termination, less any amounts already paid for Work performed, and not for lost profits.

7.5 Remedies

- (a) The rights and remedies of CMO as set forth in any provision of this Agreement, including Section 7.4 of Exhibit 1, shall not be exclusive and are in addition to any other rights or remedies provided by law or in equity or otherwise.
- (b) The exercise of any remedy provided by this Agreement does not relieve the Contractor from any liability remaining under this Agreement.
- (c) CMO may take such steps as it considers necessary to remedy any breach of contract and any damages or expenditures thereby incurred by CMO plus a reasonable allowance for overhead may be collected by deduction or set-off pursuant to Section 7.4(b) of Exhibit 1.
- (d) No waiver of any right or obligation of either Party hereto shall be effective unless in writing, specifying such waiver, and executed by the Party against whom such waiver is sought to be enforced. Except as otherwise set forth in this Agreement, no failure to exercise, or delay in exercising, any rights, remedy, power or privilege arising from this Agreement shall operate or be construed as a waiver thereof, nor shall any single or partial exercise of any right, remedy, power, or privilege hereunder preclude any other or further exercise thereof or the exercise of any other right, remedy, power, or privilege. A waiver by either Party of any of its rights under this Agreement on any occasion shall not be a bar to the exercise of the same right on any subsequent occasion or of any other right at any time.

7.6 Disputes

- (a) If there is a dispute between CMO and the Contractor as to their respective rights and obligations, the Parties shall use the following dispute resolution procedures to resolve such dispute:
 - (i) The Parties shall attempt to resolve the dispute through informal discussions with the assistance of the Manager;
 - (ii) If, after a period of ten (10) Business Days, either Party believes the dispute will not be resolved through informal discussion, the dispute shall be referred by the Parties to non-binding mediation whereby the fees and expenses of the mediator will be divided equally (i.e., 50/50) between CMO and the Contractor. The mediator will be appointed jointly by the Parties; and
 - (iii) If the Parties are unable to resolve the dispute within a period of thirty (30) calendar days after the first mediation session, the dispute shall be resolved through binding arbitration in accordance with Section 7.7 of Exhibit 1.



7.7 Arbitration

- (a) As provided for in Section 7.6(a)(iii) of Exhibit 1, disputes shall be resolved through binding arbitration in accordance with the Arbitration Act, 1991, S.O. 1991, c.17 ("Arbitration Act"), as amended from time to time.
- (b) CMO and the Contractor shall agree on an arbitrator within ten (10) Business Days after either Party receives notice from the other Party. If the Parties fail to agree, either Party may apply to a court of competent jurisdiction for the appointment of an arbitrator in accordance with the Arbitrations Act, as amended.
- (c) No one shall be named or act as an arbitrator who is interested in any way financially in this Agreement or in the business affairs of either Party or has been directly or indirectly involved to settle the matter.
- (d) The arbitrator is not authorized to make any decision inconsistent with this Agreement, nor shall the arbitrator modify or amend any of this Agreement terms.
- (e) The Parties agree that the award made by the Arbitrator shall be final and binding and shall in all respect be kept and observed.
- (f) The arbitrator, or arbitral tribunal, will apportion the costs of the arbitration to the Parties.
- (g) The Contractor shall be deemed to abandon the matter if no arbitrator has been appointed within six (6) months of CMO's receipt of the notice specified in Section 7.7(b) of Exhibit 1.
- (h) No matter may be submitted to arbitration except in accordance with the above provisions.

7.8 Choice of Forum

Any legal suit, action, litigation, or proceeding of any kind whatsoever in any way arising out of, from or relating to this Agreement shall be instituted in the courts of the City of Toronto, Ontario, and each Party irrevocably submits to the exclusive jurisdiction of such courts in any such suit, action, litigation or proceeding. Service of process, summons, notice, or other document by mail or personal service to such Party's address set forth herein shall be effective service of process for any suit, action, litigation or other proceeding brought in any such court. Each Party agrees that a final judgment in any such suit, action, litigation, or proceeding is conclusive and may be enforced in other jurisdictions by suit on the judgment or in any other manner provided by law. The Parties irrevocably and unconditionally waive any objection to the venue of any action or proceeding in such courts and irrevocably waive and agree not to plead or claim in any such court that any such action or proceeding brought in any such court has been brought in an inconvenient forum.



ARTICLE 8 STANDARD CONDITIONS

8.1 Governing Laws

This Agreement will be interpreted and governed by the laws of the Province of Ontario.

8.2 Compliance with Laws and Permits

- (a) The Contractor shall comply in all material respects with Applicable Laws and shall perform and complete the Work, and cause the Work to be performed and completed, in accordance with and in compliance with all Applicable Laws, including all Applicable Laws related to the environment and health and safety. If there is a conflict between the standards required by Applicable Laws, then Contractor shall perform and complete the Work in compliance with the higher or more rigorous standard.
- (b) The Contractor shall obtain, and shall ensure Subcontractors obtain, all permits, permissions, licences, and approvals required to perform the Work.

8.3 Assignment

This Agreement enures to the benefit of and is binding upon the Contractor and CMO and their successors and permitted assigns. The Contractor shall not assign, transfer (including a change in control of Contractor), convey or otherwise dispose of this Agreement, including any rights or obligations under this Agreement, or its power to execute such Agreement, without the prior written consent of CMO.

8.4 Contractor to Make Examinations

The Contractor has made its own examination, investigation, and research regarding proper methods of providing the Work and all conditions affecting the Work under this Agreement, and the labour, Equipment and materials needed thereon, and the quantity of the work to be performed. The Contractor agrees that it has satisfied itself based on its own investigation and research regarding all such conditions, that its conclusion to enter into this Agreement was based upon such investigation and research, and that it shall make no claim against CMO because of any of the estimates, statements or interpretations made by any officer or agent of CMO that may be erroneous.

8.5 Access to Records

- (a) The Contractor shall maintain in its designated local office full and complete operations, customer and service accounts, and records, as applicable to the Work, including records related to Collection Services and Promotion and Education Services, in each case in accordance with the Regulation (collectively, the "Records") that at any reasonable time shall be open for inspection and copying for any reasonable purpose by CMO or the Manager. CMO or the Manager shall be allowed access to the Records for audit (including, as applicable to the Work, for an audit of practices and procedures implemented in respect of Part VI of the Regulation in accordance with Section 67 of the Regulation) and review purposes.



- (b) The Contractor shall make available copies of records for Blue Box Material from Eligible Sources picked up by CMO under this Agreement on request within two (2) Business Days of the request by CMO or the Manager.
- (c) All records related to this Agreement, including the Records, shall be maintained, and access granted pursuant to this Section 8.5 of Exhibit 1, throughout the term of this Agreement and for at least five (5) years thereafter.

8.6 Insurance

- (a) The Contractor shall at its own expense obtain and maintain for the term of this Agreement:
 - (i) Commercial general liability insurance on an occurrence basis for an amount not less than five million (\$5,000,000) dollars per each occurrence, five million (\$5,000,000) dollars general aggregate and a two million (\$2,000,000) dollars products-completed operations aggregate limit. The policy shall include CMO and the Manager as additional insureds with respect to the Contractor's operations, acts and omissions relating to its obligations under this Agreement, such policy to include non-owned automobile liability, bodily injury, property damage, contractual liability, owners and contractors protective, products and completed operations, contingent employers liability, cross liability and severability of interest clauses;
 - (ii) Automobile liability insurance for an amount not less than five million (\$5,000,000) dollars per occurrence on forms meeting statutory requirements covering all owned, non-owned, operated, hired, and leased vehicles used in connection with this Agreement. The policy shall be endorsed to provide contractual liability coverage;
 - (iii) Environmental impairment liability insurance (on a claims made or occurrence made basis), covering the work and services described in this Agreement including coverage for loss or claims arising from contamination to third party property damage, bodily injury, cleanup costs and legal defense during the execution of this Agreement. Such policy shall provide coverage for an amount not less than two million (\$2,000,000) dollars and shall remain in force for twelve (12) months following completion of work; and
 - (iv) "All risks" property insurance in amounts sufficient to fully cover, on a replacement cost basis without deduction for depreciation, any building in which the Work is being performed and the Equipment contained therein and all other property owned by the Contractor or by others located therein including equipment, furniture and fixtures.
- (b) The Contractor shall not commence work until documentation evidencing the insurance requirements of the Contractor, have been filed and accepted by CMO. The documentation shall be certificates of insurance if purchased from a third party or evidence of self-insurance if applicable.



- (c) The Commercial General Liability policy is to contain, or be endorsed to contain, the following provisions:
 - (i) The Contractor's insurance coverage shall be the primary insurance with respect to CMO, the Manager and their respective officers, directors, employees, agents and representatives. Any insurance, self-insurance, or insurance pool coverage maintained by CMO or the Manager shall be more than the Contractor's insurance and shall not contribute with it;
 - (ii) Coverage shall state that the Contractor's insurance shall apply separately to each insured against whom claim is made or suit is brought, except with respect to the limits of the insurer's liability; and
 - (iii) Policies for the above must be kept continuous throughout the term of this Agreement. If any of the above policies are being cancelled, the Contractor shall notify CMO and the Manager in writing at least thirty (30) calendar days prior to the effective date of cancellation. The Contractor shall provide proof of renewal or replacement of any other policies of insurance, on or before the expiry date, at the request of the CMO or Manager. CMO reserves the right to request such higher limits of insurance or other types of policies appropriate to the Work as CMO may reasonably require.
- (d) All coverages for Subcontractors shall be subject to the same insurance requirements as stated herein for the Contractor.

8.7 Changes to Agreement

- (a) Changes to this Agreement may only be made in writing signed by duly authorized representatives of both Parties.
- (b) No Party shall have any obligation with respect to the implementation of a Change Order unless or until the Parties have reached agreement in writing.

8.8 Change Management

- (a) CMO shall be entitled to propose changes, alterations and/or amendments to the Work including removing all or a portion of the Work under any Statements of Work. If CMO deems it prudent to require a change in the Work, CMO shall notify the Contractor of the proposed change in the Work in writing ("Change Notice"). Without limiting the foregoing, CMO may issue a Change Notice using the Manager.
- (b) A Change Notice shall describe the change in the Work in sufficient detail to enable the Contractor to calculate and provide a change in cost estimate (the "Cost Estimate"), if any. The Contractor agrees that the Cost Estimate shall be provided in writing to CMO within a period of fifteen (15) Business Days or other timeline agreed to with CMO in writing from the date of receipt of the Change Notice.



- (c) The Cost Estimate shall include but is not limited to the following as it relates to the change in Work:
 - (i) A comment on whether relief from compliance with Contractor's obligations under this Agreement is required;
 - (ii) Any impact on Contractor's ability to meet its obligations and the terms and conditions set out in this Agreement;
 - (iii) Any amendment that may be required to be made to the terms and/or conditions of this Agreement; and
 - (iv) Any change in the Contractor's costs.
- (d) As soon as practicable after CMO receives the Cost Estimate, the Parties shall act in good faith to resolve the issues set out in the Cost Estimate and Change Notice, including providing evidence that the Contractor has used best efforts, such as (where practicable) the use of competitive quotes with its subcontractors to minimize any increase in costs and maximize any reduction in costs, demonstrating that any expenditure to be incurred or avoided has been determined in a cost effective manner, and any other evidence deemed appropriate by the Contractor and CMO, acting reasonably.
- (e) If the Contractor does not intend to use its own resources to implement any change in the Work, subject to prior written approval of CMO, the Contractor may subcontract the required resources with the objective of ensuring that it obtains best value for money when procuring any Work, services, supplies, materials, or Equipment required in relation to the change in the Work.
- (f) If the Parties agree to the Cost Estimate and Change Notice, as may be modified, amended or altered by the Parties, the Parties shall document the applicable changes to this Agreement ("Change Order") in respect of such modified, amended or altered Cost Estimate and Change Notice within five (5) Business Days after the Contractor receives confirmation from CMO that such Cost Estimate and Change Notice are accepted. For clarity, the Cost Estimate and Change Notice shall not be implemented, unless and until, the Parties have entered into a Change Order in respect of such Cost Estimate and Change Notice.
- (g) Any change in the Work that causes, or is expected to cause, the Contractor's costs or any subcontractor's costs to decrease shall be treated as a benefit to the Contractor with the expectation and understanding that CMO will also realize a proportional financial benefit in an amount to be negotiated in good faith between the Parties. If such an understanding cannot be reached, the Parties agree to resolve the difference through the dispute resolution provisions set out in this Agreement.
- (h) Contractor's Proposed Change in the Work:
 - (i) If the Contractor seeks to propose a change in the Work in accordance with an express entitlement in this Agreement, it must notify CMO in writing. The Contractor, in



proposing a change in the Work, agrees to provide CMO with the following information and details in writing:

- A description of the proposed change in the Work in sufficient detail, to enable CMO to evaluate it in full;
- Reasons in support of the Contractor's proposed change in Work;
- Set out the details and implications of the change in the Work, including any anticipated change in the costs of providing the Work by the Contractor;
- Indicate whether a variation to the Contract Price is proposed (and, if so, provide a detailed Cost Estimate of such proposed change); and
- Identify an appropriate timeframe for the implementation of the change in Work.

(ii) CMO agrees that it shall, in a timely manner, and in any event no later than fifteen (15) Business Days, evaluate the Contractor's proposed change in the Work, considering all relevant issues, including whether:

- A change in the Contract Price will occur;
- The change affects the quality of the Work or the likelihood of successful delivery of the amended Work;
- The change will interfere with any relationship of CMO with third parties;
- The financial strength of the Contractor is sufficient to perform the change; and
- The change materially affects the risks or costs to which CMO is exposed.

(iii) If CMO accepts the Contractor's proposed change in the Work, the change in the Work shall be set out in a Change Order documenting all changes to the scope of Work and/or terms and conditions of this Agreement. Where CMO accepts the Contractor's change proposal CMO shall notify the Contractor in a timely manner.

(iv) If CMO rejects the Contractor's change proposal, CMO shall provide written reasons outlining the basis upon which the change in Work is not accepted by CMO.

(v) Unless CMO specifically agrees to an increase in the Contract Price in writing, there shall be no increase in price because of a change in the Work proposed by the Contractor.

(vi) Any change in the Work proposed by the Contractor that causes or that is expected to cause the Contractor's costs or any subcontractor's costs to decrease shall be treated as a benefit with expectation that CMO will also realize a proportional financial benefit in an amount to be negotiated in good faith between the Parties. The Parties agree to



take all reasonable steps to negotiate the proportional financial benefit in good faith, failing which the Parties agree to resolve the difference through the dispute resolution provisions set out in this Agreement.

- (i) Except as specifically confirmed in writing by the Parties in accordance with this Section 8.8 of Exhibit 1, all Work shall remain unaltered and shall be performed in accordance with the terms and conditions of this Agreement.

8.9 Conflicts and Omissions

- (a) Neither Party to this Agreement shall take advantage of any apparent error or omission in this Agreement. Any Work not herein specified which is necessary for the proper performance and completion of any Work contemplated, which may be implied as included in this Agreement, shall be done by the Contractor as if such Work had been specified and shall not be construed as a variation of the Work.
- (b) If the Contractor discovers any provision in this Agreement which is contrary to, or inconsistent with any Applicable Law, the Contractor shall forthwith report the inconsistency or conflict to CMO in writing and shall not perform the Work impacted by such inconsistency or conflict until it receives instructions from CMO.

8.10 Duty to Notify

If the Contractor becomes aware of any problem and/or condition which may adversely affect the performance of the Work, or the ability of the Contractor to conform with any requirements for the term of this Agreement, then the Contractor shall promptly, and in no event more than two (2) Business Days after becoming aware of same, notify CMO, in writing, of such occurrence and of the nature of the relevant problem or condition in sufficient detail to permit CMO to understand the nature and scope thereof. In any event, the Contractor will provide such written progress reports to CMO as reasonably requested by CMO but not less frequently than monthly unless otherwise agreed to in writing by CMO.

8.11 Confidentiality Covenant

- (a) Confidential Information means information of or relating to a party (the "Disclosing Party") that is designated as confidential or that reasonably should be understood to be confidential given the nature of the information and the circumstances of disclosure and has or will come into the possession or knowledge of the other party (the "Receiving Party") whether such information is or has been conveyed verbally or in written or other tangible form, and whether such information is acquired directly or indirectly such as in the course of discussions or other investigations by the Receiving Party. Without limiting the foregoing, Confidential Information includes all technical, financial and business information, ideas, concepts or know-how, or relating to Work performance and Work delivery and the terms of this Agreement. Confidential Information does not include information that: (i) was already known to the Receiving Party, without obligation to keep it confidential, at the time of its receipt from the Disclosing Party; or (ii) is or becomes available to the public other than as a result of a breach hereof by the Receiving Party; provided that the foregoing exceptions will not apply with



respect to any personal information that is subject to privacy laws ("Confidential Information").

- (b) The Receiving Party shall:
 - (i) take all measures reasonably required to maintain the confidentiality and security of the Confidential Information of the Disclosing Party;
 - (ii) not use or reproduce Confidential Information for any purpose, other than as reasonably required to exercise or perform its rights or obligations under this Agreement;
 - (iii) not disclose any Confidential Information other than to employees, agents or subcontractors of the Receiving Party ("Representatives") to the extent, and only to the extent, they have a need to know the Confidential Information in order for Receiving Party to exercise its rights or perform its obligations under this Agreement and who are bound by a legal obligation to protect the received Confidential Information from unauthorized use or disclosure; and
 - (iv) be responsible for any breach of this Agreement by any of its Representatives.
- (c) Notwithstanding the above, the Receiving Party may disclose Confidential Information of the Disclosing Party to the extent required by a court of competent jurisdiction or other governmental authority or otherwise as required by Applicable Law, provided that, unless prohibited by Applicable Law, the Receiving Party gives the Disclosing Party an opportunity to oppose the disclosure or to seek a protective order protecting such Confidential Information prior to any such disclosure.
- (d) Upon expiry or termination of this Agreement, or upon request by the Disclosing Party, the Receiving Party will return to the Disclosing Party, or irrecoverably destroy, any Confidential Information of the Disclosing Party.
- (e) Contractor will not access, collect, use, disclose, dispose of or otherwise handle information of or about individuals that is subject to Applicable Laws relating to privacy ("Privacy Laws") in the performance of its obligations under this Agreement, except: (i) to the extent necessary to perform the Work; (ii) in accordance with all Privacy Laws; and (iii) in a manner that enables CMO to comply with all Privacy Laws, including that the Contractor will obtain appropriate consents from the applicable individuals to allow Contractor and CMO to exercise their rights and to perform their obligations under this Agreement as they relate to such information. Unless prohibited by Applicable Law, Contractor will immediately notify CMO of any demand, or request by a third party (including any government or a regulatory authority) for the disclosure of any information of CMO which is subject to Privacy Laws, and, to the maximum extent permitted by Applicable Law, will oppose, seek judicial relief of and appeal any such demand or request. Contractor will immediately notify CMO if Contractor becomes aware that Contractor has failed to comply with Privacy Laws in connection with of this Agreement.



- (f) Each Party agrees and acknowledges that any violation of this Section 8.11 of Exhibit 1 may cause irreparable injury to the other Party and that, in addition to any other remedies that may be available (in law, in equity or otherwise), the injured Party shall be entitled to seek an injunction, specific performance or other equitable relief against the threatened breach of this Section 8.11 of Exhibit 1 or the continuation of any such breach, without the necessity of proving actual damages or posting any bond or other security.

8.12 Severability

- (a) If, for any reason, any part, term, or provision of this Agreement is held by a court of the Province of Ontario to be illegal, void or unenforceable, the validity of the remaining provisions shall not be affected, and the rights and obligations of the Parties shall be construed and enforced as if this Agreement did not contain the particular provision held to be invalid.
- (b) If it should appear that any provision hereof conflicts with any statutory provision of the Province of Ontario or Government of Canada, said provision, which may conflict therewith, shall be deemed inoperative and null and void insofar as it may be in conflict therewith, and shall be deemed modified to conform to such statutory provisions.

8.13 Survival

All provisions of this Agreement which expressly or by their nature survive the expiry or termination of this Agreement shall survive the expiry or termination of this Agreement, including the following: Section 7.1 (Responsibility for Damages/Indemnification), Section 7.2 (Limited Liabilities), Section 7.4 (Agreement Termination) and Section 8.11 (Confidentiality Covenant), all of Exhibit 1.

8.14 Further Assurances

Each Party shall, at its expense, do, execute and deliver, or cause to be done, executed and delivered, such further acts and documents as the other Party may reasonably request from time to time for the purpose of giving effect to this Agreement or carrying out the intention or facilitating the performance of the terms of this Agreement.

8.15 Revisions to this Agreement

Except as otherwise expressly stated in this Agreement, no amendment, supplement, modification or waiver or termination of this Agreement and, unless otherwise specified, no consent or approval by any Party, is binding unless executed in writing and signed by an authorized representative of each Party. Notwithstanding the foregoing, CMO may propose any revisions to this Agreement necessary to comply with amendments to the Regulation or other notices, interpretations, rulings, directives or other communications issued pursuant to the Regulation (collectively, "Communications"), and CMO will provide the Contractor with written notice of such proposed revisions as soon as reasonably practicable. Such revision shall automatically have effect from the date of the Change Order, if any, related to such Communications. CMO shall make commercially reasonable efforts to consider and respond to reasonable written feedback related to such revisions received from the Contractor within thirty (30) calendar days of receiving such feedback.



8.16 Counterparts

This Agreement may be executed in counterparts, each of which shall be deemed an original and which, taken together, shall constitute one and the same instrument. Each counterpart of this Agreement may be executed by electronic signature. CMO and the Contractor shall execute and deliver such further and other documents and do and perform such further and other acts or things as may be necessary or desirable to give full effect to this Agreement.

8.17 Notice

Unless expressly stated otherwise, any notice, request, consent, claim, demand, waiver or other communication required or permitted to be given in connection with this Agreement must be given in writing and will be given by hand or sent by courier or emailed, in each case addressed as follows, and will be deemed to have been received on the day of receipt if by hand or courier, or if given by email three (3) Business Days after confirmation of email transmission.

To CMO:

Circular Materials Ontario
1 St. Clair Avenue West, Suite 700
Toronto, ON M4V 1K6
Attention: Manager, Procurement & Vendor Management

Email: procurement@circularmaterials.ca

With a copy to Manager:

RLG Systems Canada Inc.
175 Bloor Street East, 9th Floor, South Tower
Toronto, ON M4W 3R8
Attention: Catherine McCausland

Email: Catherine.McCausland@rev-log.com

To Contractor:

The Corporation of the Township of McKellar
701 Highway 124
McKellar, ON P0G 1C0
Attention: Karlee Britton, Clerk/Administrator


 Email: DeputyClerk@mckellar.ca
EXHIBIT 2: DEPOTS IN ELIGIBLE COMMUNITIES

Eligible Community	Depot Name	Street Address	City	Postal Code	Days of Operation per Calendar Month	Hours of Operation per Day
The Corporation of the Township of McKellar		13 Lees' Road	McKellar	P2A 0B5	Summer from APR.15. - SEPT.15. Monday 9am to 4pm, Wednesday 9am to 7pm, Saturday 9am to 4pm, Sunday 9am to 7pm Stat Hol. - Open Holiday Mons Winter from SEPT.16 - APR.14. Monday, Wednesday, Saturday and Sunday 9am to 4pm Statutory Holidays = Closed Family Day, Easter Monday, Christmas Day, Boxing Day, New Years Day	Summer: Mon = 7 hrs, Tues = 0hrs, Wed = 10 hrs, Thurs = 0 hrs, Fri = 0 hrs, Sat = 7 hrs, & Sun = 10 hrs Winter: Mon = 7 hrs, Tues = 0 hrs, Wed = 7 hrs, Thurs = 0 hrs, Fri = 0 hrs, Sat = 7 hrs, & Sun = 7 hrs

***NOTE: CMO holds no responsibility or liability for actual information that is different from the information presented in this Exhibit.**





EXHIBIT 3: SERVICE COMMENCEMENT DATES AND NUMBER OF ELIGIBLE SOURCES

The table included below lists the Eligible Community Service Commencement Date and the corresponding number of Eligible Sources in each Eligible Community.

Eligible Community	Eligible Community Service Commencement Date	Number of Eligible Sources in Eligible Community
The Corporation of the Township of McKellar	January 1, 2026	1,657



EXHIBIT 4: COMPENSATION

- 1.1 All amounts in this Agreement are in Canadian funds.
- 1.2 The Contractor shall submit an invoice to CMO within fifteen (15) days of the end of a month in respect of the Contract Price for the Work performed during such calendar month.
- 1.3 CMO shall pay the Contract Price for the Work performed during a calendar month, in accordance with this Agreement, on the 45th calendar day after the end of such calendar month, provided that an invoice has been received and if such day is not a Business Day then CMO shall make such payment on the next Business Day.
- 1.4 The Contractor shall be entitled to interest upon any amounts owing for more than thirty (30) calendar days on account of delay in payment by CMO, until payment of the unpaid amount. The interest shall be simple interest payable monthly at a rate of one percent (1%) per annum plus Prime.
- 1.5 Where the Contractor disputes the amount of a payment, the Contractor shall issue a written notice to CMO describing the reasons for the disputed amount.
- 1.6 The Contractor shall inform CMO of any payment errors that result in overpayment by CMO in a timely manner by issuing a written notice informing CMO of the credit necessary to correct such error in the next payment or, if the overpayment is in respect of the last payment, by issuing a refund to CMO within thirty (30) calendar days.
- 1.7 Except for the applicable Value Added Taxes payable by CMO, all taxes, including any sales, use, excise and similar value added taxes, however denominated or measured, imposed upon the price or compensation under this Agreement, or upon the Work provided hereunder or thereunder, or based on or measured by gross receipts or net income, or measured by wages, salaries or other remuneration of the Contractor's employees, will be solely the responsibility of the Contractor. The Contractor will deposit, or cause to be deposited, in a timely manner with the appropriate taxing authorities all amounts required to be withheld.
- 1.8 In the event there are any monies payable to CMO by the Contractor under the terms of this Agreement, CMO shall invoice the Contractor for such amounts and the Contractor shall pay such amounts to CMO in accordance with such invoice.
- 1.9 For each calendar month during the Agreement Term, the Contract Price for the Work performed in accordance with the requirements of this Agreement shall be calculated as follows:
 - (a) \$0.35 multiplied by 1,657 (the number Households that receive depot only Promotion and Education Services for such calendar month) and divided by twelve (12); plus
 - (b) Residential Depot Operation Costs.

For the purposes of this Agreement, "**Residential Depot Operation Costs**" means \$1,550.00 as adjusted in accordance with this Agreement.



1.10 Total Residential Depot Operation Costs Adjustment

- (a) The Residential Depot Operation Costs for each calendar month of the Agreement Term shall be determined as follows:

Residential Depot Operation Costs = Base Residential Depot Operation Costs + Non-Fuel Price Component Adjustment, where such price adjustment is applicable to the calendar month.

- (b) The “**Base Residential Depot Operation Costs**” is the Residential Depot Operation Costs set out in Section 1.9 of this Exhibit 4.
- (c) The “**Non-Fuel Price Component**” is 100% of the Base Residential Depot Operation Costs.
- (d) For the first calendar month immediately following the first annual anniversary of the Eligible Community Service Commencement Date and for each subsequent annual anniversary, the “Non-Fuel Price Component Adjustment” shall be (1) the Non-Fuel Price Component multiplied by (2) the percentage change in the CPI Index, as most recently published, since the Eligible Community Service Commencement Date. The Non-Fuel Price Component Adjustment will be added to or subtracted, as applicable, from the Base Residential Depot Operation Costs, for such calendar month and for each of the subsequent eleven (11) calendar months.

1.11 CPI Index

For the purposes of this Agreement, “**CPI Index**” means the Consumer Price Index (All items), monthly, not seasonally adjusted – Ontario (Table 18-10-0004-01)(Formerly CANSIM 326-0020) (<https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1810000401>).

1.12 Changes to CPI Index

If the applicable publisher materially changes, discontinues or replaces the CPI Index, the CPI Index shall be subject to revisions as agreed by the Parties.

CORPORATION OF THE TOWNSHIP OF MCKELLAR
BY-LAW NO. 2025-63

Being a By-law to Amend By-law 2022-42 Being a By-law to Establish and Regulate a Fire Department within the Township of McKellar

WHEREAS Section 5 of the Fire Protection and Prevention Act authorizes the Council of a municipality to establish, maintain and operate a fire department to provide fire suppression services and other fire protection services in the municipality; and

WHEREAS Sections 8 and 11 of the Municipal Act authorize a municipality to provide any service that the municipality considers necessary or desirable for the public, and to pass by-laws respecting, inter alia, health, safety and well- being of persons, protection of persons and property, and services that the municipality is authorized to provide; and

WHEREAS the Council deems it desirable to make an amendment to the By-law;

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

- 1. **THAT** under Schedule "B" the sentence: "The Fire Department shall provide the following services and programs:" be amended to "The Fire Department shall provide the following services and programs only when response of adequately trained personnel in sufficient numbers is available:"
- 2. **THAT** this By-law shall come into force and effect on the day on which it is passed by Council.

READ a FIRST and SECOND time this 16th day of December 2025.

David Moore, Mayor

Karlee Britton, Clerk Administrator

READ a THIRD time and **PASSED** in **OPEN COUNCIL** this 16th day of December 2025.

David Moore, Mayor

Karlee Britton, Clerk Administrator

CORPORATION OF THE TOWNSHIP OF MCKELLAR
BY-LAW NO. 2025-64

**Being a By-law to Approve and Authorize the
Acquisition of Block A, Plan 249**

WHEREAS pursuant to Sections 8, 9 and 10 of the Municipal Act, 2001, a municipality may pass by-laws authorizing the acquisition of lands; and

WHEREAS Robert Rutherford Prentice is one of the original subdividers of Plan 249 and is the sole surviving registered owner of Block A, Plan 249, which is more particularly described in Schedule "A" attached hereto (the "said lands"), and both The Corporation of the Township of McKellar (the "Township") and Robert Rutherford Prentice believed that the said lands were transferred to and owned by the Township in or around 1964 and the Township has been in possession of the lands since that time; and

WHEREAS Robert Rutherford Prentice proposes to now transfer title to Block A, Plan 249 to The Corporation of the Township of McKellar, for no consideration as a gift; and

WHEREAS Council wishes to authorize the acquisition of title to the said lands;

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

1. **THAT** Council approves and authorizes the acquisition of title to the lands more particularly described in Schedule "A" attached hereto for no consideration as a gift, free and clear of all liens and encumbrances.
2. **THAT** this Council authorizes the Mayor and Clerk/Administrator to sign all documents and to take all action necessary to carry out the intent of this By-law.

READ a **FIRST** and **SECOND** time this 16th day of December 2025.

David Moore, Mayor

Karlee Britton, Clerk Administrator

READ a **THIRD** time and **PASSED** in **OPEN COUNCIL** this 16th day of December 2025.

David Moore, Mayor

Karlee Britton, Clerk Administrator

**SCHEDULE "A" TO BY-LAW NO. 2025-64
OF THE CORPORATION OF THE TOWNSHIP
OF MCKELLAR**

All of PIN 52129-0557 (LT) - BLK A PL 249 SRO; MCKELLAR



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.
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.
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.
Nov. 21/25		Belvedere Heights Backed Financing Request	Finance	Treasurer confirmed with the auditor that a operating lease will not affect borrowing capacity.
Dec 2/25	25-530	By-law 2025-61 To regulate Maximum Speed limit on Middle River Drive	Public Works Department and Administration	More investigation needed, investigate Ontario Traffic Act, asking residents if 20 km ok, By-law to quote Highway Traffic Act



November 27, 2025

In This Issue:

- We need your local municipal staff career spotlights!
- Public Health Ontario Rounds: Population Health Approach to GBV Prevention.
- Municipal Energy Plan Program provincial funding.
- Sport Hosting Program Applications Intake.
- Ontario Energy Board Plans 2026 review of Model Franchise Agreement.
- Applications now open: Canada Summer Jobs wage subsidy.
- Federal Food Waste Prevention and Diversion Webinar.
- Navigating Conflict Relationships as an Elected Official, March and May 2026 workshops.
- ROMA Zone Meet-ups over lunch Sunday, January 18.
- Free Workshop: Everything You Need to Know as an Underrepresented Candidate - Dec 3rd.
- New Dates! Seeking re-election or first-time candidate? AMO's free workshop series is for you.
- AODA Accessibility Solutions RFP Now Open.
- Get a Quote for Your 2026 Road/Sidewalk Assessment.
- Is your municipality ready for the phase-out?
- Energy Training that pays for itself!
- Blog: Smarter Procurement, Stronger Communities.
- Webinar: Navigate Healthcare-Related Procurement and Supply Chain Challenges.
- New AMO/OMAA Webinar: Impact of the Mayor-CAO relationship on workplace culture.
- New Program to Help Get Your Community Energy Emissions Planning Done!
- Careers.

AMO Matters

We need your help! AMO is building a public affairs campaign to highlight the impact and the people behind municipal work - and we want to feature real stories from Ontario's municipalities. Submissions will be featured on the campaign website and newsletters as *Impact Stories* to highlight the everyday work that keeps communities safe, clean, connected and welcoming. [Please contact us](#) at workforce@amo.on.ca to learn how to share stories from your community.

Provincial Matters

This Public Health Ontario Rounds will be held virtually December 2nd from 12-1pm. It will present a Framework to support public health agencies contributing to gender-based violence prevention. Register [here](#).

The Municipal Energy Plan Program, a voluntary, application-based program of the Ministry of Energy and Mines helps develop and enhance energy plans. [Learn more here](#).

The province is accepting applications for next round of [Sport Hosting Program](#) to support sport tourism and local economies. Municipalities are eligible to [apply](#). The deadline to submit for 2026/27 applications is until January 12, 2026.

The Ontario Energy Board (OEB) [issued a letter](#) advising interested stakeholders that it intends to commence a generic proceeding in 2026 to review the OEB's Model Franchise Agreement.

Federal Matters

Municipalities with 50 or fewer full-time employees are eligible to apply for wage subsidies for summer work experiences targeting youth aged 15- 30 years old. Application window closes December 11, 2025, at 11:59 pm (PST). [Click here for more info](#).

Environment and Climate Change Canada (ECCC) is showcasing the Waste Reduction and Management Division's Grant and Contribution funding recipients whose projects focus on food waste prevention and diversion December 4th. [Register now](#).

Education Opportunities

Conflict and misunderstanding are a big part of many municipal leaders' current realities. This workshop provides an opportunity to transform conflict into collaboration. The [Navigating Conflict Relationships as an Elected Official](#) workshop teaches skills in building collaborative relationships and negotiating difficult ones in your role as an elected municipal official.

This year's ROMA Zone Meet-ups will be held over lunch at the ROMA Conference on Sunday, January 18. The Zone Meet-ups are an important opportunity to hear about the work of the ROMA Board and engage with your Zone and Board representatives. [Register today](#) for the ROMA 2026 conference and plan to arrive Saturday to take part in discussion on ROMA strategic priorities.

AMO's [Running for Municipal Office - Everything You Need to Know as an Underrepresented Candidate](#) 90 minute free workshop provides useful insights and strategies to support you in getting your name on the ballot. While this workshop focuses on individuals from underrepresented communities, all are welcome to participate.

If you missed *AMO's Healthy Democracy Leadership Series: Stronger Leaders, Stronger Communities* workshop registration, we are offering new dates to register. Designed to equip you with the tools, resilience, and confidence to meet the challenges of the political landscape head-on. It's offered at no charge in two streams: first time candidates, and those considering re-election in 2026. [Full details and registration information here](#).

LAS

LAS invites qualified vendors to propose scalable accessibility solutions for Ontario municipalities, including digital accessibility, accessible public infrastructure, training, and communication supports, to support province-wide AODA compliance and promote inclusive, accessible communities. [Download the RFP from here](#).

Is a road needs study or sidewalk assessment part of your 2026 work plan? [Contact Tanner](#) to get a free quote with the [LAS Road & Sidewalk Assessment](#) service. Better data helps make the best decisions for your assets.

The [phase-out of mercury containing lamps](#) (CFL, linear fluorescent lamps, metal halides, etc.) begins on January 1, 2026. The [LAS Facility Lighting Service](#) offers a turn-key solution to upgrade your lights so you won't be left in the dark. Contact [Christian Tham](#) to find out how you can get ready.

Staff training is critical to identifying energy savings opportunities and reducing costs in your buildings. The [LAS Energy Workshop & Treasure Hunt](#) will empower your teams to meet your energy and budget goals. Contact [Christian Tham](#) for more information. Eligible for IESO incentives.

Ontario municipalities are under mounting pressure to do more with less. Rising healthcare-related expenses, aging populations, and tighter budgets mean every dollar must be stretched further. [Read more here.](#)

[Join a free webinar](#) on December 9 to find valuable insights from municipal and healthcare supply chain leaders who are working to strengthen procurement practices, control costs, and build more resilient systems across Ontario.

Municipal Wire*

Back by popular demand, AMO and OMAA are pleased to present the next topic in our Mayor-CAO Relationship Series. This conversation turns the spotlight on how the Mayor-CAO partnership shapes municipal workplace culture and why strong, trust-based leadership matters now more than ever. [Register here](#) for the free December 8th Session.

Has your municipality been considering developing your 'CEEP' to identify and reduce your community's energy emissions for too long? Get it done, now, through QUEST Canada's Net-Zero Communities Accelerator program! Contact Projects Lead Norma Panetta at npanetta@questcanada.org by December 1, 2025. [More information.](#)

Careers

[Manager Transportation Operations & Maintenance \(Winter Services – City Wide\) - City of Toronto.](#) Closing Date: December 5, 2025.

[Supervisor of Fleet Services - City of Quinte West.](#) Closing Date: December 8, 2025.

[Manager, Development Engineering \(Water And Wastewater\) - Region of Waterloo.](#) Closing Date: December 26, 2025.

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!

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



December 04, 2025

In This Issue:

- Now available: Lead Where You Live - A Guide to Running for Municipal Council.
- We need your local municipal staff career spotlights!
- Municipal Energy Plan Program provincial funding.
- Sport Hosting Program applications intake.
- Build Canada Homes: Call for project proposals.
- Last week to apply: Canada Summer Jobs wage subsidy.
- Navigating Conflict Relationships as an Elected Official, March and May 2026 workshops.
- Rural Ontario's Leaders conference update.
- New Dates! Seeking re-election or first-time candidate? AMO's free workshop series is for you.
- Mastering Crisis Communications for Elected Officials - March 11 and 12.
- Mercury containing lamps are going...going...gone!
- Hunting for energy treasure in 2026.
- AODA Accessibility Solutions RFP now open.
- Blog: Smarter Procurement, Stronger Communities.
- Webinar: Navigate Healthcare-Related Procurement and Supply Chain Challenges.
- Online information session on the World Urban Forum 13.
- OPSBA Campaign: Help keep education close to home.
- Next week: AMO/OMAA Webinar - Impact of the Mayor-CAO relationship on workplace culture.
- Careers.

AMO Matters

The [Lead Where You Live Resource](#) provides key information for anyone running in the 2026 municipal election. This guide will introduce you to some of the key steps in that process. It will also give you a sense of what life is like as an elected member of a municipal council.

We need your help! AMO is building a public affairs campaign to highlight the impact and the people behind municipal work - and we want to feature real stories from Ontario's municipalities. Submissions will be featured on the campaign website and newsletters as *Impact Stories* to highlight the everyday work that keeps communities safe, clean, connected and welcoming. [Please contact us](#) at workforce@amo.on.ca to learn how to share stories from your community.

Provincial Matters

The Municipal Energy Plan Program, a voluntary, application-based program of the Ministry of Energy and Mines helps develop and enhance energy plans. [Learn more here](#).

The province is accepting applications for next round of [Sport Hosting Program](#) to support sport tourism and local economies. Municipalities are eligible to [apply](#). The deadline to submit for 2026/27 applications is until January 12, 2026.

Federal Matters

Build Canada Homes [released](#) an [Investment Policy Framework \(IPF\)](#) to guide investment decisions and housing development activities. Calls for project proposals can be submitted to the BCH [portal](#) on a continuous intake basis.

Municipalities with 50 or fewer full-time employees are eligible to apply for wage subsidies for summer work experiences targeting youth aged 15- 30 years old. Application window closes next Thursday, December 11, 2025, at 11:59 pm (PST). [Click here for more info](#).

Education Opportunities

Municipal life is a people-oriented business and not all relationships are smooth sailing. Learn how to transform conflict into collaboration. The [Navigating Conflict Relationships as an Elected Official](#) workshop teaches skills in building collaborative relationships and negotiating difficult ones in your role as an elected municipal official.

Start your final year on council with educational, advocacy, and networking opportunities that will set you up for success. Also, hear from keynote speakers about why your leadership is more important than ever, as well as national issues from prolific journalist Chantal Hébert. [Register today](#) for the ROMA 2026 conference and plan to arrive Saturday to take part in discussion on ROMA strategic priorities.

If you missed *AMO's Healthy Democracy Leadership Series: Stronger Leaders, Stronger Communities* workshop registration, we are offering new dates to register. It's designed to equip you with the tools, resilience, and confidence to meet the challenges of the political landscape head-on. It's offered at no charge in two streams: first time candidates, and those considering re-election in 2026. [Full details and registration information here](#).

Crises aren't planned - but communication is. As a local leader, knowing how and when to respond is critical for stability in your community during a crisis. Join this workshop to develop, master and deliver your own messages with confidence. View full *Managing Communications through Crisis* details and [register here](#).

LAS

The [phase-out of mercury containing lamps](#) (fluorescent, metal halide, sodium, etc.) begins on January 1, 2026. Check out our [archived webinar](#) to learn more. Don't want to be left in the dark? Contact Christian to use our simple, turn-key [Facility Lighting Service](#).

Energy treasure hunts help staff identify all sorts of energy savings opportunities. Empower your team to meet your energy targets and reduce costs by booking your 2026 [Energy Workshop & Treasure Hunt](#) today. Contact [Christian Tham](#) for more information.

LAS invites qualified vendors to propose scalable accessibility solutions for Ontario municipalities, including digital accessibility, accessible public infrastructure, training, and communication supports, to support province-wide AODA compliance and promote inclusive, accessible communities. [Download the RFP from here.](#)

Ontario municipalities are under mounting pressure to do more with less. Rising healthcare-related expenses, aging populations, and tighter budgets mean every dollar must be stretched further. [Read more here.](#)

[Join a free webinar](#) on December 9 to find valuable insights from municipal and healthcare supply chain leaders who are working to strengthen procurement practices, control costs, and build more resilient systems across Ontario.

Municipal Wire*

The UN-Habitat Canada Office would like to invite you to an information session on the thirteenth session of the World Urban Forum (WUF13) on December 9, 12:00-1:00 p.m. EST. This session will gather a diverse community of urban thinkers and practitioners to address the growing global housing crisis and to highlight housing as the cornerstone of safe, resilient, and inclusive cities. [Register here.](#)

The provincial government has recently suggested changes that could undermine the role of elected Ontario Public School Board trustees and centralize decision making at Queen's Park. OPSBA has responded with a [province-wide digital campaign](#) to remind Ontarians why local democracy matters in education. Visit [DemocracyIsNotOutdated.ca](#) to view the campaign and sign the petition.

Back by popular demand, AMO and OMAA are pleased to present the next topic in our Mayor-CAO Relationship Series. This conversation turns the spotlight on how the Mayor-CAO partnership shapes municipal workplace culture and why strong, trust-based leadership matters now more than ever. [Register here](#) for the free December 8th Session.

Careers

[Ombudsman - Legislative Assembly of Ontario.](#) Closing Date: December 18, 2025.

[IT Systems Administrator - Association of Municipalities of Ontario.](#) Closing Date: December 19, 2025.

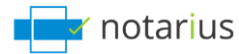
About AMO

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!

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](#)





FOR IMMEDIATE RELEASE

November 26, 2025

FONOM Welcomes Federal Support for Steel and Lumber Sectors Impacted by U.S. Tariffs

Northeastern Ontario – The Federation of Northern Ontario Municipalities (FONOM) welcomes today’s announcement by Prime Minister Mark Carney outlining new federal measures to support Canada’s steel and softwood lumber industries, which continue to face unprecedented challenges due to aggressive U.S. tariff actions.

The federal plan includes strengthened protections for domestic producers, expanded financial supports for companies facing liquidity pressures, and new incentives to increase the use of Canadian steel and lumber in national infrastructure and housing projects. These measures aim to stabilize sectors vital to the economies of many Northern Ontario communities.

Prime Minister Carney announced that Canada will significantly tighten tariff-rate quotas on foreign steel imports, opening an estimated **\$850 million in domestic demand** for Canadian producers. In addition, the federal government is allocating **\$500 million in new financing** for softwood lumber firms, paired with a further **\$500 million expansion** of the Business Development Bank of Canada’s softwood guarantee program.

FONOM is encouraged by the federal government’s recognition of the pressures facing Northern resource-based communities, where steel and lumber operations support thousands of jobs and anchor local economies.

“These measures acknowledge what Northern Ontario has long understood — that our steel and lumber sectors are national economic pillars,” said FONOM President Dave Plourde **“U.S. tariffs continue to destabilize communities across the North, and today’s announcement provides needed tools to help our workers and industries adapt, compete, and grow.”**

FONOM also welcomes the federal commitment to **reduce interprovincial freight rates by 50 per cent** for steel and lumber shipments beginning next spring. Lower transportation costs will help Northern producers access new domestic markets and move product efficiently while north-south trade remains constrained.

As part of the plan, the federal government will also advance the **Buy Canadian Policy**, ensuring that major defence, construction, and infrastructure projects prioritize Canadian steel, aluminum,

665 Oak Street East, Unit 306 North Bay, ON P1B 9E5 Tel: (705) 498-9510

Email: fonom.info@gmail.com Website: www.fonom.org

and wood products. This aligns strongly with FONOM's longstanding advocacy for procurement policies that support Canadian jobs and supply chains.

"Keeping Canadian dollars working in Canada is essential," added the President. "These steps will create new demand for made-in-Canada materials while helping stabilize communities affected by unpredictable U.S. trade actions."

FONOM looks forward to continued collaboration with federal officials to ensure the timely rollout of these programs, and to ensure that Northern Ontario municipalities and industries can fully benefit from the measures announced today.

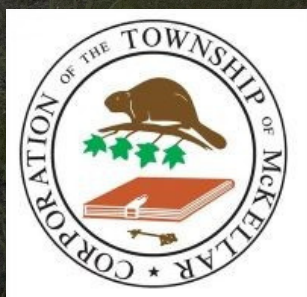
Media Contact:

Dave Plourde, President

Federation of Northern Ontario Municipalities (FONOM)

705-335-1615 | fonom.info@gmail.com

2025 HURDVILLE ROAD TURTLE NEST MONITORING AND HATCHERY REPORT



**generations
effect** Sustainable Solutions
Practical Results

PROJECT OVERVIEW

The Township of McKellar retained Generations Effect (GenE) to monitor nesting turtles on Hurdville Road, take high-risk nests to GenE's hatchery, and release turtle hatchlings back to their habitat. The goal of this partnership is to identify potential impacts to at-risk turtles and suggest mitigation measures during the roadwork on Hurdville Road.

Understanding where turtles nest along the roadway within a construction area is essential for tailoring mitigation efforts to local conditions. In addition, site-specific mitigation measures can be more cost-effective, as they focus time and effort on high-priority areas. Turtle nest monitoring and incubation work conducted prior to, and during, the construction helps to:

- Identify critical turtle nesting habitat and evidence of nesting activity for SAR turtles.
- Ensure compliance with legal requirements.
- Inform more precise mitigation strategies.
- Prevent work stoppages by having proper mitigation implemented.
- Provide ecological benefits by increasing turtle recruitment.



PROJECT RATIONALE

Nest protector placed over a snapping turtle nest laid on Hurdville Road.



The construction, daily use, and maintenance of roads is a significant threat to wildlife populations today. Many studies throughout Ontario have shown the negative impacts of roads on reptile populations through direct mortality, habitat loss, and habitat fragmentation.

Turtles are especially vulnerable to road-related threats and experience higher rates of road mortality compared to other wildlife. This is due to their slow movement, small body size, and use of roadways for various aspects of their life cycles.

Female turtles often use roadsides as nesting habitat, laying their eggs in gravel road shoulders. This increases their risk of being hit by vehicles and nest depredation. Similarly, with eggs typically laid in June and hatching in late August/September, this often coincides with peak construction season. This overlap can lead to negative interactions between roadwork and nesting activities.

Road mitigation projects can help to reduce threats to turtles, maintain legal compliance, ensure efficient roadwork, and support sustainable development.

METHODS- NESTING SURVEYS, EGG COLLECTION, AND ROAD SCRAPING

Snapping turtle nest located on the road shoulder: see two mounds of soil in back where turtle excavated soil, with tail mark in middle.



Nesting surveys were conducted on Hurdville Road (an 8km stretch) in the Township of McKellar. Staff were also available to collect nests in other high-risk areas.

Surveys occurred from July 15th– July 30th 2025, when weather conditions were likely to coincide with nesting activity.

Experienced biologists surveyed the roads for signs of turtle nesting activity, documenting both intact and predated nests. Actively nesting females were observed until nesting was complete.

Turtle eggs were carefully collected and transferred into plastic containers with vermiculite for transport to GenE's hatchery.

This spring, nesting season began before surveys did, so there was potential for nests to be laid but not documented. Thus, GenE staff were present during culvert replacements along Hurdville Road to oversee scraping of road shoulders in high-priority nesting areas.

From August 5th – 15th, a GenE Biologist supervised scraping along Hurdville, ensuring no turtle nests were harmed.



Road shoulder scraping along nesting priority areas during Hurdville roads culvert replacements.

METHODS- INCUBATION AND RELEASE

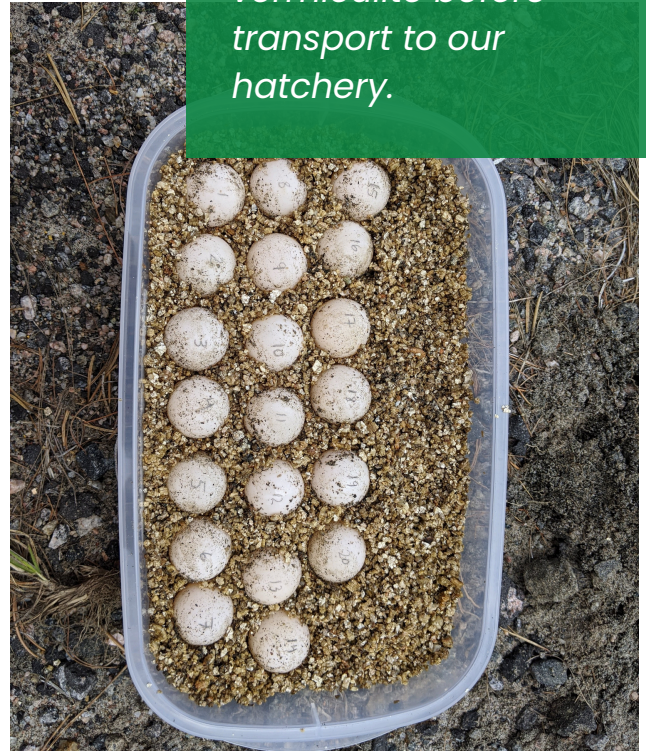
After collection, eggs were brought to the hatchery at the GenE office.

Eggs were labelled, counted, and organized into incubators. Nests incubated for an average of 58 days before hatching.

Eggs were monitored during the incubation period to ensure humidity was maintained, the development of the embryo continued, and unhealthy eggs were removed for isolation.

Once hatched, hatchlings were cleaned and allowed to absorb their yolk sac before being placed in a holding tank before release. Hatchlings were released in the closest wetland to where their respective nest was laid.

Snapping turtle eggs in container with vermiculite before transport to our hatchery.



Turtle hatchery: Each incubator is set-up and maintained as per permit requirements.



RESULTS

*Tom Stoneman
(Public Works
Superintendent)
learning about
egg collection.*



During the 2025 nesting season, GenE consultants conducted 3 nesting surveys along Hurdville Road and responded to 2 calls to remove nests from high-risk areas. This resulted in the collection of 82 turtle eggs, of which 81 hatched and were released within 100 m of the collection point (Table 1).

Overall, this equates to a success rate of 99%, significantly higher than the <1% success rate typically observed in unprotected roadside nests, highlighting the value of the Township's ongoing support for turtle nest protection and incubation efforts.

99% of turtle eggs from McKellar were hatched and released successfully; the remaining eggs were either not fertilized or had complications that led to them not fully developing.

Candling" turtle eggs is done to verify the developmental stage and check on egg health. Here you can see veins that feed the snapping turtle embryo as it grows.



RESULTS

Table 1. Number of nests, eggs, and released hatchlings from the Township of McKellar in 2025 by species.

	2025		Total
	Snapping turtle	Painted turtle	
Nests Located	2	1	3
Eggs collected	73	9	82
Eggs hatched	73	8	81
Hatchlings released	73	8	81



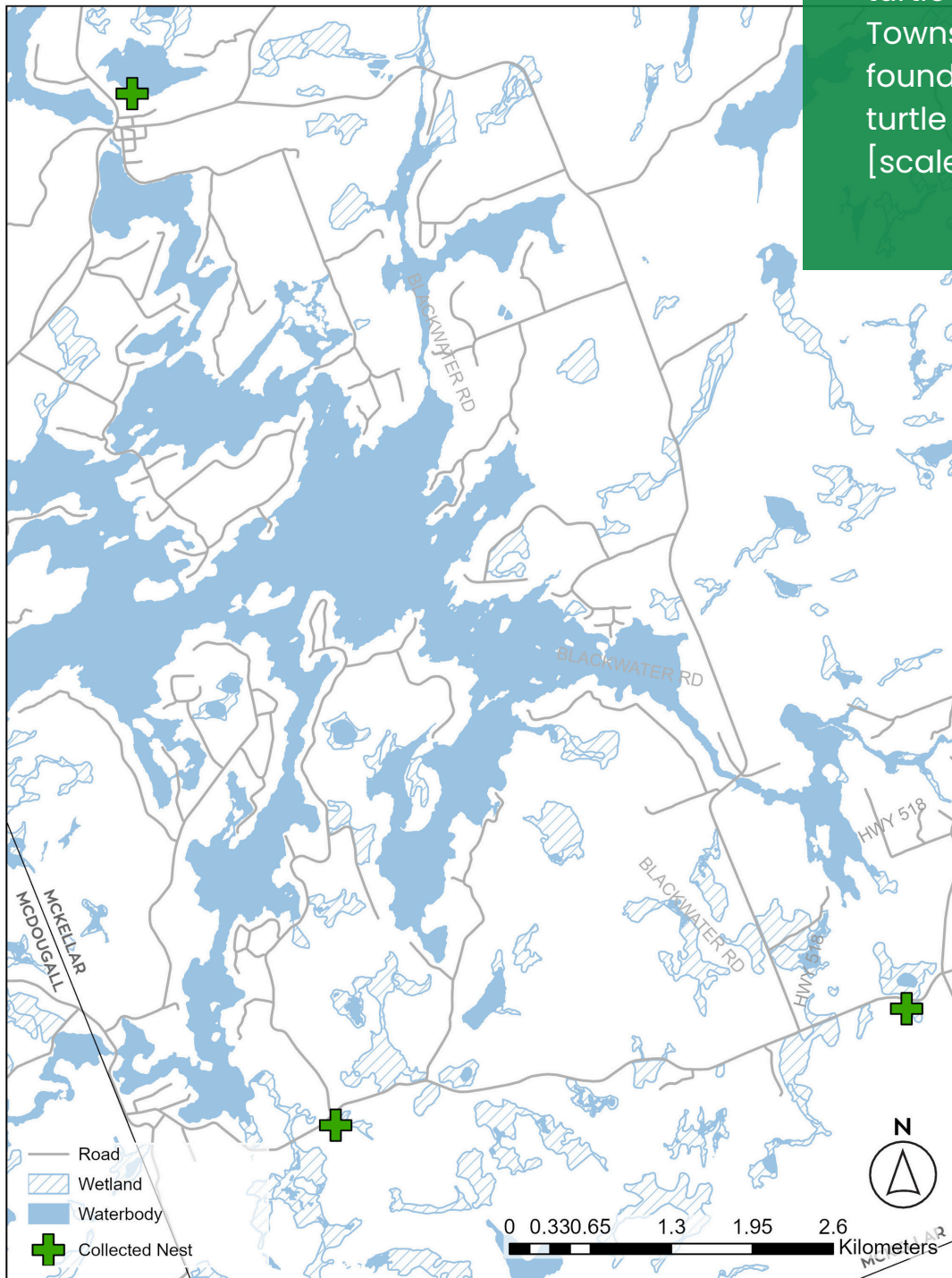
*Road shoulder scraping
on Hurdville Road*



An adult snapping turtle was found crossing the road between wetlands. Construction staff halted traffic and were supported by a GenE Biologist to move it safely from the work area .

RESULTS

Figure 1. Map indicating turtle nest locations in the Township of McKellar, found during the 2025 turtle nesting season [scale 1:40,000].



Two turtle nests were recorded on Hurdville Road in 2025. As nesting surveys began later in the season, additional nesting activity on Hurdville Road was likely missed.

Local knowledge indicates that more nests were laid in the area; however, high predation rates mean many nests do not persist long enough to be documented.

One nest was laid behind the McKellar Community Center, and was excavated by GenE biologists due to the risks it faced being in an active construction zone.

RESULTS

GenE Biologist teaching how to release a turtle at McKellar community center turtle release.



Road and construction site monitoring in McKellar documented 3 turtle nests across the Township.

These nest observations, along with many other observations through iNaturalist and the McKellar Reptile Crossing project, confirm that roadsides in McKellar function as nesting habitats. This emphasizes the importance of continued monitoring during future roadwork to ensure the protection of local turtle populations and ongoing compliance with provincial species-at-risk legislation.

On August 29th 2025, we hosted a hatchling turtle release, in partnership with the Township, behind the McKellar Community Center. This event was open to the Township of McKellar ratepayers, staff, and the Lake Environmental Stewardship Committee.

This turtle release was highly attended, with over 130 adults and 60 children present. Participants were welcomed to learn about turtle biology, threats they are facing, and local conservation actions that their own township is doing (like this project).

Participants also learned about what they can do to help protect turtle populations, and got a chance to release a hatchling to its home wetland.

GenE Biologist sharing about turtle biology at McKellar Community Center turtle release.



OUTCOMES

1 Supporting Efficient Roadwork

Knowledge gained by nest monitoring contributes to more efficient roadwork planning, ensures mitigation efforts comply with legal responsibilities, and helps prevent costly work stoppages. Municipal staff trained in turtle nest best practices further this impact.

2 Fostering Partnerships

This project has brought together McKellar Council, staff, and community members to support turtle conservation work in the Township.

Snapping turtle emerging from egg. They use a small triangular egg tooth to split the egg open and then use their claws to break away at the egg and exit.



Female snapping turtle looking for a Nesting spot on Hurdville Road.



3

Nesting Habitat Identification

The identification of nesting locations allows for targeted future monitoring, efficient mitigation planning, helping to reduce impacts from roadwork, and ensuring legal requirements are met.

OUTCOMES

4 Supporting At-Risk Turtle Populations

7/8 turtles in Ontario are listed provincially as species-at-risk, and egg collection and incubation programs have become key practices across Ontario to help their populations. Not only does this increase the number of hatchlings entering a population (most natural nests have a <1% success rate), but it also ensures that females walking on roadways can be monitored and protected from oncoming traffic.

5 Increasing Awareness About Turtles-At-Risk:

Through this project, we engaged Township staff and community members, sharing insights into our research and inviting them to participate in hatchling turtle releases.

Each turtle release provided an opportunity to learn about turtles at risk, how the Township of McKellar is helping their populations, and why members of the public should care. Over 200 individuals attended turtle releases in McKellar.

McKellar Council, staff, and residents, with GenE consultants participating in a hatchling release behind the community center, Aug 29th 2025.



RECOMMENDATIONS

The 2025 Hurdville Road project highlighted the value of proactive planning and mitigation for turtle conservation during road reconstruction.

Regulatory compliance is tricky, as the provincial SAR permitting process is undergoing changes. Therefore, we recommend that McKellar revisit permitting requirements prior to finalizing the construction work plan.

The following Best Management Practices are recommended for future road construction projects in the Township of McKellar:

- **Implement on-site mitigation for nests**
 - Schedule outside of turtle nesting season (May–September) where possible.
 - If not possible, use turtle exclusion fencing or equivalent measures (biologist on site/call) to prevent turtles from entering work zones.
 - Where nests are found, follow permitted and approved excavation and incubation protocols to protect eggs and release hatchlings after construction.
- **Reduce site impacts**
 - Apply erosion and sediment control measures to prevent run-off into wetlands and waterways. Clean equipment to avoid spreading invasive species, and re-vegetate disturbed areas with native plants to stabilize soil.
- **Train staff and monitor for compliance**
 - Provide reptile awareness and handling training for Public Works staff and contractors to heighten their understanding of species at risk on their work sites. During construction, monitor daily for turtle activity and record nest locations to guide future mitigation efforts.

Generations Effect looks forward to working collaboratively with the Township of McKellar to implement these recommendations. By doing so, the Township will reduce risks to species at risk turtles, ensure compliance under the Endangered Species Act, and demonstrate leadership in environmentally responsible infrastructure development.

ABOUT US



*Snapping
turtle
hatchlings
during a
release.*

Generations Effect (GenE) is a new social enterprise rooted in the Georgian Bay Mnidoo Gamii Biosphere (GBB). We provide consulting and technical services that advance ecological, social and economic well-being.

Our approach is to bring people and ideas together. Through collaboration we bring ingenuity to complex challenges and develop clear strategies to achieve goals with positive, long term outcomes. We know that the decisions we make today will have an effect on future generations, so we strive to solve immediate problems with a view to long-term resilience.

The Township of McKellar and the GBB have a history of collaborating on climate action, species-at-risk, habitat stewardship, and water quality projects. Through previous projects, our team has demonstrated the economic, community, and ecological value of employing best management practices during essential road maintenance and construction. Building on this relationship, the Township of McKellar retained Generations Effect for road mitigation services on Hurdville Road to minimize impacts on turtles during culvert and road construction.



*Tom Stoneman
(Public Works
Superintendent)
learning about egg
collection.*





November 28, 2025

Premier Doug Ford

Sent via email: premier@ontario.ca

Dear Premier Doug Ford:

Please be advised that Brantford City Council at its meeting held November 25, 2025 adopted the following:

12.4.11 Professional Activity (P.A) Day on Municipal Election Day – School Boards - Councillor Carpenter

Councillor Carpenter read the title of his notice of motion:

WHEREAS municipalities across Ontario are responsible for organizing and administering municipal and school board elections every four years, as mandated under the *Municipal Elections Act, 1996*; and

WHEREAS local schools are traditionally among the most convenient, accessible, and familiar polling locations for voters in all communities; and

WHEREAS schools offer important accessibility features such as level entrances, parking, and public visibility that make them ideal polling stations, particularly for seniors, parents, and persons with disabilities; and

WHEREAS the use of schools as polling locations can lead to increased costs with regards to ensuring the safety and security of students; and

WHEREAS many municipalities face challenges securing suitable and accessible alternative voting locations, resulting in increased costs and reduced accessibility for voters; and

WHEREAS the Municipal Elections Act provides that school boards shall provide their facilities free of charge for the Municipal and School board elections; and

WHEREAS holding a province-wide Professional Activity (P.A.) Day for all publicly funded schools on municipal election day would alleviate concerns from school administrators for voting purposes while maintaining student safety; and

WHEREAS this coordinated approach would enhance voter convenience, improve accessibility, and help strengthen civic engagement and democratic participation by allowing electors to vote at their local schools without disrupting the student body; and

WHEREAS it would also create efficiencies and potential cost savings for municipalities by reducing the need to rent alternative facilities or implement special security measures; and

WHEREAS aligning a P.A. Day with municipal election day would require minimal disruption to the school calendar, as school boards already schedule several P.A. Days each academic year; and

WHEREAS this measure would demonstrate a spirit of cooperation between the Province of Ontario, local municipalities, and school boards to promote civic engagement and fiscal responsibility;

WHEREAS the Association of Municipal Clerks and Treasurers of Ontario and its members have lobbied the Province to establish a P.A day on Election Day;

NOW THEREFORE BE IT RESOLVED THAT:

- A. The Council of the City of Brantford respectfully requests the Premier of Ontario to consider directing all publicly funded school boards in Ontario to schedule a Professional Activity (P.A.) Day on the date of the municipal election in each election year; and
- B. That this direction be made in consultation with the Ministry of Education, the Association of Municipalities of Ontario (AMO), and school board associations, to ensure consistency across the province; and
- C. THAT a copy of this resolution be forwarded to:
 - i. The Premier of Ontario;
 - ii. The Minister of Education;
 - iii. The Association of Municipalities of Ontario (AMO);
 - iv. The Ontario Public School Boards' Association (OPSBA);
 - v. The Ontario Catholic School Trustees' Association (OCSTA); and
 - vi. All Ontario municipalities for their information and support
 - vii. MPP Will Bouma

I trust this information is of assistance.

Yours truly,



Chris Gauthier City Clerk,
cgauthier@brantford.ca

CC - The Minister of Education paul.calandra@pc.ola.org

The Ontario Public School Boards' Association (OPSBA) Bwallace@opsba.org

The Ontario Catholic School Trustees' Association (OCSTA) aobrien@ocsta.on.ca

Association of Municipalities of Ontario - resolutions@amo.on.ca

All Ontario municipalities for their information and support

MPP Will Bouma - will.bouma@pc.ola.org



OFFICE OF THE
CITY CLERK

COUNCIL SERVICES DEPARTMENT

IN REPLY, PLEASE REFER
TO OUR FILE NO. _____

November 28, 2025

Honourable Doug Ford
Premier of Ontario
Premier's Office
Room 281, Legislative Building, Queen's Park
Toronto, ON M7A 1A1

Dear Premier Ford,

Windsor City Council, at its meeting held November 24, 2025, adopted the following resolution:

Decision Number: CR481/2025

WHEREAS Ontario's Conservation Authorities play a critical role in watershed management, environmental protection, flood mitigation, and public safety across the province; and,

WHEREAS the Province of Ontario has introduced Bill 68, which contains significant and far-reaching amendments to the *Conservation Authorities Act* that would alter governance structures, decision-making authorities, and municipal participation in conservation authority oversight; and,

WHEREAS the proposed changes were introduced within an omnibus bill without the benefit of a standalone legislative process that would allow for comprehensive public input, stakeholder consultation, or sufficient scrutiny regarding their long-term environmental, financial, and public safety implications; and,

WHEREAS municipalities are key partners in watershed management and must retain a strong, meaningful voice in any new governance model to ensure that local knowledge, local priorities, and local risks are fully considered in provincial decision-making; and,

WHEREAS the potential impacts of the proposed amendments may increase risks to the public related to flooding, erosion, natural heritage loss, and environmental degradation if not properly analyzed and addressed through an open and transparent legislative process; and,

THEREFORE BE IT RESOLVED THAT the Council of the City of Windsor strongly urge the Provincial Government of Ontario to withdraw all sections of Bill 68 related to amendments to the *Conservation Authorities Act*; and,

BE IT FURTHER RESOLVED THAT the Province be requested to re-introduce any proposed changes as a standalone bill, to proceed through the full and regular legislative process—including First and Second Readings, Committee review, stakeholder submissions, and public consultation—to ensure that the impacts on watershed management, environmental protection, and public safety are fully and transparently considered; and,

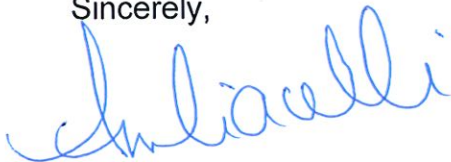
BE IT FURTHER RESOLVED THAT the Province ensure that any future governance framework for Ontario's Conservation Authorities includes robust and clearly defined municipal representation, recognizing municipalities as essential partners in protecting watersheds and mitigating environmental risks; and,

BE IT FINALLY RESOLVED THAT a copy of this motion be forwarded to the Premier of Ontario, the Minister of the Environment, Conservation and Parks, local Members of Provincial Parliament, the Association of Municipalities of Ontario (AMO), the Essex Region Conservation Authority (ERCA), and all Ontario municipalities and Conservation Authorities for their information and support.

Carried.

Your consideration to Windsor City Council's resolution would be most appreciated.

Sincerely,



Anna Ciacelli
Deputy City Clerk and Supervisor of Council Services
AC/lh

cc: Mr. Todd McCarthy, the Minister of the Environment, Conservation and Parks
Mr. Harb Gill, Member of Parliament, Windsor West
Ms. Kathy Borrelli, Member of Parliament, Windsor-Tecumseh-Lakeshore
Mr. Andrew Dowie, Member of Provincial Parliament, Windsor-Tecumseh
Ms. Lisa Gretzky, Member of Provincial Parliament, Windsor West
Association of Municipalities of Ontario (AMO)

Tim Byrne, Chief Administrative Officer & Secretary Treasurer, Board of
Directors, Essex Region Conservation Authority (ERCA)
Nicole Kupnicki, Manager, Human Resources & Council Services of the
Essex Region Conservation Authority
All Ontario municipalities and Conservation Authorities



MUNICIPALITY OF
SHUNIAH

COUNCIL RESOLUTION

Resolution No.: 380-25

Date: Nov 25, 2025

Moved By: _____

Seconded By: _____

WHEREAS the Conservation Authorities Act (1946) enables municipalities to establish local conservation authorities, and when municipalities choose to form such authorities, they assume responsibility for governance and funding through the appointment of a Board of Directors and the provision of an annual levy to cover expenses;

AND WHEREAS the municipalities within Lakehead Region established the Neebing Valley Conservation Authority in 1954 which enlarged to the Lakehead Region Conservation Authority (LRCA) in 1963;

AND WHEREAS local municipalities currently provide approximately 50% of total conservation authority funding, while the Province of Ontario provides approximately 5%;

AND WHEREAS municipalities have governed their respective conservation authorities for decades, tailoring programs and services to local watershed needs, maintaining accountable service standards, and ensuring fair and predictable costs for ratepayers;

AND WHEREAS conservation authorities collectively own and manage thousands of hectares of land, much of which was donated by local residents and entrusted to conservation authorities as a personal legacy for long-term protection, stewardship, and the public good, with the expectation that such lands would be cared for by locally governed conservation authorities;

AND WHEREAS Bill 68 (Schedule 3) proposes the creation of the Ontario Provincial Conservation Agency, a Crown corporation that would assume governance responsibilities and consolidate Ontario's 36 conservation authorities into seven regional authorities, with municipal cost apportionment yet to be defined;

AND WHEREAS the Province already possesses the authority to establish overarching legislation, regulations, and standards through the *Conservation Authorities Act* and the Ministry of the Environment, Conservation and Parks;

NOW THEREFORE BE IT RESOLVED THAT the Municipality of Shuniah calls on the Government of Ontario to maintain local, independent, municipally governed, watershed-based conservation authorities to ensure strong local representation in decisions related to municipal levies, community-focused service delivery, and the protection and management of conservation lands;

AND THAT while the Municipality of Shuniah supports provincial goals for consistent permit approval processes, shared services, and digital modernization, imposing a new top-down agency structure

without strong local accountability and governance risks creating unnecessary cost, red tape, and bureaucracy, thereby undermining efficiency and responsiveness to local community needs;

AND THAT the Municipality of Shuniah supports efforts to balance expertise, capacity, and program delivery across the province, and requests that the Province work collaboratively with municipalities and local conservation authorities to determine the most effective level of strategic consolidation to achieve both provincial and local objectives;

AND THAT the Municipality of Shuniah is opposed to the proposed "Huron-Superior Regional Conservation Authority" boundary configuration outlined in Environmental Registry Notice 025-1257;

AND THAT the Municipality of Shuniah recommends that the Lakehead Region Conservation Authority form the "Northwestern Ontario Regional Conservation Authority";

AND THAT the Ministry engage directly with affected municipalities of the Lakehead Region Conservation Authority, before finalizing any consolidation boundaries or legislative amendments;

AND THAT a copy of this resolution be forwarded to the Environmental Registry of Ontario consultations and to the Minister of the Environment, Conservation and Parks and his Opposition critics, local MPPs, local MPs, the Association of Municipalities of Ontario (AMO), Conservation Ontario, All local municipalities, and All Conservation Authorities in Ontario. *+ Premier Ford.*

☒ **Carried**

☐ **Defeated**

☐ **Amended**

☐ **Deferred**


Signature

Municipality of Shuniah, 420 Leslie Avenue, Thunder Bay, Ontario, P7A 1X8



OFFICE OF THE MAYOR
FRANK CAMPION
 60 East Main Street
 Welland, Ontario
 L3B 3X4
 Phone: 905-735-1700
 Fax: 905-735-1543

December 2, 2025

Subject: A Call to Action: Standing Together for Justice and the Protection of Canada's Children

Dear Fellow Mayors,

I write to you today not only as the Mayor of Welland, but as a member of a community that has been deeply shaken by an unthinkable act in August 2025: the brutal sexual assault of a three-year-old child. This tragedy has horrified our residents, leaving families in grief and disbelief, and compelling us as leaders to confront the uncomfortable truth that our justice system is failing to adequately protect our most vulnerable.

While no policy can erase the trauma this child and their family will endure, we have a moral obligation to act. This moment demands leadership from all of us, to raise our collective voices and ensure that meaningful reform takes place.

I urge you to join me in calling on provincial and federal governments to take immediate and decisive action by advancing the following measures:

- The full and expedited implementation of recent federal bail and sentencing reforms, so that new provisions designed to protect the public—particularly victims of violent sexual crimes—are applied swiftly and consistently across all jurisdictions.
- Strengthening bail and sentencing provisions so that individuals charged with, or convicted of, violent sexual crimes face the strictest possible conditions, including limits on early release in cases of extreme brutality.
- That parole eligibility for sexual offences against children reflects the full gravity of these crimes, limiting conditional or early release for offenders who pose ongoing risks to community safety.
- Strengthening the National Sex Offender Registry, providing communities and police with timely, accurate information and effective tools to safeguard residents.

Canadians must be able to trust that our justice system prioritizes public safety—especially the safety of children—above all else. Communities like ours cannot bear the weight of knowing that legislative gaps may allow dangerous offenders to harm again.

I am calling on you, my colleagues in municipalities across Canada, to:

1. Pass council resolutions urging your respective provincial governments to review and strengthen laws protecting children from violent offenders.
2. Collaborate through FCM and provincial municipal associations to bring a united municipal voice to Ottawa and all legislatures across the country, advocating for the timely implementation and continued enhancement of justice reforms.
3. Engage your local MPs, MPPs/MLAs, and their governments to advocate for continued legislative and judicial reform.

4. Support awareness and prevention efforts within your communities to reinforce the safety and well-being of every child.

Together, we can create a wave of leadership that demands justice and refuses complacency. The protection of children transcends politics and geography; it is a shared duty that defines who we are as a nation.

Thank you for standing with us in this urgent cause. I would welcome the opportunity to coordinate efforts with you and your councils to move this national call forward.

With respect and solidarity,

A handwritten signature in cursive script, appearing to read "Frank Campion".

Frank Campion

Mayor of Welland

October 28, 2025

ITEM 25.8

SENT VIA EMAIL

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

Dear Premier Ford,

Re: East Gwillimbury's Opposition to the *Protect Ontario by Unleashing Our Economy Act, 2025*.

For your information and records, at its meeting of Municipal Council held on October 21, 2025, the Council of the Town of East Gwillimbury enacted as follows:

WHEREAS on April 17, 2025, the Government of Ontario brought forth Bill 5: "Protect Ontario by Unleashing Our Economy", a broad omnibus legislation that introduces sweeping changes to multiple environmental and planning statutes, including the Environmental Assessment Act, Endangered Species Act, Ontario Heritage Act, and others; and

WHEREAS this legislation was passed through the legislature in 49 days, thus limiting opportunities to provide feedback; and

WHEREAS Bill 5 received Royal Assent on June 5, 2025; and

WHEREAS the "Protect Ontario by Unleashing Our Economy" Act, 2025 enables the creation of Special Economic Zones (SEZs), which allow the provincial cabinet to exempt projects from compliance with municipal bylaws, environmental protections, and Indigenous consultation obligations; and

WHEREAS lands under protection through various provisions, such as the Oak Ridges Moraine and the Greenbelt Protected Countryside, constitute 83% of the total EG area, which makes EG relevant in environmental stewardship for the Region and the Province; and

WHEREAS the Oak Ridges Moraine Conservation Plan and the Greenbelt Plan are foundational to protecting the ecological and hydrological integrity of the region, and the provisions in the Protect Ontario by Unleashing Our Economy Act, 2025 directly conflict with the objectives of these plans; and

Town of East Gwillimbury

19000 Leslie Street, Sharon, Ontario L0G 1V0 | 905-478-4282 | Fax: 905-478-2808
www.eastgwillimbury.ca

WHEREAS in alignment with the 2022 – 2024 Strategic Plan, EG Council declared a Climate Emergency in 2023 and approved the EG's Thinking Green Environmental Strategy in 2024, highlighting EG's commitments and efforts to preserve and restore the environment as EG grows; and

WHEREAS the Town of East Gwillimbury achieved 92% of its 2024 housing target, regardless of current environmental provisions, demonstrating that promoting sustainable growth is not only responsible but necessary;

THEREFORE BE IT RESOLVED THAT Council acknowledges the stated goals of economic growth and development in the Protect Ontario by Unleashing Our Economy Act, 2025, but expresses serious concerns with the Act as it interferes with local planning, limits public consultation, is inconsistent with the principles of free, prior and informed consent in consultation processes with Indigenous communities, and weakens protections to heritage and species, and formally opposes the Protect Ontario by Unleashing Our Economy Act, 2025 in its current form; and

THAT Council endorses the position of the Association of Municipalities of Ontario (AMO) in requesting that municipalities be included in the development of any regulatory frameworks related to Special Economic Zones; and

THAT Council directs staff to submit this resolution to:

- *The Honourable Doug Ford, Premier of Ontario*
- *The Honourable Rob Flack, Minister of Municipal Affairs and Housing*
- *The Honourable Todd McCarthy, Minister of the Environment, Conservation and Parks*
- *The Honourable Caroline Mulroney, Minister of Francophone Affairs, President of the Treasury Board, and MPP for York-Simcoe*
- *The Association of Municipalities of Ontario (AMO)*
- *All Ontario municipalities for their awareness and consideration*
- *The Rural Ontario Municipal Association (ROMA)*
- *Donna Big Canoe, Chief of the Chippewas of Georgina Island First Nation*
- *Abram Benedict, Ontario Regional Chief (ORC) for the Chiefs of Ontario;*
and

THAT Council encourages residents to contact their MPPs to express concerns about the impacts of the Protect Ontario by Unleashing Our Economy Act, 2025, on local governance, environmental protection, and Indigenous rights..

If you have any further questions, feel free to contact the undersigned.

Yours truly,



Amanda McNeil, Hon. B.A., M.M.St.
Legislative Coordinator

CC:

The Honourable Rob Flack, Minister of Municipal Affairs and Housing
The Honourable Todd McCarthy, Minister of the Environment, Conservation and Parks
The Honourable Caroline Mulroney, Minister of Francophone Affairs, President of the
Treasury Board, and MPP for York–Simcoe
The Association of Municipalities of Ontario (AMO)
All Ontario municipalities
The Rural Ontario Municipal Association (ROMA)
Donna Big Canoe, Chief of the Chippewas of Georgina Island First Nation
Abram Benedict, Ontario Regional Chief (ORC) for the Chiefs of Ontario



November 2025

LABOURFOCUS

The Labour Market Group

TOP 10 TRADES FOR NEW REGISTRATIONS 2023-2024

	BOARD	REGION	ONTARIO
1	40 Automotive Service Technician	310 Electrician - Construction and Maintenance	5,153 Electrician - Construction and Maintenance
2	5 Electrician - Construction and Maintenance	204 Automotive Service Technician	2,767 Automotive Service Technician
3	21 Truck and Coach Technician	195 General Carpenter	2,098 General Carpenter
4	20 Hairstylist	179 Heavy Duty Equipment Technician	1,932 Industrial Mechanic Millwright
5	18 General Carpenter	164 Truck and Coach Technician	1,857 Plumber
6	14 Plumber	141 Industrial Mechanic Millwright	1,483 Truck and Coach Technician
7	-	104 Powerline Technician	1,138 Hairstylist
8	-	99 Plumber	790 Refrigeration and Air Conditioning Systems Mechanic
9	-	78 Hairstylist	695 Sheet Metal Worker
10	-	72 Welder	580 Child Development Practitioner



JOBS REPORT OCTOBER 2025

TOTAL NUMBER OF JOB POSTINGS

450

NIPISSING

-31

from
August

108

PARRY SOUND

-10

from
August

TOP INDUSTRY WITH VACANCIES

NIPISSING

Health Care & Social
Assistance (30.9%)

PARRY SOUND

Health Care & Social
Assistance (32.4%)

To view the full report, visit our website
www.thelabourmarketgroup.ca
readysethired.ca

Questions or concerns?
 Feel free to contact us at
info@thelabourmarketgroup.ca



T. 705.478.9713

150 First Ave. West
 Suite 103, North Bay, ON
 P1B 3B9

The Labour Market Group is funded by:



TOP TEN TRADES by active tradespersons*, September 2024

In **Nipissing**, there are two trades where at least one-third (33%) of the registrants are 55 years and older.

In **Parry Sound**, there are seven trades where at least one-third (33%) of the registrants are 55 years and older.

On the other hand, the following trades are composed of at least 10% of registrants

who are 15 to 24 years old (which suggests strong attraction for youth):

- Electrician – Construction and Maintenance
- Plumber
- General Carpenter
- Powerline Technician
- Sheet Metal Worker
- Industrial Mechanic Millwright
- Child Development Practitioner

*An active tradesperson, according to STO, is a person who holds one of the following documents that are active: a Registered Training Agreement (issued to Apprentices), a Provisional Certificate of Qualification (issued to completed Apprentices), all Compulsory Certificates of Qualification (issued to individuals who pass the certifying exam, for trades with a certifying exam) or all issued Non-Compulsory Certificates of Qualification.

Source: Skilled Trades Ontario

www.thelabourmarketgroup.ca

Looking for
Board members!

Are you
interested
in the future
workforce of Nipissing
or Parry Sound?



Become an **LMG Board member!** We are currently seeking applications from those individuals interested in joining the LMG team!

For more information contact
info@thelabourmarketgroup.ca

Questions or concerns?
Feel free to contact us at
info@thelabourmarketgroup.ca



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P1B 3B9

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TOP TEN TRADES

by active tradespersons, September 2024



	TRADE	TOTAL	NIPISSING			ONTARIO		
			AGE			AGE		
			15-24	25-54	55+	15-24	25-54	55+
1	Automotive Service Technician	430	8%	50%	43%	11%	53%	37%
2	Electrician — Construction and Maintenance	418	12%	63%	25%	11%	59%	29%
3	Truck and Coach Technician	335	9%	41%	50%	7%	43%	50%
4	Hairstylist	257	6%	56%	39%	6%	57%	37%
5	Plumber	136	10%	65%	25%	13%	64%	23%
6	General Carpenter	90	23%	74%	2%	29%	69%	2%
7	Powerline Technician	67	31%	66%	3%	21%	75%	4%
8	Sheet Metal Worker	52	12%	60%	29%	10%	64%	26%
9	Industrial Mechanic Millwright	47	21%	72%	6%	15%	78%	7%
10	Child Development Practitioner	47	19%	77%	4%	11%	79%	10%



	TRADE	TOTAL	PARRY SOUND			ONTARIO		
			AGE			AGE		
			15-24	25-54	55+	15-24	25-54	55+
1	Automotive Service Technician	363	7%	43%	50%	11%	53%	37%
2	Electrician — Construction and Maintenance	322	14%	51%	35%	11%	59%	29%
3	Truck and Coach Technician	261	5%	36%	60%	7%	43%	50%
4	Hairstylist	127	4%	58%	39%	6%	57%	37%
5	General Carpenter	106	26%	71%	4%	29%	69%	2%
6	Plumber	101	12%	44%	45%	13%	64%	23%
7	Refrigeration and Air Conditioning Systems Mechanic	44	2%	57%	41%	7%	59%	35%
8	Sheet Metal Worker	38	11%	55%	34%	10%	64%	26%
9	Auto Body and Collision Damage Repairer	32	3%	50%	47%	8%	48%	44%
10	Hoisting Engineer — Mobile Crane Operator 1	29	3%	59%	38%	4%	62%	33%

Source: Skilled Trades Ontario

www.thelabourmarketgroup.ca

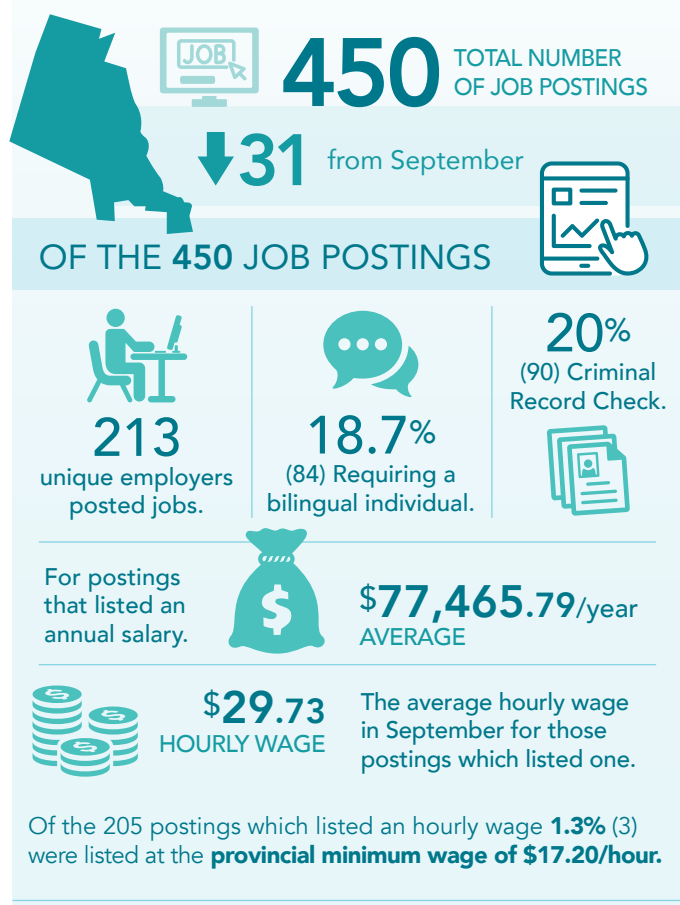
MONTHLY JOBS REPORT

October 2025

The Labour Market Group
Guiding partners to workforce solutions.

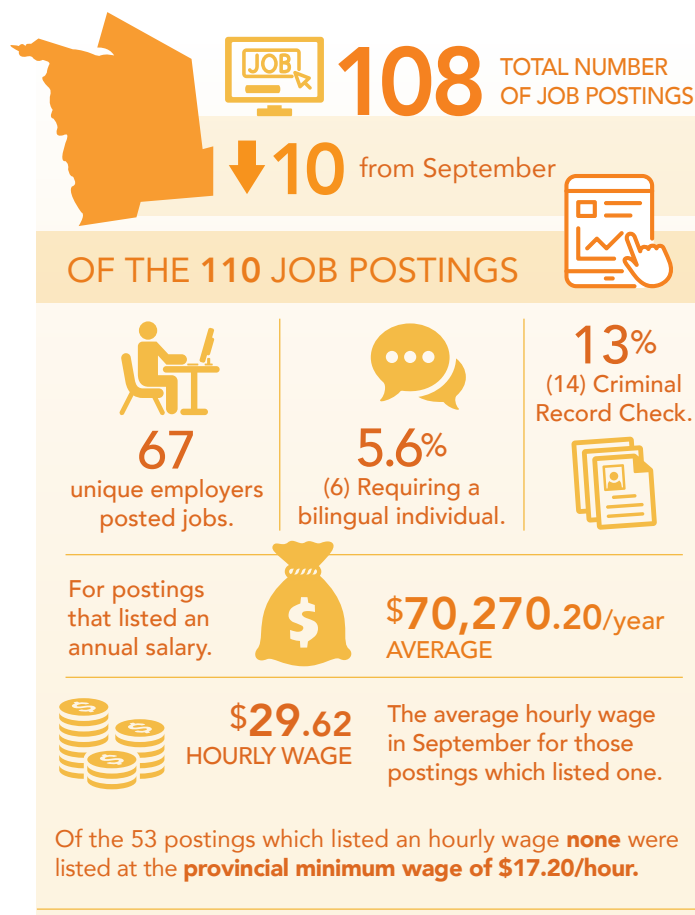
NIPISSING DISTRICT

There were 450 job postings recorded in October for Nipissing District. This represents a month-over-month decrease of -6.4% (-31 postings) compared to September and a year-over-year decrease of -9.8% (-49 postings) compared to October 2024. Historically, there is a decline in jobs from September to October. A total of 215 unique employers posted jobs in October, marking a month-over-month decline of -5.3% (-12 employers) and a year-over-year decrease of -18.0%.



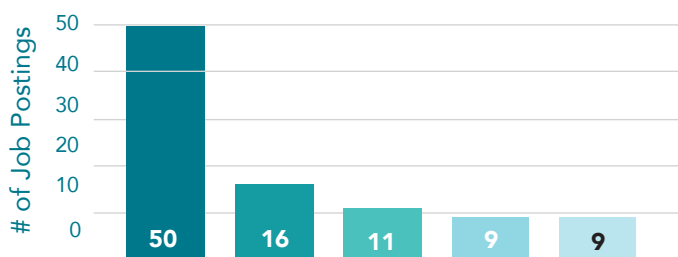
PARRY SOUND DISTRICT

There were 108 job postings recorded for the Parry Sound District in October, representing a month-over-month decrease of -8.5% (-10 postings) and a year-over-year decrease of -16.3% (-21 postings). job postings in the region have historically declined in October following September. There were 67 unique employers posting jobs in October, down -10.7% (-8 employers) from September and -16.3% (-13 employers) compared to October 2024.



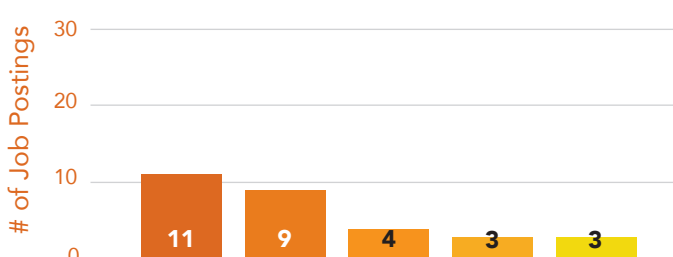
TOP 5 EMPLOYERS POSTING JOBS

North Bay Regional Health Centre
Nipissing University
West Nipissing General Hospital
District of Nipissing Social Services Administration Board
Caisse Alliance

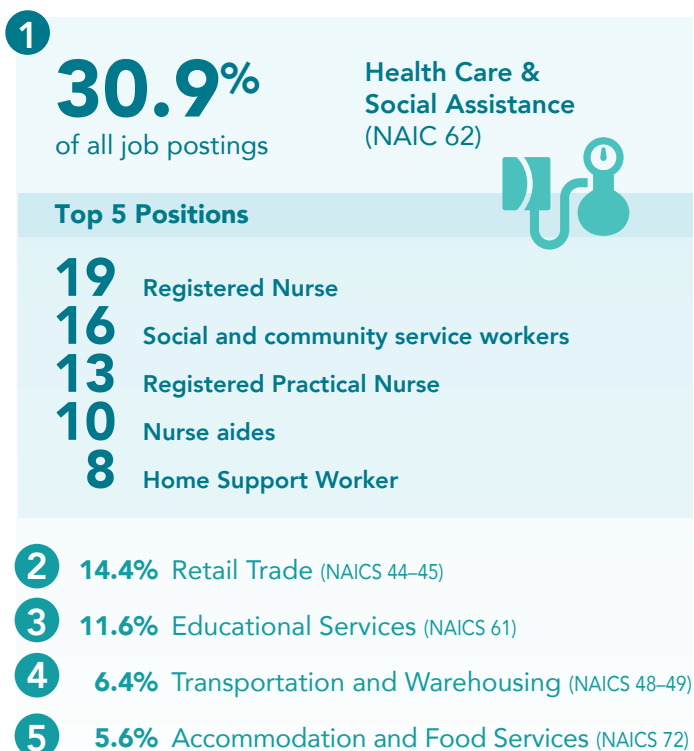


TOP 5 EMPLOYERS POSTING JOBS

West Parry Sound Health Centre
Wasauksing First Nation
Near North District School Board
The Home Depot
Sobeys

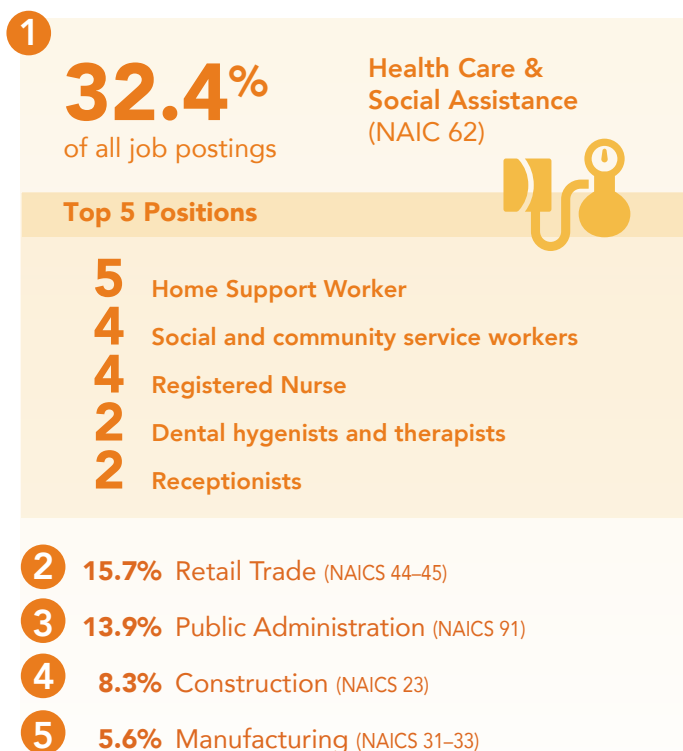


TOP 5 INDUSTRIES HIRING (NAICS)



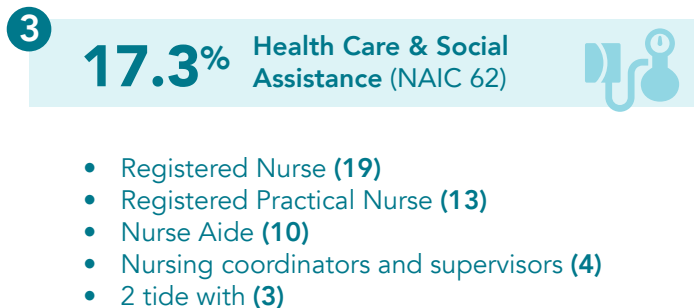
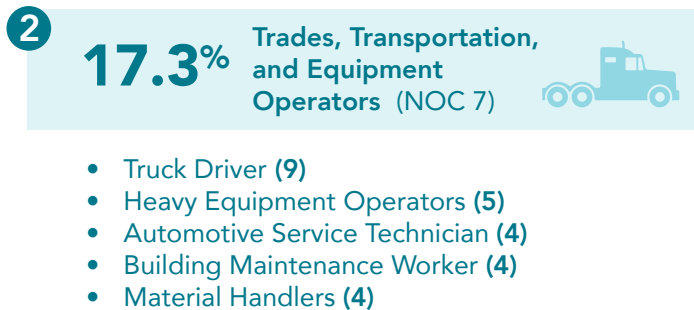
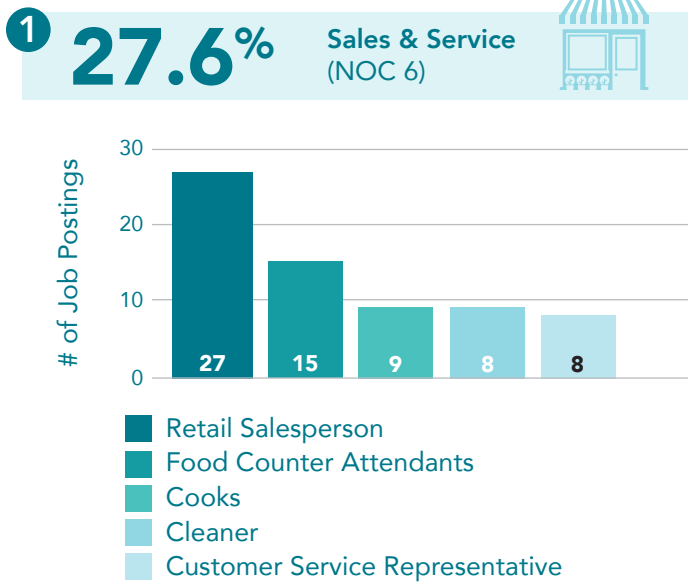
The Health Care and Social Assistance (NAICS 62) industry remained the largest contributor in October, accounting for 30.9% (139) of all job postings. It also saw the largest month-over-month increase (+4.3%, +11 postings). In contrast, the Transportation and Warehousing (NAICS 48-49) sector experienced the largest decrease (-4.0%, -21 postings).

TOP 5 INDUSTRIES HIRING (NAICS)



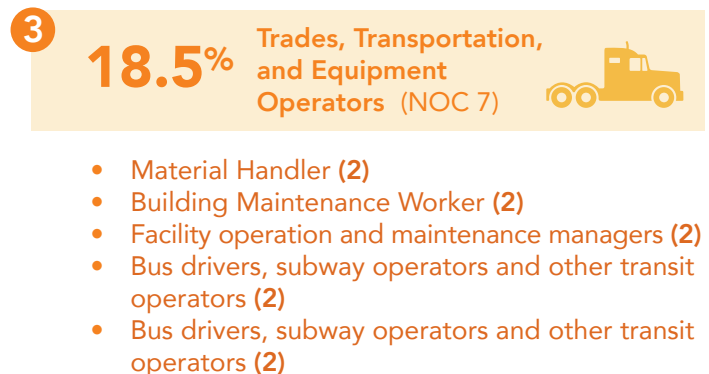
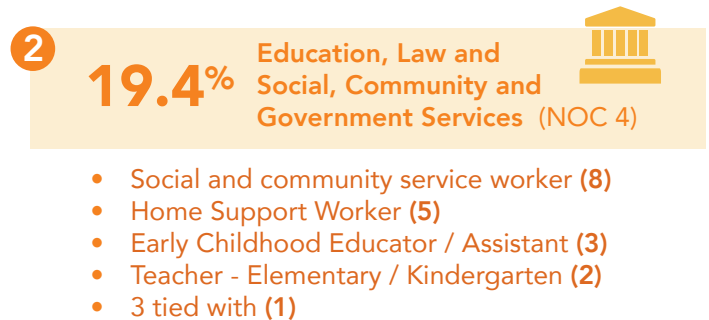
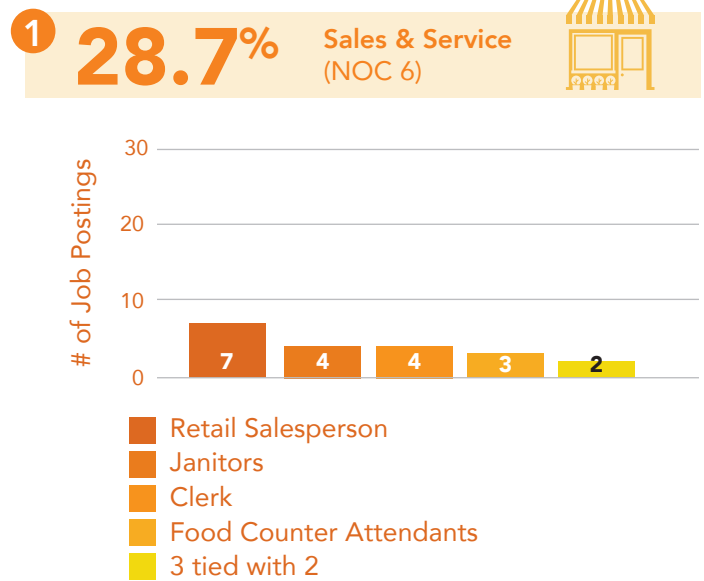
The Health Care and Social Assistance (NAICS 62) industry was the largest contributor to job postings in October, accounting for 32.4% (35) of all listings. It also saw the largest month-over-month increase (+8.7%, +7 postings). The Accommodation and Food Services (NAICS 72) sector experienced the largest month-over-month decrease (-8.0%, -10 postings).

TOP 3 OCCUPATIONAL CATEGORIES (NOC)



Sales and Service (NOC 6) roles continued to represent the largest share of postings at 27.6% (124). The Trades, Transport and Equipment Operators (NOC 7) group saw the largest month-over-month decrease (-1.8%, -14 postings). Conversely, Education, Law and Social, Community and Government Services (NOC 3) recorded the largest increase (+2.4%, +6 postings). 18 managerial postings were recorded in October, with the highest concentration in Sales and Service (8 roles), followed by Business, Finance and Administration (4 roles), and smaller numbers across other occupational groups. There were 5 senior management positions, 2 each in Professional, Scientific and Technical Services and Health Care and Social Assistance.

TOP 3 OCCUPATIONAL CATEGORIES (NOC)

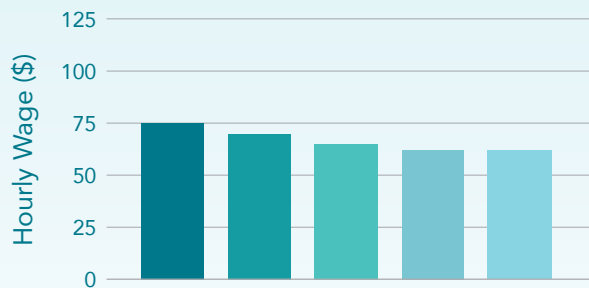


The Sales and Service (NOC 6) group remained the largest contributor to job postings in October, representing 28.7% (31) of all listings. The Education, Law and Social, Community and Government Services (NOC 3) category saw the largest month-over-month increase (+4.6%, +4 postings). Conversely, Sales and Service (NOC 6) also experienced the largest month-over-month decrease (-6.0%, -10 postings). 8 managerial positions were advertised in October, with the majority in Sales and Service (3) and Trades, Transport and Construction (2). There was 1 senior manager role, posted in the Health Care and Social Assistance (NAICS 62) sector.

TOP 5 HOURLY WAGE VACANCIES



\$74.46 Nurse Practitioner
@ North Bay Regional Health Centre



\$69.17 Nurse Practitioner
@ West Nipissing General Hospital

\$66.40 Physician Assistant
@ North Bay Regional Health Centre

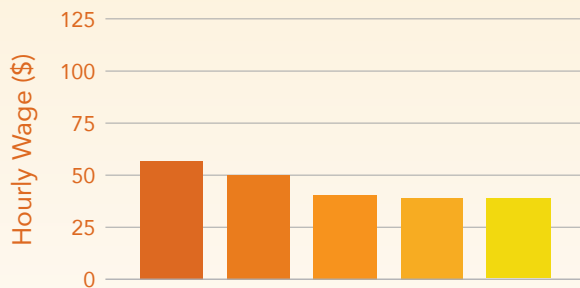
\$62.10 Specialiste En Gestion Des Avairs Corporatifs
@ Caisse Alliance

\$62.10 Planificateur(trice) Financier(iere)
@ Caisse Alliance

TOP 5 HOURLY WAGE VACANCIES



\$65.00 Dental Hygienist - Registered
@ Bowes Dental Centre



\$61.80 Clinical Care Coordinator
@ West Parry Sound Health Centre

\$57.68 Registered Nurse
@ West Parry Sound Health Centre

\$45.00 Sheet Metal Worker
@ Wolf Mechanical Inc

\$45.00 Dental Hygienist
@ Powassan Dental Centre

TOP 3 ANNUAL SALARY VACANCIES

\$400,000.00
Physician - Critical Care
@ North Bay Regional Health Centre

\$200,000.00
Sales Manager - Automotive
@ 401 Auto - North Bay Chrysler

\$161,000.00
Engineering Manager
@ Miller Technology Incorporated



TOP 3 ANNUAL SALARY VACANCIES

\$150,000.00
Director Of Quality
@ Crofters Food Ltd

\$100,000.00
Fixed Operations Manager
@ Bourgeois Ford North

\$91,168.48
Supervisor - Early Learning and Child Care
@ District of Parry Sound Social Services
Administration Board



Lowest Annual Salary \$34,400.00
Barber
@ AWOL Barber Shop

Lowest Annual Salary \$43,000.00
Corporate Sales Manager
@ Pizza Hut

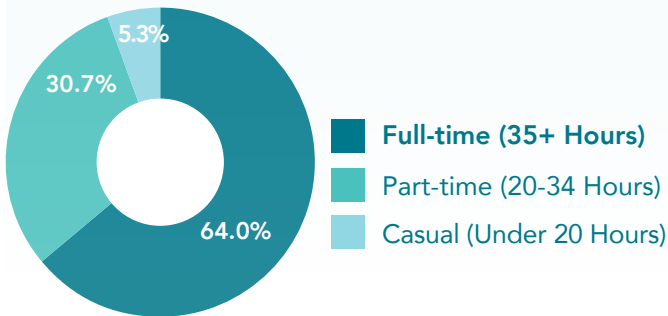
50.2% (226) of job postings listed an hourly wage, with an average of \$29.73/hour. This is 3.9% higher (+\$1.12/hour) than the 12-month average of \$28.61/hour. Among postings with an hourly wage, 1.3% (3 postings) were listed at the provincial minimum wage (\$17.20/hour), lowest number since December 2024. For jobs that listed an annual salary, the average was \$77,465.79/year, which is 2.4% lower (-\$1,874.68) than the 12-month average of \$79,340.47/year.

49.1% of job postings (53) in October listed an hourly wage, with an average of \$29.62/hour, which is 9.8% higher (+\$2.65) than the 12-month average of \$26.97/hour. None of the postings with an hourly wage were offered at the provincial minimum wage, for the first time since December 2024. For positions listing an annual salary, the average was \$70,270.20/year, slightly below the 12-month average of \$71,927.14/year (-\$1,656.94, -2.3%). These fluctuations are typical, as only a portion of job postings in the district report annual salary information.

FULL-TIME / PART-TIME BREAKDOWN

64.0% of listings in October
↓ **6.1%** from September

64.0% of job postings (288) in October were for full-time positions (35+ hours/week). This represents a decline of 6.1% from September (70.1%).

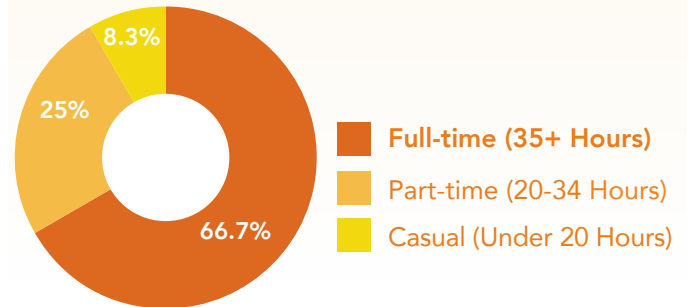


450 Postings listed hours offered (100%)

FULL-TIME / PART-TIME BREAKDOWN

66.7% of listings in October
↓ **2.8%** from September

66.7% of job postings (72) in October were for full-time positions (35+ hours/week). This represents a slight month-over-month decrease compared to September, when 69.5% of listings were full-time.

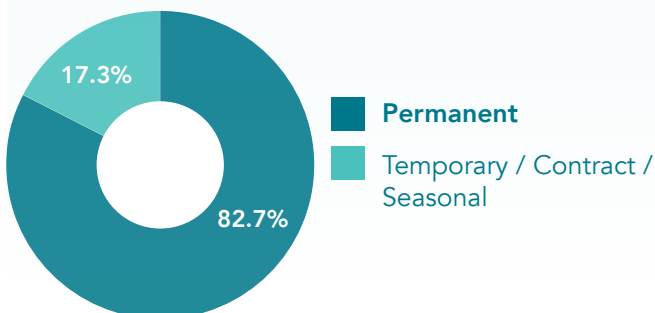


108 Postings listed hours offered (100%)

TERM OF EMPLOYMENT

82.7% of listings in October
↓ **4.4%** from September

82.7% (372) of postings in October were for permanent positions, compared to 87.1% in September — a decrease of 4.4%.

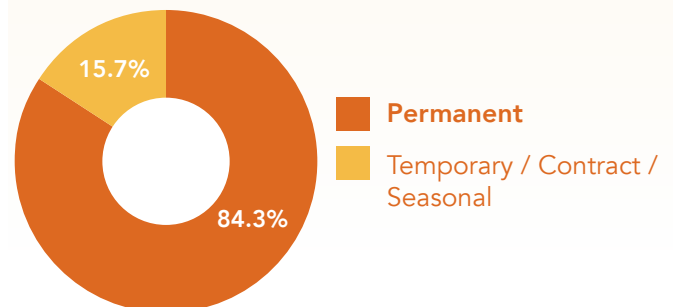


450 Postings listed hours offered (100%)

TERM OF EMPLOYMENT

84.3% of listings in October
↓ **5.2%** from September

In terms of job duration, 84.3% of postings (91) were for permanent positions, while 15.7% (17) were temporary, contract, or seasonal. Although lower than September's 90.7%, the share of permanent positions remains relatively high.



108 Postings listed hours offered (100%)

ALL EMPLOYERS WITH POSTINGS IN MONTH



NIPISSING DISTRICT

241 Pizza Sturgeon Falls	Dynamic Dentistry	Mincon Canada	Royal Bank of Canada - North Bay
401 Auto - North Bay Chrysler	Dyno Nobel	Ministry of Children, Community and Social Services	Royal Bank of Canada - Parry Sound
A&W (Northgate Shopping Centre)	Eclipse Stores Inc	Ministry of the Solicitor General	Santa'Ville
AWOL BARBER SHOP	Ed Seguin & Sons Trucking and Paving	MisterSnow	Savage Equipment Leasing Inc.
Abell Pest Control Inc.	Empire Living Centre	Municipality of West Nipissing	Savage Ford Sales Limited
Aecom	Enbridge Inc.	Nature and Outdoor Tourism Ontario (NOTO)	Sephora Canada
Apollo Transport	Express Parcel	Near North District School Board	Serco Canada Inc.
Aramark Canada Ltd.	Eye Associates of North Bay	Near North Palliative Care Network (Nipissing-Parry Sound)	Shoppers Drug Mart
Ardene	FDM4	Nedco Ontario	Sienna Senior Living
Baker Tilly	Fairfield Inn & Suites by Marriott North Bay	Neddy's North Bay Hyundai	Simcoe Northern Supply
Battano Construction Limited	Fastenal	New York Fries	Sobeys - North Bay
Bayland Property Management	FedEx Express	Nipissing Healthcare	Spencer Gifts
Bayshore Health Care	Feldcamp Equipment Limited	Nipissing Transition House	Spirit Halloween
Beef N Brand Bar & Grill	First Choice Haircutters	Nipissing University	Stantec
Binx Professional Cleaning	First Student / First Transit	Nipissing Wellness Ontario Health Team	Staples Canada
BioScript Solutions	Foraco	Nipissing-Parry Sound Catholic District School Board	Starbucks - North Bay
Boart Longyear Inc.	Freightliner North Bay	Nordic Minesteel Technologies Inc.	Stock Transportation
Bradwick Property Management	Fur Harvesters Auction	North Bay Cycle and Sports	Stockfish Automotive Group
Brand Momentum Inc.	GardaWorld	North Bay Family Dentistry	Sturgeon Falls Brush and Contracting Ltd
Brandt Industries	Genesee & Wyoming Inc.	North Bay Hydro	Sturgeon Falls IDA
Buchner Manufacturing Inc.	GeoVerra Inc.	North Bay Indigenous Hub	Subway - Lakeshore Drive
Bumper to Bumper - H.E. Brown	Gervais Restaurant and Tavern, Country Style Donuts	North Bay Jack Garland Airport	Subway - Mattawa
Bur Oak Resources Inc.	Giant Tiger - North Bay	North Bay Machining Centre Inc.	Subway - Pinewood Park Drive
CAA North & East Ontario	Glen Garry Motel and Cottages	North Bay Museum	Subway - Shirreff Ave.
CIBC - North Bay	Golden Harvest Cannabis Co.	North Bay Parry Sound District Health Unit	Subway - Sturgeon Falls
CTS Canadian Career College	GoodLife Fitness	North Bay Police Service	Subway - Trout Lake Road
Caisse Alliance	Guy's Tire Sales Inc	North Bay Regional Health Centre	Sunrise Records
Campus Living Centres	HOSE TECH	North Bay Sport Medicine	Syl's Neighbourhood Kitchen
Canadian Mental Health Association	Hamelins Outdoor Power Equipment	North Bay Stamp & Coin Ltd.	TJX Companies - Homesense
Canadore College - College Drive	Hampton Inn by Hilton North Bay	Northern Dental Specialty Group	Talize
Canadore College - Commerce Court	Hands, TheFamilyHelpNetwork.ca	Odyssey Fluid Power	The Body Sculptors
Canarino Nissan	Hickory Farms	Old Dutch Foods	The Brick North Bay
Canor Construction	Indigo Books & Music	Ontario Health	The Corporation of the City of North Bay
CarePartners	Intelcom Dragonfly	Ontario Ministry of Transportation	The Erb Group of Companies
Cascades Casino	JT SUSHI	Orchards Fresh Food Market	The Salvation Army
Cassellholme Home for the Aged	Jacent Strategic Merchandising	Osprey Commercial Cleaning	The Sisters of St. Joseph of Sault Ste. Marie
Cementation Canada	Canada	PHARA	The Skyline Group of Companies
Chatters	KRB Mechanical Limited	ParaMed Home Health Care	The Urban Cafe
Churchill's	Kal Tire	Partner's Billiards and Bowling	Tint co
Cineplex Inc.	Karis Disability Services (formerly Christian Horizons)	Pavao Contracting Inc	Total Cabinet Modules
Clark Communications	Kia North Bay	PetSmart	True North Chevrolet Cadillac Ltd / Fix Auto North Bay
Closing the Gap Healthcare	LOSS PREVENTION SERVICES LIMITED	PosPro Financial	Union of Ontario Indians
Comfort Inn - Airport	Lawn Care Plus	Premier Mining Products	Victorian Order of Nurses / VON
Commissionaires	Les Soeurs de l'Assomption de la Sainte vierge	Quantum Lifecycle Partners LP	Voyageur Aviation Corp
Community Counselling Centre of Nipissing	Levante Living - Barclay House	Rahnmet	WIS International
Community Living North Bay	LifeLabs	Rainbow Concrete Industries Ltd.	Wacky Wings
Conseil scolaire catholique Franco-Nord	Loblaw Companies Limited	Redpath Mining Contractors and Engineers	Waggy Tails Resort
Conseil scolaire public du Nord-Est de l'Ontario	MacEwen Gas Bar - Mattawa	Reliance Home Comfort	Walmart - North Bay
Contrans Flatbed Group	March of Dimes Canada	Robinson's Pharmasave	West Nipissing General Hospital
Cooper Equipment Rentals	Marina Point Village	Roofmart	Westburne
Creative Learning Toys	Mattawa Hospital	Roots Canada	Winmar Property Restoration
Crisis Centre North Bay	Metro - North Bay		Workplace Safety North
District of Nipissing Social Services Administration Board	Miller Technology Incorporated		YMCA of Northeastern Ontario
Dollarama L.P.			ZEDD Customer Solutions

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PARRY SOUND DISTRICT

180 Smoke
Adams Bros. Construction
Almaguin Highlands Community Living
Bayshore Health Care
Bourgeois Ford North
Bowes Dental Centre
Bowman Landscaping and Excavation
Buffed Total Cleaning
CIBC - Parry Sound
Canada Clean Fuels
Canadian Mental Health Association
Closing the Gap Healthcare
Connor Industries
Crofters Food Ltd
District of Parry Sound Social Services
Administration Board
Eastholme Home for the Aged
Foodland
Fowler Construction

Georgian Animal Hospital
IDA pharmacy
Invisible-Care
KFC - Parry Sound
LCBO
Lawson Landscapes
Mac Lang
Magnetawan Grill and Grocery
McDougall Insurance and Financial
Miller Paving
Muskoka Lumber
Near North District School Board
Nipissing-Parry Sound Catholic District
School Board
North Bay Parry Sound District Health
Unit
Novo Peak Health
OUR Center Foster Care
ParaMed Home Health Care

Parry Air Heating & Cooling
Parry Sound Family Health Team
Parry Sound Friendship Centre
Pizza Hut - Parry Sound
Powassan Dental Centre
Shawanaga First Nation
Sobeys - Parry Sound
Starbucks - Parry Sound
Subway - Parry Sound
Sundridge Dental
The Home Depot - Parry Sound
The Law Offices of Ben Prichard
The Salvation Army
The Township of Chisholm
Tim Hortons - Parry Sound
Town and Country Motel
Town of Kearney
Town of Parry Sound
Township of Ryerson

Upton Quality
Victorian Order of Nurses / VON
Voyago
Walmart - North Bay
Walmart - Parry Sound
Wasauksing First Nation
West Parry Sound Health Centre
Western Financial Group
Wine Rack
Wolf Mechanical Inc
Wolseley Canada Inc.
Woodhouse Homes
YMCA of Simcoe/Muskoka



WHAT IS THE LMG MONTHLY JOBS REPORT?

This Jobs Report is a monthly publication produced by the Labour Market Group.

Each month we compile this report based on our job portal **readysethired.ca**.

Readysethired.ca is an online job portal that provides and collects real time job postings within the districts of Nipissing and Parry Sound. These postings are updated daily and provide job seekers with a one stop shop for local current employment opportunities.

FOR MORE INFORMATION & FURTHER DETAILS ABOUT LOCAL JOBS, PLEASE CONTACT :

The Labour Market Group
readysethired.ca
info@thelabourmarketgroup.ca



The Labour Market Group
Guiding partners to workforce solutions.

**Ministry of the Environment,
Conservation and Parks**

Environmental Assessment
Modernization Branch

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**Ministère de l'Environnement, de
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Direction de la modernisation des processus
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December 5, 2025

**Subject: Update on the proposed environmental assessment regulation for
municipal infrastructure**

Good afternoon,

I am writing to share an update on the proposed Municipal Project Assessment Process (MPAP), a new environmental assessment (EA) regulation for certain municipal infrastructure projects. If implemented, this regulation would replace the current Municipal Class Environmental Assessment (MCEA).

The Ministry of the Environment, Conservation and Parks (ministry) continues to modernize Ontario's EA program. Our goal is to reduce delays for critical infrastructure projects, while maintaining strong environmental protections and opportunities for public consultation.

Background

In March 2023, we posted an initial proposal on the Environmental Registry to review EA requirements for municipal infrastructure projects.

In February 2024, we began consulting on a more detailed proposal for regulations under Part II.4 of the amended Environmental Assessment Act. These regulations would identify municipal projects subject to the streamlined EA process outlined in the proposed MPAP regulation.

Next steps

We appreciate the feedback received so far. In response to input received during earlier consultations, we are considering changes to the February 2024 proposal. These updates are outlined in the [updated proposal posting](#).

The ministry is seeking your input as we finalize the streamlined EA project list and process regulation.

Provide comments

For details on the updated proposal and to provide your input, visit:
<https://ero.ontario.ca/notice/019-7891>.

The comment period is open until **February 3, 2026 (60 days)**.

If you have questions, please contact the EA Modernization team at:
EAmmodernization.mecp@ontario.ca.

Thank you for your continued engagement.

Sincerely,

A handwritten signature in black ink, appearing to read "A. Cross". The signature is fluid and cursive, with the first letter "A" being large and prominent.

Annamaria Cross
Director, Environmental Assessment Modernization Branch
Ministry of the Environment, Conservation and Parks



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For Immediate Release

Northern Ontario Hill Days: NOMA and FONOM Bring a Unified Northern Voice to Ottawa

Thunder Bay, ON / North Bay, ON — December 3, 2025 — The Northwestern Ontario Municipal Association (NOMA) and the Federation of Northern Ontario Municipalities (FONOM) have concluded two highly productive days of meetings on Parliament Hill as part of **Northern Ontario Hill Days**, a coordinated advocacy mission that brought municipal leaders directly to federal decision-makers to advance the priorities of Northern communities.

Over the two-day mission, representatives from NOMA and FONOM met with **MPs from all parties, Cabinet Ministers, Opposition Leaders, and senior federal officials**, underscoring a shared message: **supporting the North is essential to strengthening Canada's economy, infrastructure, and communities.**

High-Impact Meetings Across Parliament Hill

Throughout the mission, the delegation engaged in focused discussions with:

- **Staff from the Leader of the Official Opposition**
- **MP Marcus Powlowski (Thunder Bay–Rainy River)**
- **MP Pauline Rochfort (Nipissing–Timiskaming)**
- **Finance Minister François-Philippe Champagne**
- **Minister Patty Hajdu**
- **Minister Mélanie Joly**
- **Parliamentary Secretary for Infrastructure and Housing Jennifer McKelvie**
- **Parliamentary Secretary for Immigration Peter Fragiskatos**
- **Housing Critic Scott Aitchison (CPC)**
- **MP Eric Melillo (Kenora / Kiiwetinoong - CPC)**
- **Senior staff in the Prime Minister's Office**

These discussions centred on the urgent needs of Northern communities and the unique role the region plays in national economic growth, resource development, supply chain reliability, and community safety.

Advancing Key Priorities for Northern Communities

NOMA and FONOM presented a coordinated set of priorities, including:

▪ **Strengthening the Trans-Canada Highway System**

Northern Ontario is home to the most vulnerable stretch of the Trans-Canada Highway. The delegation called for federal investment in 2+1 highway models, redundancy around critical pinch points, and long-term resilience planning to ensure the continuity of Canada's national supply chain.

▪ **Addressing Labour Shortages Through Tailored Immigration Pathways**

Municipal leaders emphasized that severe labour shortages are slowing growth across essential services, small businesses, and major industrial projects. The delegation pressed for rural- and Northern-specific immigration solutions to attract and retain workers and to support regional post-secondary institutions facing enrolment pressures.

▪ **Community Safety and Meaningful Bail Reform**

Delegates urged the federal government to take decisive action on chronic reoffending, improve accountability within the bail system, and support measures that restore safety and confidence in Northern communities.

▪ **Unlocking Economic Growth and Critical Minerals Development**

NOMA and FONOM highlighted the global significance of Northern Ontario's critical mineral potential and called for accelerated permitting, strategic infrastructure investments, and continued support for Indigenous-led partnerships.

Quotes:

"Northern Ontario's highways are Canada's highways. The Trans-Canada corridor through our region is the most vulnerable stretch in the entire country, and without real federal investment in redundancy, expansion, and safety upgrades, the national supply chain remains at constant risk. At the same time, our communities are facing historic labour shortages across every sector. We made it clear in Ottawa that Northern Ontario is ready to grow, but we need the workers—and the safe, reliable transportation infrastructure—to support that growth."

— **Rick Dumas, President, Northwestern Ontario Municipal Association (NOMA)**

"Municipalities across Northern Ontario are confronting a community safety crisis driven by chronic and repeat offenders, and we pressed the federal government for meaningful bail reform that protects victims, reinforces accountability, and ensures our communities can feel safe again. At the same time, labour shortages are holding back everything from small businesses to major resource projects. Northern Ontario needs a federal partner committed to real solutions on both fronts if we are going to thrive."

— **Dave Plourde, President, Federation of Northern Ontario Municipalities (FONOM)**

A Strong and Collaborative Presence

Northern Ontario Hill Days showcased unprecedented collaboration between the two regional associations, presenting a united and solutions-focused voice to federal leaders. Together, NOMA and FONOM affirmed that **a strong, growing Northern Ontario is foundational to building a strong and competitive Canada.**

Looking Ahead

NOMA and FONOM expressed their commitment to continuing this momentum through **annual federal engagement**, ensuring that the issues facing Northern communities remain front and centre in national discussions.

Both organizations also extended an invitation to federal leaders, stating that they **look forward to welcoming MPs, Ministers, and the Prime Minister** to their upcoming conferences to continue dialogue, strengthen relationships, and advance shared priorities for Northern Ontario.

—30—

Media Contacts:

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